Faltering economy drives families into poverty

By David L. Perlman

A failing economy, not crumbling family values, is responsible for most of the growth in poverty during the 1980s, according to a staff study prepared for the Joint Economic Committee of Congress.

Unemployment and low wages are creating more poverty than teenage pregnancies, the study concluded.

A single-parent household headed by a woman is still much more likely to be poor than a two-parent family, the study noted. But even though such poverty-prone households have continued to increase, the new poor are more likely to be found in traditional two-parent households.

From 1979 to 1985, poverty rose by 2.2 million or 23 percent in female-headed households and by 3.2 million or 32 percent in married-couple households.

Rep. David R. Obey (D-Wis.), outgoing chairman of the JEC, and Sen. Paul S. Sarbanes (D-Md.), who will head the committee in the new Congress, said the study points up the economic stagnation that has prevented a full recovery from the severe 1981-82 recession.

Unemployment continues to hover around 7 percent, compared with the 1979 average of 5.8 percent, the study noted. It found that "the poverty rate seems to rise and fall in lock-step with the unemployment rate."

Another big factor cited in the study is the lower pay levels of the jobs being created in an import-battered, sluggish economy. Obey and Sarbanes pointed to a recently-issued JEC report showing that, since 1979, some 60 percent of the net growth in employment came from jobs paying less than $7,000 a year.

Related to this, the study noted, is the decline in the buying power of the federal minimum wage. In 1979, a worker employed full time at the minimum wage would be able to maintain a family of three slightly above the poverty level. But at today's depreciated minimum wage, a comparable worker would have an income 20 percent below the family-of-three poverty level.

Apart from the decline in cash incomes, working families have also been hurt by the stiffer eligibility standards imposed in the Reagan years for benefits to supple-

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Failing Reagan policy tied to U.S. downturn

Key industrialized nations surge ahead

By Gene Zack

The Reagan Administration's flawed economic policies have left the United States lagging far behind Japan, West Germany and Sweden in all but five out of 30 areas dealing with economics and the quality of life, the Economic Policy Institute charged.

The Washington-based research organization pointed out that the United States spends a smaller share of its gross domestic product—the total output of the nation's goods and services after subtracting income from foreign investments—on essential domestic programs than any other advanced industrial country in the world.

The result is that the United States is the loser in key economic areas, EPI said in its first major study. These include GDP growth, productivity, joblessness, youth unemployment, the percentage of jobless receiving unemployment benefits, foreign trade, exports of goods and services, net savings, the misery index which measures the joint impact of unemployment and inflation, gross capital investment and manufacturing profits.

In the area of the quality of life, the study showed, America has the worst performance in such categories as the equality of income distribution, infant mortality, prenatal mortality, male life expectancy and the number of hospital beds per capita.

Few positives

The only areas where the United States scored positively were in the increase in gross capital investment, expenditure on medical care per capita, living space per person, home ownership and employment growth. Even so, the job gains were primarily made in the low-paying service sector.

Looking toward the post-Reagan era—that will begin when a new Administration takes office on Jan. 20, 1989—the research group called for development of alternatives to restore jobs, revitalize the nation's economic competitiveness and reduce the crippling deficit in the balance of payments.

It specifically rejected the Administration's "laissez-faire" ideology, emphasizing

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America's failure to keep pace with other industrialized nations is detailed at an Economic Policy Institute forum in Washington. From left, USWA President Lynn Williams, Ernest Wilson of World Bank, Prof. Lester Thurow of Massachusetts Institute of Technology, UAW President Owen Bieber, AFSCME President Gerald McEntee and EPI President Jeff Faux.

Sakharov return spurs call to release other dissidents

The AFL-CIO welcomed the decision by the Soviet government to restore at least partial freedom to human rights activist Andrei Sakharov, who was allowed to return to Moscow after six years of internal exile in Gorky.

"We welcome any step that gives this great human rights leader an extra margin of freedom," said Federation President Lane Kirkland, "although, like Sakharov, we remain concerned about the many more prisoners of conscience inside the Soviet Union and the millions who still languish in the gulags."

Kirkland took the occasion of Sakharov's release to restate labor's sorrow over the recent death of Soviet trade union and human rights activist Anatoly Marchenko after a four-month hunger strike to protest torture at the hands of USSR prison camp guards.

The AFL-CIO president emphasized that if the Soviet government had "responded

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Clean water bill gets congressional priority

A clear water bill that President Reagan pocket-vetoed last November after Congress adjourned is expected to be the first substantive legislation enacted by the 100th Congress, which goes to work Jan. 6.

It passed the House and the Senate unanimously last October, but Reagan vetoed it after Congress adjourned, thus preventing a certain override. It was too costly, he complained.

At issue is the future of a labor-supported program launched in 1972, when pollution of lakes and rivers threatened the nation's water supplies. Congress required cities and industries to clean up wastes to acceptable levels before discharging them into waterways and provided financial help to construct sewage facilities.

The budget President Reagan sent to Congress last year would have phased out construction grants, with a final authorization of $6 billion to carry the program through fiscal 1989. Budget cuts imposed in the first year of the Reagan Administration had already sliced the program's funding levels in half.

But Congress balked at the Administration's phaseout schedule. Instead, it voted a $20-billion program, to run through 1994. Direct construction grants would continue to 1990, being gradually replaced by a state-administered revolving loan fund to which the federal government would contribute.

The vetoed bill also authorized a new program to help control runoff pollution from farm lands, construction sites and city streets.

Despite the Administration's objections, the House passed the bill on a 408-0 roll-call last Oct. 15, and the Senate approved it, 96-0, the next day. A veto override was

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Layoff warnings dampen holiday joy

Cutbacks and plant closings imperil thousands of workers

By Arlee C. Green

Tens of thousands of union workers learned during the holiday season that their jobs are in jeopardy. American Telephone & Telegraph Co. announced a layoff of 27,400, General Motors Corp. targeted the jobs of 29,000 workers at 11 or more plants for elimination, and steel industry analysts predicted up to 30,000 more steel jobs will disappear in 1987.

The Communications Workers called AT&T's announcement of a major cut in its payroll in 1987 "an error, a gross overstatement and unduly alarming."

CWA President Morton Bahr said the cuts in the workforce would be spread over the rest of the decade with only a quarter of the layoffs occurring in 1987. The cutbacks will hit 16,500 hourly workers and 10,900 managers, AT&T said.

Rotten timing

The timing of the announcement was "unfortunate," Bahr said, as workers would be checking the mail "not for holiday greetings, but for a pink slip from their employer." AT&T President James Olson said that all reductions would come in 1987.

Also in the communications industry, U.S. West Information Systems announced it will cut 1,000 employees from its 2,275-member workforce. A nonunion subsidiary of U.S. West Inc., a regional telephone system, the company markets communications equipment manufactured by other firms.

The steel industry will eliminate up to 30,000 more jobs in 1987, predicted John Jacobson of Chase Econometrics. Employment in steel declined from 509,000 in 1973 to 180,000 in 1986 and will likely fall below 160,000 in 1987, Jacobson said. The Steelworkers, stressing that layoffs of this magnitude have been predicted for

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Glimmers of hope amid gloom of 1986

Massive deficits in jobs, international trade and the federal budget dominated the news in 1986, creating a whole range of problems for workers and their families.

While the year began and ended on these dreary economic notes, there were small glimmers of hope for the trade union movement. It weathered another 12 months of an anti-labor Administration, its members and their families helped end Republican domination of the Senate for the twilight years of Ronald Reagan's presidency and there were victories to boast of on both the legislative and bargaining fronts.

Leafing back through the 51 issues of the AFL-CIO News published last year put this perspective on what happened.

In May, President Kirkland informs Yelena Bonner, wife of Soviet dissident Andrei Sakharov, that her husband is the recipient of the George Meany Human Rights Award for 1986. At year's end, Sakharov was allowed to return to Moscow, ending seven years in internal exile.

January

The year began with the domestic market awash in imports, sending 1985 into the record books with a massive $148.5-billion trade deficit as unemployment festered at the 7-percent level. The 99th Congress returned to wrestle with budget cuts mandated by the Gramm-Rudman-Hollings Act, with labor warning against further slashes in domestic programs. The AFL-CIO launched a nationwide boycott of Shell Oil Co. to protest its "repressive treatment of black workers" in South Africa and management's support of that nation's racist policies. Labor joined with its civil rights allies in the first observance of the Martin Luther King Jr. national holiday. The State, County & Municipal Employees won a $107-million out-of-court pay equity settlement for 35,000 Washington state workers. Some 22,000 Food & Commercial Workers won job security guarantees to end an eight-week strike against Southern California supermarkets. The Oil, Chemical & Atomic Workers won pay increases, bonuses and plant-closing safeguards with Amoco Oil Co. to set the pattern for industry negotiations. A report showed that the Reagan-dominated National Labor Relations Board continued its bias toward management and against workers. Missouri unionists staged a massive rally to head off a proposed "right-to-work" measure in the state legislature.

People—Sandra Feldman was elected president of New York City's 85,000-member United Federation of Teachers. Death claimed Alexander J. Rohan, 74, former AFL-CIO vice president and the retired president of the Printing Pressmen; Francis M. Schaufenbil, 70, president of the United Textile Workers and John Evans, 66, chief executive of the AFL-CIO Housing Investment Trust.

February

In his State of the Union message, President Reagan painted a rosy picture of a prosperous America "on the move," and simultaneously submitted a budget that proposed starving the domestic sector to fund another huge rise in military expenditures. A three-judge federal panel ruled that the Gramm-Rudman-Hollings Act was unconstitutional, setting the stage for a Supreme Court showdown as the Executive Council called for the measure's repeal. President Lane Kirkland hailed the key role played by unions in assuring democratic elections that ousted Ferdinand Marcos and brought Corazon Aquino to power in the Philippines. The Executive Council called for a broad range of government policies to restore full employment, adopted a new procedure to avoid "wasteful" competition between unions in organizing campaigns and created new structures to deal with the changing face of the workplace and unions. Labor stepped up its drive for legislation to stem the import tide, restore benefits for trade-devastated workers and overhaul the tax law to put the wealthy and giant corporations back on the tax rolls. A Bureau of Labor Statistics report showed that union members average $104 a week more than nonunion workers. The Teachers and the Service Employees called for safe removal of asbestos from schools.

People—The Challenger space shuttle tragedy claimed the life of Christa McAuliffe, an AFT member scheduled to be the first teacher in space, and six fellow crew members. Harry J. Van Arsdale Jr., 80, president of the New York City AFL-CIO since 1957, died. Gerald Menapace became UFCW secretary-treasurer to succeed Anthony J. Lutty who retired. Three AFL-CIO department directors retired, with Richard Womack succeeding Civil Rights Director William E. Pollard, Robert M. McGlotten succeeding Legislative Director Ray Denison and Charles McDonald succeeding Organizing Director Alan Kistler.

March

The Supreme Court ruled that the NLRB erred in insisting that nonunion workers could vote in an independent union's election on affiliation with the UFCW and affirmed the agency shop principle for public employees. Congress voted a six-year renewal of the trade adjustment program and strengthened pension insurance for 30 million workers covered by single-employer plans. The House voted a curb on "lie detectors" to prevent employers' from imposing polygraph tests on workers or job applicants. Labor scored impressive on-the-job safety victories in 1985 as eight state legislatures enacted "right-to-know" laws on hazardous substances. Some 30,000 Steelworkers set an industry bargaining pattern by swapping givebacks for a profit-sharing plan at the ailing LTV Steel Corp. and fought off management takeback demands in new contracts to end a 16-day strike at four major can producers. The Occupational Safety & Health Administration came under fire for caving in on record-keeping requirements. The locked-out Oil, Chemical & Atomic Workers warned of serious health and safety hazards at the Geismar, La., plant of the BASF conglomerate.

People—The Theatrical Stage Employees elected Alfred W. DiTolla president after Walter F. Diehl retired. Broadcast Employees & Technicians President Edward Lynch resigned and was succeeded by Vice President James P. Nolan. Former Sec.-Treas. Albert E. Albertoni of the Fire Fighters died at 77. Thomas P. Van Arsdale was elected president of the million-member New York City AFL-CIO.

April

The House voted 229-173 for a labor-backed bill to curb double-breasted contractors. A key 54-44 Senate vote scuttled an anti-union amendment to the Hobbs Act. The Vatican issued a call for job creation to end the "tragic problem of unemployment" and urged the payment of a "family wage" to support workers and their dependents. The Communications Workers and the Electrical Workers set job security and wage increases as their bargaining goals as contract talks opened for 205,000 workers at the American Telephone & Telegraph Co. The NLRB threw out a complaint by the nonunion Associated Builders & Contractors challenging a Building & Construction Trades agreement to build the new General Motors plant in Spring Hill, Tenn. OSHA levied a record $1.4-billion fine on Union Carbide Corp. for 221 safety violations at its Institute, W.Va., facility. An AFL-CIO teleconference focused on strategies to combat management demands for givebacks in health care coverage. With the political spotlight shifting to the states, Kirkland and Sec.-Treas. Thomas R. Donahue stressed the need for full affiliation with state and local central bodies. The United Transportation Union disaffiliated from the federation after an Executive Council subcommittee found it in noncompliance under the Article XX internal disputes procedures. The Ladies' Garment Workers marked the 75th anniversary of the Triangle Shirtwaist Co. fire.

People—The Actors & Artistes elected John C. Hall Jr. as executive secretary. Leo Perlis, 74, former director of the Dept. of Community Services, died. Pioneer organizer Pauline Newman of the Ladies' Garment Workers died at 96.

May

By a lopsided 295-114 vote, with 59 Republicans deserting the Administration, the House passed a get-tough trade bill backed by labor cracking down on countries that deny workers' rights and subsidize exports while closing their markets to U.S.-made goods. Unions representing federal and postal employees hailed final congressional approval of a new three-tier government retirement system. The Environmental Protection Agency's new rule on asbestos removal was denounced by the Public Employees Dept. for being inadequate, out-of-date and weaker than EPA's 1985 standards. The Reagan Administration proposed Davis-Bacon Act changes that building trades unions said would virtually demolish prevailing wage protections on federally funded construction. The Railway & Airline Clerks ratified a new contract with the nation's major railroads. CWA members authorized a strike at AT&T as negotiations deadlocked. The federation warned that corporations were reaping billions of dollars by terminating pension plans and pocketing "excess" assets. Ground was broken for the George Meany Archives at the Maryland labor studies center named in his honor.

People—The Executive Council selected Andrei Sakharov as the recipient of the 1986 George Meany Human Rights Award and called on the Administration to pressure Moscow to release the Soviet civil rights activist from exile. The nomination of Jeffrey Zuckerman as general counsel of the Equal Employment Opportunity Commission was overwhelmingly rejected by the Senate Labor Committee. John A. Pendergrass was confirmed as head of OSHA although labor expressed reservations because of his role with 3M Corp. in fighting cotton dust regulations.

June

Cracking down on management's use of bankruptcy proceedings to void collective bargaining agreements, a federal judge ruled that Wheeling-Pittsburgh Steel Corp.'s scrapping of its contract with the Steelworkers in July 1985 was illegal. The NLRB dismissed charges by the National Right to Work Legal Defense Foundation and approved the agreement between the Auto Workers and General Motors Corp. for its new Saturn plant. More than 15,000 members of the Aluminum, Brick & Glass Workers struck 15 plants of the Aluminum Co. of America after rejecting demands for wage and benefit cuts. Foreign trade, taxes and the budget, organizing and labor's new benefit program held center stage as 2,500 members took part in a marathon "Union Meeting of the Air" beamed via satellite television to 20 local sites across the country. The CWA and the IBEW won strong job security provisions at AT&T to end a three-week strike.

People—Jay Mazur was elected president of the ILGWU to succeed Sol C. Chaikin who retired after 11 years in that post. Nelson H. Cruikshank, former director of the federation's Dept. of Social Security, died at 83. Howard Collins, 59, former president of the United Garment Workers, was killed in an automobile crash.

July

President Kirkland denounced South Africa's racist regime and its brutality against workers after returning from an ICFTU protest mission to that strife-torn country and sharply criticized the Administration's "hypocrisy" in opposing sanctions to end apartheid. In a move to extend economic protection to its members from the workplace to the marketplace, the AFL-CIO formally launched its Union Privilege Benefit Programs with a low-cost credit card and legal services. The AFL-CIO welcomed the Supreme Court's ruling that giving the comptroller general automatic authority to enforce Gramm-Rudman-Hollings budget cuts was unconstitutional, forcing the tough decision-making process back on Congress. Textile employment in eight southeastern states plunged to a 35-year low under the impact of imports. A 28-month strike and boycott of El Al Airlines ended, restoring Machinists to their jobs and ousting strikebreakers hired to replace them.

People—Robert E. Rader, a controversial anti-union lawyer opposed by organized labor, was rejected by the Senate Labor & Human Resources Committee for membership on the Occupational Safety & Health Review Commission. Despite vigorous labor opposition, the Senate confirm-

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Labor Day 1986 saw tens of thousands trade unionists on the march, the largest turnout being this mile-long parade in Detroit.

Governments pressed on job creation

Paris—Dealing with persistent mass unemployment in a period when economic growth is not matched with job opportunities, demands the "coordinated action" of employers, governments and unions, the Trade Union Advisory Committee to the Organization for Economic Cooperation & Development declared.

The labor group praised a communique issued by the OECD's labor ministers that placed emphasis on the responsibility governments must assume in order to make a "concerted attack on the problems of unemployment."

In a companion statement, AFL-CIO President Lane Kirkland, TUAC's newly elected president, told labor ministers—including U.S. Labor Sec. William E. Brock—that they must "get the message across to their colleagues in government that bringing unemployment down must be the central objective" of government policy.

That message, he declared, must be transmitted in particular to the conservative finance and economic policymakers in government.

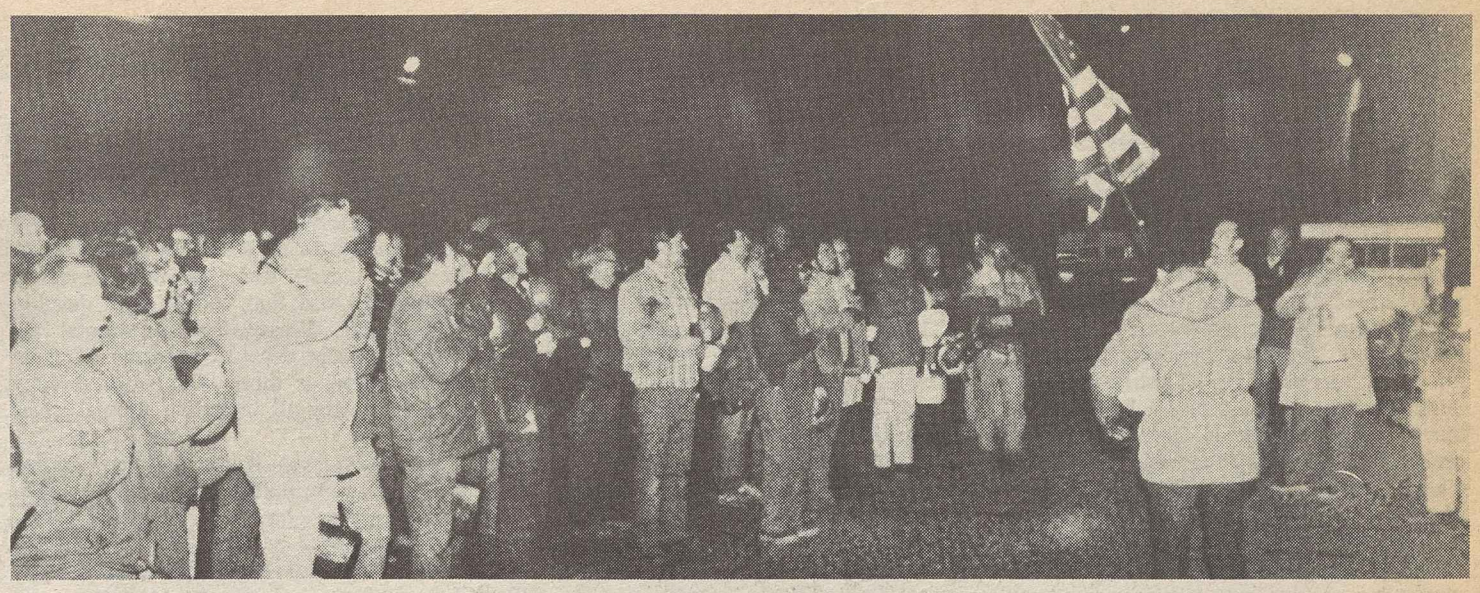
"Unemployment is not only a shameful waste of economic resources and creative human capacity," Kirkland declared. "It is polarizing society in a great many ways, and is above all a problem which spreads fear and insecurity, dividing society, raising tension and hindering desirable change."

Wage increases vital

TUAC expressed agreement with the labor ministers' recognition of "the need to sustain social standards and employment security" and its emphasis on the need for a continuing pattern of wage increases as part of any economic resurgence in the industrialized nations.

But the labor advisory group expressed concern over the trend toward "jobless growth," disagreeing with the labor ministers' contention that the introduction of new technology is a positive way to increase employment. TUAC emphasized that this is not the case today, when advancing industrial and office technology are causing a shrinkage in the workforce.

TUAC represents some 40 major labor centers in the principal industrialized countries of North America, Western Europe and Asia. It evolved out of organized labor's participation in the Marshall Plan.



By dawn's early light

Shipyard workers assemble for their daily pre-dawn solidarity march in Portland, Ore., to protest wage cutbacks imposed by Dillingham Ship Repair of up to $6 an hour and the elimination of craft jurisdictions. The nine unions of the Portland Metal Trades Council at Dillingham are pursuing unfair labor practice charges. Only about 150 of the yard's 900 employees are still working. The rest have been laid off.

Court upholds hiring hall obligation

Enforces NLRB order for back pay to union workers

An iron and steel supplier in Yuma, Ariz., violated the Taft-Hartley Act when it terminated welfare and pension fund contributions and refused to continue hiring workers through a union hiring hall after its contract with Iron Workers Local 75 expired.

The U.S. Court of Appeals for the District of Columbia Circuit affirmed the judgment of the National Labor Relations Board, which ordered Southwestern Steel & Supply Inc. to compensate in full all workers "who were denied an opportunity for work because of its unlawful refusal to continue using the hiring hall."

Southwestern had agreed to hire workers from the local union's hiring hall and to contribute to the California Iron Workers pension and welfare plans "for the period provided in the agreement and from year to year . . . unless written notice revoking this agreement is given . . . at least 60 days prior to any anniversary date."

But when the contract expired, Southwestern began hiring nonunion workers and stopped making contributions to the funds. The Iron Workers filed unfair labor practice charges with the NLRB.

In its appeal for review of the NLRB decision, Southwestern acknowledged that certain conditions of employment are "mandatory subjects of bargaining."

But the company argued that the hiring hall provision is included in a short list of exceptions to that rule. However, the NLRB has limited the exception to union shop clauses, dues checkoff plans and some no-strike agreements, none of which remains in effect after a collective bargaining agreement expires.

The appeals court rejected Southwestern's contention and affirmed the Board's decision that hiring hall clauses remain in force after a contract expires while the parties continue bargaining. The court also affirmed the NLRB's remedy requiring compensation for union members "who have been harmed by the company's refusal to comply with the hiring hall provision."

Similarly, the appeals court rejected Southwestern's claim that the union had waived its right to bargain over the pension and welfare fund contributions. The "qualified right to terminate" the plan would take effect "only after the company has complied with its statutory duty to bargain," the court held.

Frank Garrison heads Michigan Fed

Lansing, Mich.—Frank Garrison, an Auto Worker whose career closely paralled that of the late Sam Fishman, has been elected to serve out Fishman's term as president of the Michigan AFL-CIO.

Garrison, the 52-year-old Michigan director of the UAW's Community Action Program, was the unanimous choice of the state federation's general board.

A native of Huntington, Ind., Garrison joined UAW Local 699 in 1952, when he started work at the General Motors steering gear plant in Saginaw, Mich. After military service, he returned to the GM plant and was elected to a number of local offices before being appointed a UAW international representative in 1972.

Garrison was subsequently assigned to the UAW's Michigan CAP staff, as legislative director and assistant to Fishman. After Fishman's election as executive vice president of the Michigan AFL-CIO in 1982, following the UAW's reaffiliation, Garrison succeeded him as Michigan CAP director.

Workers rode economic rollercoaster in 1986

Continued from Page 2

ed Daniel A. Manion as a federal appeals court judge by a 49-49 tie vote. The Maintenance of Way Employees elected Geoffrey N. Zeh to succeed Ole M. Berge as president.

August

By a slim eight-vote margin, the House failed to override President Reagan's veto of import limitations on textiles, clothing, shoes and copper. The "dismal economic performance" spawned by flawed Administration policies prompted the Executive Council to renew its call for strong full-employment measures. Some 22,000 Steelworkers were locked out by USX Corp. although the USWA offered to continue working under the terms of the previous agreement while fighting management's demand for wage reductions. Reagan Administration plans to lift the 44-year-old ban on industrial homework was assailed by the AFL-CIO and affiliated unions as opening the gate to the return of kitchen sweatshops and widespread child labor abuses. Public sector collective bargaining agreements in the first half of 1986 averaged 6 percent a year over the term of the contracts. The CWA and the IBEW settled with the "baby Bells"—the regional telephone companies created after the 1984 court-ordered breakup of AT&T. Some 7,500 members of the Woodworkers and Carpenters ended a six-week strike against Weyerhaeuser Corp.

People—John J. Barry was elected president of the Electrical Workers to succeed Charles H. Pillard who retired. Tom Kahn was named to head AFL-CIO Dept. of International Affairs as Irving J. Brown retired.

September

In parades and rallies across the country, unionists marked Labor Day, underscoring Kirkland's message that a reversal of Reagan's disastrous economic policies were needed to raise the flagging American standard of living. The national poverty rate remained stuck at 14 percent with 33 million losing the battle for economic survival. Congress put its final seal of approval on tax reform legislation that labor said went a long way toward restoring fairness and equity. The House voted to mandate labor protection provisions for airline employees trapped by mergers and acquisitions. The Senate approved a union-sought bill to compel EPA to set standards for safe removal of life-threatening asbestos from schools and public buildings. The National Air Traffic Controllers took off as the federation's newest union. Congress voted to impose a settlement in the lengthy dispute between the Maintenance of Way Employees and Maine Central Railroad. The Furniture Workers voted to merge with the Electronic Workers.

People—The Senate confirmed William H. Rehnquist as chief justice of the Supreme Court and Antonin Scalia as an associate justice. Alvin E. Heaps, 66, died and was succeeded as president of the Retail, Wholesale & Department Store Union by Lenore Miller. Death claimed Daniel Healy, 78, retired director of AFL-CIO Region I, and Frank Nelson, 75, former president of the Television & Radio Artists.

October

Congress voted overwhelmingly to override President Reagan's veto and impose tough sanctions on South Africa until its racist policies are eliminated. Defying another veto threat, Congress approved an expanded Superfund program to accelerate the cleanup of the nation's toxic dump sites. An immigration reform measure was enacted, including labor-sought provisions to crackdown on employers who hire illegal aliens and granting amnesty to those who crossed the border illegally but who have now put down roots in American communities. Revelations that the Reagan Administration was encouraging American firms to shift their assembly operations to Mexico spurred congressional action to bar the use of taxpayers' money for this purpose. The Clothing & Textile Workers sued corporate raider David Murdock for draining the pension funds of retirees at Cannon Mills in Kannapolis, N.C.

People—Railway & Airline Clerks President Richard I. Kilroy was elected to head the Railway Labor Executives Association. Jack F. Otero, a BRAC vice president, was elected to head the Labor Council for Latin America Advancement, succeeding Henry L. Lacayo who did not seek re-election.

November

In a massive repudiation of the Reagan record, the American voters ousted the Republicans from control of the Senate after six years, giving the Democrats a 55-45 majority and widening the Democratic margin in the House by five seats. The Republicans gained enough gubernatorial races to pull almost even with the Democrats, but the latter expanded their control of state legislatures. Two-thirds of the COPE-endorsed candidates won their congressional and gubernatorial races. In referendum issues, labor scored tax and safety gains but lost a tough "right-to-work" fight in Idaho. General Motors, in a move directly attributed to the rising import tide, announced it will layoff 29,000 UAW members over the next two years. America's Catholic bishops, in a document five years in the making, called for a full-employment economy "with adequate pay and decent working conditions," branding poverty a "social and moral scandal." The Telegraph Workers and Typographical Union merged with the CWA.

People—AFL-CIO President Kirkland became the first American union leader to be elected president of the Trade Union Advisory Council to the Organization for Economic Cooperation & Development. Death claimed John H. Lyons, 66, president-emeritus of the Iron Workers; S. Frank Raftery, 57, former president of the Painters, and Edward F. Brabec, 55, president of the Chicago AFL-CIO.

December

The trade deficit, heading toward an all-time record, drove the U.S. deeper into debtor-nation status, as reports showed that other nations continued to take advantage of this nation's "open-door" trade policy while putting major stumbling blocks in the way of American goods reaching their consumers. The International Trade Commission told Congress that programs supposed to promote improved economic conditions for the U.S. and Mexico were failing and that workers on both sides of the border bear the brunt while corporations prosper. A major corporate campaign prodded Kaiser Permanente Health Plan of California to settle a three-week strike of the Service Employees and Marine Engineers.

People—Sam Fishman, president of the Michigan AFL-CIO died at age 67.

Asbestos alert documents risk to workers' wives

Chicago—Wives of pipe insulators who use asbestos on the job risk lung damage from inhaling the fibers their husbands carry home on their clothes, according to a new study which concludes that spouses should be regularly screened for asbestos-related diseases.

In a three-month study of 93 wives of members of Asbestos Workers Local 17, Dr. Lee Sider and Dr. Elizabeth Holland of Northwestern University found that 20 of the women showed signs of lung disorders associated with asbestos exposure. Chest X-rays revealed a thickening of the pleural surface, a thin membrane enveloping the lungs.

All of the women included in the research reported at least a 20-year indirect exposure to asbestos, said Sider, who is also director of chest radiology at Northwestern Memorial Hospital.

The findings were reported to the annual meeting of the Radiological Society of America, and will be published in a medical journal early next year.

The screening of the women involved a chest X-ray, a pulmonary function test and answering questions related to asbestos exposure. The screening was voluntary and in conjunction with that provided by the local for about 750 active and retired members, Local 17 Business Manager Louis Pauly reported.

Since that screening, Pauly said, four members have died of asbestos-related diseases. "Every single person over age 50 had a problem," Pauly said. The average age of the members in the study was around 55, he noted.

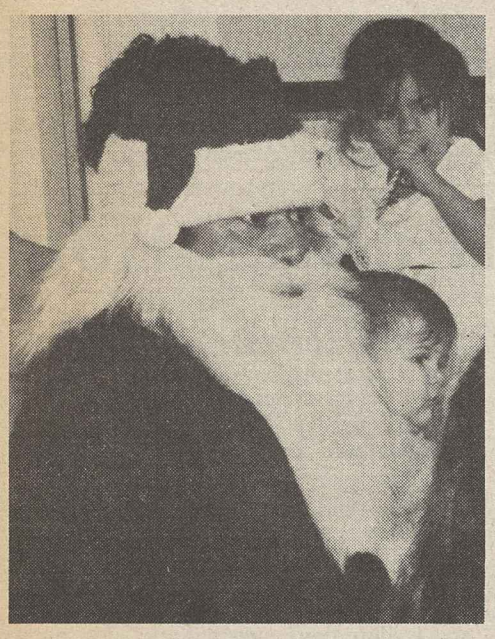
Slider's study reinforces earlier findings tying asbestos-related diseases in spouses to the fibers carried home on their husbands clothes. He said that people who develop serious lung disease from incidental asbestos exposure deserve the same rights of compensation as those who work directly with the material, including annual chest X-rays.

He added that if the women studied "progress to the point of functional impairment, they may have a somewhat occupationally imposed problem."

Millions of dollars in lawsuits have been filed against the asbestos industry and employers by workers suffering lung disorders caused by the carcinogen.

In a related development, a study of 2,500 former and current merchant seamen found 35 percent showed X-ray evidence of lung abnormalities generally associated with asbestos exposure.

The study, conducted by the noted researcher Dr. Irving Selikoff of the Mt. Sinai School of Medicine in New York City, found the highest rates of lung scarring, thickening of lung tissue and other symptoms among those workers who had spent the longest time at sea. The report found also that about one of every three former ship engine-room workers studied showed evidence suggesting asbestos exposure.



Santa Claus hears requests from children at UFCW Local 770 party.

Toys and candy are packed for children in war-ravaged Beirut, Lebanon, as part of a union-backed No Greater Love project.

Union Santas spread holiday cheer

Members share gifts with lockout victims and jobless

By Candice Johnson

During the holiday season, union members across the country made an extra effort to spread joy and good will throughout their communities, from southern California to frosty upstate New York.

Food banks, fuel programs and other projects that operate year-round took on a special look this holiday season, as contributions from trade unionists and communities added turkey with all the trimmings, Christmas cookies and other holiday goodies to the grocery baskets passed out to unemployed workers and their families and gave special attention to the homeless.

And because "Christmas is meant for children," trade unionists also made certain that Christmas stockings were filled and that Santa made a visit to holiday parties held for union members' families.

Following is just a sampling of the holiday cheer offered by union members to their friends and co-workers:

Greetings of "Feliz Navidad" rang out in Los Angeles as the children of unemployed packinghouse workers whispered their Christmas wishes to Santa Claus at a holiday party sponsored by Food & Commercial Workers Local 770.

More than 200 children, whose parents have been idled by strikes or layoffs at three area meat-packing plants, received an early Christmas treat of toys and candy donated by union members.

Christmas cheer

UFCW members on the East Coast also were busy spreading Christmas cheer. Joined by Teachers Local 4261, UFCW Local 400 assembled and distributed more than 750 food baskets to needy families in the Tidewater, Va., area.

Donations from area food markets included 4,000 pounds of potatoes, 20 crates of bananas, 817 pounds of carrots and staple goods. Local 400 added bread, canned goods and prepared dinners to round out the holiday packages that were given to local churches for distribution.

In Seattle, contributions from area unions made the holidays happier for more than 200 unemployed families who received a bag of groceries, holiday cookies and other trimmings and a gift certificate. Volunteer union members wrapped presents and bagged groceries for the food baskets and toys distributed by union members, retirees and volunteers from the King County United Labor Agency.

Many union members shared their Christmas spirit by "adopting" a needy family during the holiday season. In Little Rock, Ark., members of Rubber Workers Local 883—employed at Armstrong Rubber Co.—adopted one family for each work shift, while Electrical Workers Local 1136—representing workers at North American Philips Lighting Corp.—sponsored a happy holiday for 10 families, including 42 children. And for the second year, the staff of the New York AFL-CIO adopted a family in Albany, N.Y., making contributions toward presents, clothing, food and toys.

Holiday parties

Communications Workers Local 6508 sponsored a holiday party for patients of the North Little Rock, Ark., Handicapped Services while CWA Local 3903 in Decatur, Ala., donated money for gifts to brighten the holidays for a family in Minor Hill, Tenn.

More than 900 steelworkers in the Chicago area, locked out by the USX Corp., each received Christmas greetings and a certificate for a holiday turkey from the Chicago AFL-CIO. The central body also made a contribution to the USWA District 31 fund for locked-out members and to the Tribune Strikers' Holiday—to benefit members of the Typographical Union and Graphic Communications Union on strike against the Chicago Tribune.

In Mobile, Ala., community residents held a Christmas party for the children of idled workers at USX-owned Warrior & Gulf Navigation Co., complete with toys and candy. The safety engineering and equipment firm has refused to settle its dispute with members of USWA Local 4754 until USX ends its lockout of more than 22,000 workers.

The children of locked-out USX workers in Lorain, Ohio, shared some Christmas cheer at a holiday party sponsored by USWA Local 1104 while local building trades unions showed their Christmas spirit with donations to the USX workers fund.

Workers at the Wilkes-Barre, Pa., Citizens' Voice—a daily paper started by newspaper unions eight years ago following a strike against the Times Leader newspaper—joined in the Valley Santa project, a community program that distributed toys to 1,400 needy children this year.

The Fire Fighters, Iron Workers, Painters and Sheet Metal Workers joined in a special holiday project organized by the nonprofit group No Greater Love. The unions' donations purchased 1,000 toys and 5,000 lollipops that were distributed to Christian and Muslim children in Beirut, Lebanon.

Letter Carriers in Owensboro, Ky., exchanged their uniforms for those of Santa's helpers, building toys for children and repairing bicycles, washers, dryers and appliances for needy families. During the holiday season, the members of Letter Carriers Local 234 joined in a local radio station's "Christmas Wish" program, by "adopting" families for the holidays and meeting other needs, like a winter's supply of heating oil or transportation so a family could be together on Christmas.

In Utica, N.Y., members of Letter Carriers Local 375 staffed the Salvation Army's Christmas kettles, while Albert Nous, a retired letter carrier from Troy, N.Y., maintained his 23-year Christmas tradition of collecting funds for children at the St. Francis Orphanage in Pusan, South Korea. This year Nous collected donations totaling $10,500.

Jaruzelski regime blocks Kirkland on visit to Walesa

AFL-CIO President Lane Kirkland and a federation delegation were denied visas to visit Poland after refusing to be coerced by the Jaruzelski regime into meeting with leaders of the government-sponsored puppet unions.

The federation officials sought the visas in order to meet with Solidarnosc Chairman Lech Walesa. But the condition imposed by the Polish government for letting the American unionists into that country would have required them to meet with the "official trade unions" created by the government after the communist regime crushed Solidarnosc.

"As a matter of principle, we refused to do so," Kirkland declared. "We will not be coerced by any government into meeting with 'company unions.' We reject the assertion of the Polish government that Solidarnosc does not exist and that the new 'unions' speak for Poland's workers."

American labor, he emphasized, continues to regard Solidarnosc, Poland's free trade union federation, as "the authentic voice of Poland's workers."

Kirkland had hoped to meet with Walesa to discuss issues the Polish trade union activist raised in recent letters regarding American sanctions against Poland for its continued violations of trade union and human rights.

Seeking guidance

Such a discussion, Kirkland said, would have followed the same pattern of his meetings in South Africa last year with the leaders of the black trade union movement "to seek their guidance on appropriate American policy toward their country." Those South African meetings reinforced labor's support for a crackdown on the Pretoria regime that led Congress to enact tough South African sanctions over President Reagan's veto.

Despite the Jaruzelski regime's denial of the requests for visas, Kirkland stressed, the American trade union movement will "continue to provide Solidarnosc with all the material and moral support of which we are capable."

The AFL-CIO at its last convention affirmed Solidarnosc as the "only authentic voice" of the Polish workers, stressing that it represents "the democratic aspirations of the overwhelming majority of the Polish people."

Failing economy responsible for increase in family poverty

Continued from Page 1

ment the paychecks of the working poor, the report noted.

The JEC study made clear that family instability is a factor in poverty and a cause of concern. But it stressed that it would be "incomplete and misleading" to downplay the close relationship between economic policies and poverty.

It noted that economic forecasts of continued slow-to-moderate economic growth mean that "poverty rates will fall very slowly" and a new recession will increase poverty "very sharply."

The committee continued its exploration of poverty in America by hearing from an author of the "economic justice" statement of the National Conference of Catholic Bishops, and from a critic of that document.

Archbishop Rembert Weakland of Milwaukee told the panel that government must play a key role in creating "new jobs with adequate pay and decent working conditions," along with other measures to reduce poverty.

The critic was a former member of President Reagan's Council of Economic Advisers, William A. Niskanen Jr. He said the bishops were ignoring the Bible and trying to bring back the "failed" Great Society programs initiated by President Lyndon Johnson.

It was under the Johnson Administration that a "war on poverty" was launched that substantially reduced the nation's poverty rate.

Tool orders nosedive

Mixed signals blur outlook for economy

There were sharply contradictory signals about the nation's economic outlook as machine tool orders took a sickening 26.3-percent plunge in November while the leading indicators, bounding on the higher prices for key materials, rose 1.2 percent.

Machine tool orders are a gauge of industry's long-range production plans, and the drop from $180 million in October to $132.7 million in November indicated a shrinkage in capital spending plans by major manufacturers.

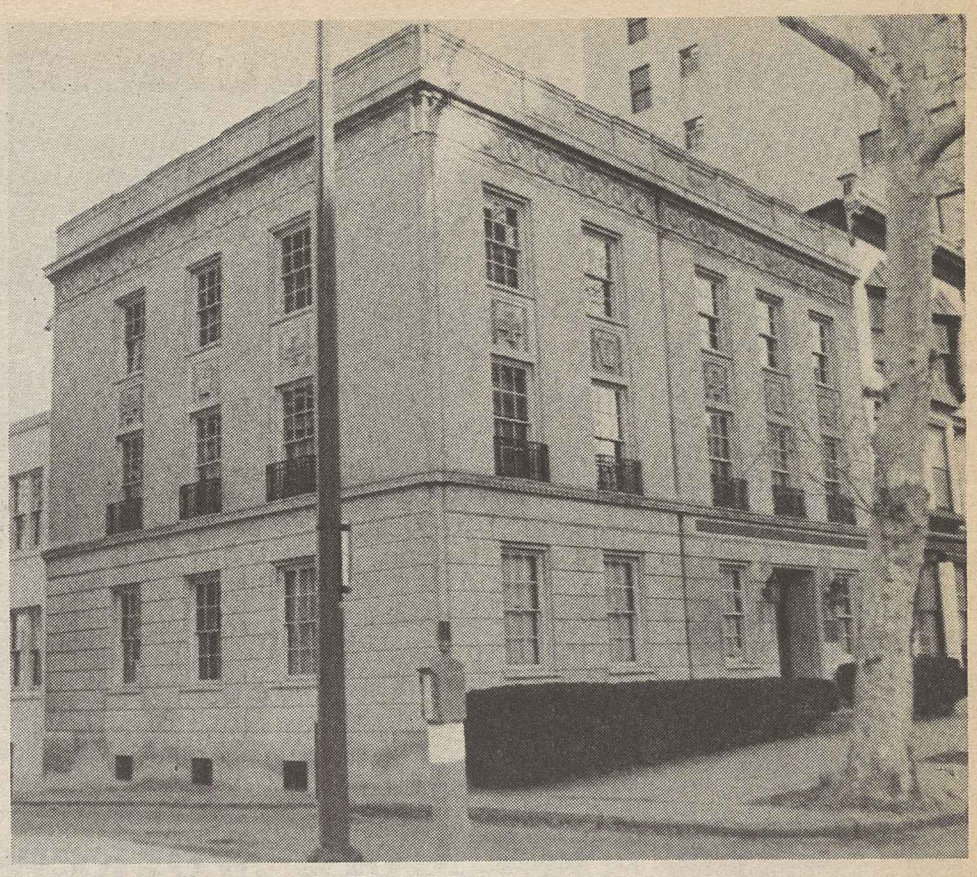
As for the leading indicators—which are supposed to be the main barometer of future economic performance—part of the improvement was linked to such financial components as stock prices and the money supply, which have meaning to bankers and investors but don't translate into gains for workers and their families.

Signs of inflation

Analysts were wary of the jump in the indicators for another reason. Rising prices for such raw materials as lumber, iron and steel scrap and other sensitive materials, they said, could be a forerunner of a new round of inflation that would be a drag on economic growth.

In other developments:

- Powered by a big military buildup and a last-minute rush to take advantage of expiring tax breaks, orders for big-ticket durable goods rose 5.9 percent in November. It was the biggest rise in two years. Without the defense orders, the increase would have been a much more modest six-tenths of 1 percent.
- Sales of new single-family houses dropped 2.2 percent in November, the seventh monthly decline in eight months. However, sales through the first 11 months are still stronger than during the same period last year, running at a seasonally adjusted annual rate of 661,000 units—a 9-percent rise over the 639,000 level in 1985.
- Consumer prices increased two-tenths of 1 percent in November, as rising food prices offset continued declines in energy costs. New car prices shot up a sharp nine-tenths of 1 percent reflecting both the introduction of new models and a cutback in special financing concessions. The rise in medical care costs slowed to four-tenths of 1 percent putting them 7.5 percent above the year-ago mark.
- Real average weekly earnings rose eight-tenths of 1 percent in November. It was the largest monthly gain since March and resulted from increases in both hours worked and pay levels that more than compensated for the slight advance in consumer prices. Despite the gain, real earnings were still far below the 1979 level.



Open house

Pennsylvania AFL-CIO President Julius Uehlein misses most of the splash as Sec.-Treas. Judith Heh dedicates the state federation's new headquarters in Harrisburg, Pa. The new office is located a few doors from the state capitol "to ensure that labor remains at the center of political and legislative activity on issues important to Pennsylvania workers," Uehlein said. The building also houses legislative offices of several AFL-CIO affiliates.

New Congress to put priority on vetoed clean water bill

Continued from Page 1

averted only because Congress adjourned on Oct. 18, enabling Reagan to kill the bill by withholding his signature.

Republicans, who then controlled the Senate, were fearful that a pre-election veto of a popular bill might hurt GOP candidates for Congress. But a "delay" in completing the Senate paperwork on the bill kept it from reaching the President's desk so that the veto announcement would not come until after the election.

Another candidate for early action by Congress is a union-urged renewal of funding for highway and mass transit programs. The program, funded largely from the federal gasoline tax and other road-user fees earmarked for the Highway Trust Fund, expired on Sept. 30. While states have been able to draw on some carryover funding, the delay has set back timetables for some highway projects.

Differences over easing the 55-mile-an-hour speed limit and some other issues deadlocked a House-Senate conference in the last Congress.

Because of a new timetable imposed by the Gramm-Rudman-Hollings deficit-reduction law, President Reagan is expected to send an abbreviated budget proposal to Congress on the eve of the Jan. 6 opening of Congress. His more detailed budget document will be sent along at the end of January, as has been the custom.

To stay within the Gramm-Rudman ceilings and provide the military buildup to which the Administration is committed, the President is expected to propose both domestic spending cuts deeper than Congress is likely to approve and the sale of government facilities for a one-time revenue boost.

Added flexibility

The nullification by the Supreme Court of the law's provision for mandatory cutbacks in federal spending, with half coming from the defense segment of the budget, has given Congress somewhat greater flexibility in achieving deficit reduction.

One of the budget battles will involve the Reagan Administration's repeated attempt to eliminate the last vestige of shipbuilding assistance—a union-supported loan guarantee program that enables ship owners who "build American" to obtain government insurance through the Maritime Administration for 75 percent of the construction loans they obtain from private lenders.

Unions level coercion charge at NBC's political action fund

Unions representing actors, newscasters, writers, musicians and other performing artists and technicians expressed their outrage at a proposal by the National Broadcasting Co. to set up a political action fund to which NBC employees would be expected to contribute.

In a memo to network employees, NBC President Robert C. Wright suggested the establishment of the political action fund, and implied that those workers not contributing to it might be considered disloyal.

The Arts, Entertainment & Media Industry Committee of the AFL-CIO Dept. for Professional Employees assailed the "insensitivity of NBC management," noting that radio and television networks are allowed under government regulation to profit from the use of the public airwaves.

The DPE rapped the network for "its failure to understand that those airwaves are not the property of any political party or corporate point of view."

In a statement, the unions said, "We are dismayed and outraged at the proposal by NBC to institute a political action committee to which network employees would be expected to contribute. Our organizations vigorously oppose this plan or any plan which would formally, or by management pressure, try to force our members to give money to a fund of this type."

Objectivity compromised

Stressing that such contributions "would compromise the integrity and objectivity" of workers involved in producing the news and other shows, the committee said, "We are shocked at the suggestion that failure to contribute to such a fund would mean that an employee is disloyal to the company."

"To look at a network as just another company selling products and services is an incredible failure to understand the traditions of broadcasting or journalism and the fact that a network is made up stations licensed by the government as a public trust," the committee said.

The unions participating at the meeting included the Television & Radio Artists, Screen Actors Guild, Musicians, Actors' Equity, Theatrical Stage Employees, Communications Workers, Guild of Musical Artists, and Writers Guild of America East.

Economic lag tied to Reagan's failures

Continued from Page 1

that public sector spending is not a burden on the economy and that there is a need for both public and private investment to lift the nation out of the economic doldrums and improve the quality of life. "The real issue," the 44-page study concluded, "is not whether government has a vital role to play, but what that role should be."

A Washington press conference introducing the report, titled "No Longer Leading," heard this litany of problems:

- Auto Workers President Owen Bieber said workers and their unions must assume a larger role in business decisions because corporate leaders are "notoriously unconcerned with long-term outcomes." At the same time, he said, labor must see that political leaders forge "a long-term plan for our economic future."
- Steelworkers President Lynn R. Williams expressed concern over the continued shift of the economy from well-paying industrial jobs to low-paying service sector employment. He called establishment of the institute a "significant turning point toward hope, opportunity and prosperity."
- State, County & Municipal Employees President Gerald W. McEntee said that in the past six years, "the middle class—the backbone of the world's most powerful nation—have been losing ground." Real wages have fallen, he said, and "our children face a future pinned between the world's largest trade and budget deficits."
- Mine Workers President Richard Trumka called for "a social contract in which all have a stake," and emphasized that "a strong national defense must rest on a strong national economy."
- EPI President Jeff Faux said that "after more than a decade of anti-government rhetoric and public policies . . . it is hardly surprising that the United States is no longer leading in major areas of economic and quality of life performance."
- Prof. Lester Thurow of the Massachusetts Institute of Technology pointed out that when Reagan took office in 1981, the nation held $150 billion in net capital assets and that when it leaves office two years from now the nation will be in hock to the tune of $650 billion as a result of a record budget deficit and a trade imbalance that he called "the black hole of the nation's economy."
- Prof. Ray Marshall of the University of Texas, who served as Secretary of Labor in the Carter Administration, called for developing a new consensus of "creative pragmatism" whereby labor, business and government can join in developing a national industrial policy. Policy-making can't be left to bankers and economists, he said, and "the worker's voice is needed" to help restore economic vitality.
- Prof. Ernest Wilson III of the University of Michigan and now a member of the World Bank blamed the Third World debt crisis for much of the drag on the American economy. To pay interest on the huge debts they owe U.S. bankers, he said, these countries have boosted exports to America and cut back on imports of U.S.-made goods. "The national interest and not the interest of the banking sector alone must guide national policy," he declared.

In addition to AFSCME, UAW, USWA and UMWA, unions supporting the new institute include the Communications Workers, Machinists, Service Employees and Food & Commercial Workers. Financial backing has also come from the Bydale Foundation, Field Foundation, Joyce Foundation and Villers Foundation.

Charles Clark dies at 60, ACTWU's Canada director

St. Catherines, Ont.—Charles "Bud" Clark, Canadian director of the Clothing & Textile Workers, died after a heart attack Dec. 6. He was 60.

Clark had served as a Textile Workers Union of America local president, and later business agent of the southwestern Ontario textile joint board. He was elected an ACTWU vice president in 1976 when TWUA and the Clothing Workers merged. He was named co-director for Canada in 1977 and became director in 1986. He had been a vice president of the Canadian Labor Congress since last February.

IBEW projects job growth in national pact

The Electrical Workers negotiated a national agreement with the National Electrical Contractors Association aimed at increasing job opportunities for IBEW members working on electrical transmission line construction and servicing.

IBEW President John J. Barry said the national agreement is intended to recapture transmission line work, associated substations and equipment work that had been lost to nonunion contractors in recent years.

Barry said the accord will help combat the threat of nonunion employers by offering union contractors greater flexibility in exchange for job security and increased opportunities for workers.

Job protections

The agreement gives employers "significant flexibility in the portability of manpower, scheduling of work, job manning requirements and other economic advantages" in exchange for job protection for union workers and restrictions on subcontracting. It also provides for grievances and work disputes to be resolved by the Council of Industrial Relations, a labor-management industry group.

The model contract is available on a job-by-job basis only to contractors "who are 100-percent union," the IBEW said. When requested by a contractor, the accord will replace any local agreements for line transmission work and will remain in effect from year to year unless terminated by either side.

Sakharov spurs renewed effort to free all dissidents

Continued from Page 1

favorably to our request to permit Marchenko to visit the United States, he might be alive today."

Sakharov was chosen by the Executive Council earlier this year to receive the 1986 George Meany Human Rights Award and the federation invited him to come to the United States to receive that honor.

Kirkland said that he never received a reply to the invitation, raising the question of whether the USSR ever transmitted the message to Sakharov during his internal exile.

The AFL-CIO intends to renew the invitation, Kirkland said, in the hope that the Kremlin will now allow the human rights activist to visit America and be honored by the federation.

When the award was voted by the council in May, Kirkland conveyed the news to Sakharov's wife, Yelena Bonner, who was visiting Washington after coming to this country for heart surgery. At that time, Kirkland recalled that the Soviets had prevented the human rights activist from attending the federation's 1977 convention and made it clear labor would continue to invite him here until the Kremlin relents.

Winning touch

Jacquelyn Johnson, a shop steward of Service Employees Local 250, is congratulated by AFL-CIO President Lane Kirkland during a trip to Washington—the first prize in a voter registration contest sponsored by the San Francisco AFL-CIO. Johnson signed up 50 new voters for the November elections, winning the trip plus a plaque. Left is the central body's assistant secretary, Jeffrey Greendorfer.

More workers threatened by layoffs, plant shutdowns

Continued from Page 1

sometime, said it will continue working to preserve its members' jobs. It held out hope for congressional action to limit imports of steel.

Meanwhile, in Monessen, Pa., the bankrupt Wheeling-Pittsburgh Steel Corp. announced on Christmas Eve that it would close its five-year-old steel rail mill by April, ending the jobs of the remaining 200 workers. It cited competition from imports and a falling domestic market.

A temporary layoff of a quarter of the 879 workers at bankrupt Phoenix Steel Corp. mill in Claymont, Del., was announced in early December. It will last 90 days while the company seeks a buyer.

Layoffs at General Motors involve the closing of nine plants and parts of two others over the next few years and GM President Roger Smith said the company would be assessing the need for even further cutbacks. In addition, automakers announced short-term layoffs of some 24,800 workers for periods of one to two weeks, and 2,100 workers at GM's Lakewood, Ga., plant will be off for 16 weeks.

Impact on town

In Silsbee, Tex., the Kirby Forest Industries' plant—the area's largest employer—closed its gates Jan. 1, laying off 840 workers in a town of 8,000. Kirby, which consists of a sawmill and plywood manufacturing plant, was recently purchased by Louisiana-Pacific Corp. from Santa Fe Southern Pacific.

The loss of jobs in this small town will drain $30 million annually from the local economy.

Meanwhile, in Owensboro, Ky., only 14 workers remain on the job at the North American Philips plant which produced light bulbs. That plant will shut down completely in early 1987, the victim of corporate decision-making and foreign imports, including imports from Philips' overseas operations.

The 146 workers already on layoff and those still in the plant are members of the Allied Industrial Workers Local 928. Local President Ora Capps said the firm announced the shutdown on Nov. 6 "without the union having an opportunity to bargain with the company over possible steps to save the plant."

Big dividends

"Thinning of the ranks" often pays big dividends for top managers. Firestone Tire & Rubber Co. threatened more layoffs from its worldwide workforce, while company Chairman John Nevin pocketed part of a $5-million bonus—the reward for his restructuring efforts that closed 10 plants and thousands of workers.

Whirlpool Corp. will close four plants in St. Joseph, Mich., by mid-1988, ending the jobs of 1,050 workers. In its place, the company will build a product engineering headquarters on part of the property and seek developers to turn the rest of it into a tourist and boating complex. Machinists Local 1918 President Keith Craig said the workers had hoped another manufacturing concern would have taken over the waterfront site. "As far as the normal worker, this doesn't offer much," Craig said.

Some 350 members of Retail, Wholesale & Dept. Store Union Local 256 at U.S. Playing Card Co. in Norwood, Ohio, have been locked out since Nov. 30 in a dispute over company demands for a $50-a-week pay cut, a reduction in medical, dental and vision coverage, cutbacks in vacation, holiday and funeral leave and elimination of life insurance for retirees. RWDSU members in Reno, Nev., picketed casinos there in support of the Norwood workers.

Gillette Co. announced a week before Christmas that it will lay off 2,400 workers and sell some of production units to help cover its costs in thwarting a takeover bid by Revlon Group Inc., which pocketed $34 million in profits from its unsuccessful bid.

ATU undercut as Greyhound sells bus line

Phoenix—The Greyhound Corp. sold its bus operations to an investor group shortly after reaching tentative agreement with the Transit Union on a three-month extension of its current contract.

The investor group, led by Fred G. Currey of Dallas, a former chief executive officer of Trailways Inc. and chairman of Buslease Inc., will pay more than $350 million for the bus line.

ATU President James La Sala said he would meet with the prospective owners in Dallas on Jan. 6. Currey has contended the buyers are under no obligation to negotiate with the union. "We're buying the assets of the company, not the contractual obligations," he said.

La Sala pointed out that the union's contract with Greyhound contains a successorship clause that would keep the agreement in force after the takeover.

The ATU had reached tentative agreement on the extension in the midst of a strike authorization vote by the 7,500 drivers, clerical and maintenance workers it represents at Greyhound. Earlier they voted down a two-year contract offer that would have cut pay scales 9 percent, eliminated cost-of-living increases and introduced new work rules.

In 1983, ATU members at Greyhound struck the firm for seven weeks before taking an 11.8 percent pay cut. Last year, the union reached tentative agreement one year early on a new four-year package to freeze pay levels. Some job protections were included in the proposal, but the company would have been permited to phase out a quarter of the jobs by selling or leasing the bus terminals. The contract was rejected by the members, so Greyhound instituted its leasing scheme.

Arbitration ruled only remedy for shopcraft dispute

Chicago—A federal district judge barred rail shopcraft unions from striking over the elimination of locomotive maintenance jobs, but ruled that management can't go ahead with its job-destroying plan unless it prevails in an arbitration case.

Judge Charles P. Kocoras granted a preliminary injunction sought by the National Railway Labor Conference, the management bargaining group of most of the nation's railroads. He said the dispute should be resolved under the grievance procedure of the Railway Labor Act, which requires arbitration of all "minor disputes."

Three shopcraft unions—the Electrical Workers, Machinists and Boilermakers—insisted they were free to strike because contracts for locomotive services entered into by the Burlington Northern and the Illinois Central Gulf railroads represented unilateral changes that bypassed the bargaining table.

Company scheme

The Burlington ploy involved contracting with a third party for the purchase of power equal to the output of 100 new-model diesel locomotives. The railroad thus would not have any responsibility for the maintenance of the locomotives providing the power. Although the agreement covered just a portion of Burlington's locomotive needs, the railroad acknowledged that it envisioned eventual abolition of its locomotive fleet.

Illinois Central entered into a simpler contract with another financial firm that would provide and maintain locomotives for use on the railroad.

Both the IBEW and the IAM suspended ratification votes on a national railroad agreement last November after learning of the contracting-out subterfuge, and the Boilermakers held up the final tally of ratification ballots.

Judge Kocoras said the railroads were obligated to maintain existing conditions until the dispute is resolved through arbitration.

There is "no doubt" that the shifting of locomotive maintenance to third parties would cause "irreparable injury" to shopcraft employees, he said.

Schedule of Labor Studies Center courses

The George Meany Center for Labor Studies will offer 12 workshops during January and February. The schedule:

Occupational Safety & Health, Jan. 4-9—An institute to help unions to handle problems relating to chemical and physical hazards in the workplace.

Organizing Techniques, Jan. 11-16—An introduction to basic organizing skills for new organizers and a refresher course for veterans.

Labor Law in the Construction Industry, Jan. 11-16—An institute focusing on new legal issues in construction labor law, practical applications through case studies.

Computers for Local Unions, Jan. 18-22—An institute to provide union staff with information about the uses of mini- and micro-computers.

The Craft of Negotiating, Jan. 18-23—A study of negotiating tactics that avoid impasses in bargaining, grievance and leadership situations.

Effective Leadership Styles, Feb. 1-6—An institute on leadership styles that teaches participants how to recognize their own styles and modify them when appropriate. Individual coaching and video replays are provided.

Pension Trustee Training for Public Sector Unions, Feb., 2-6—An institute for full-time union officers and staff who serve or expect to serve as pension fund trustees or pension fund board members.

Negotiating Profit Sharing & ESOPs, Feb. 8-13—A new program for full-time officers/staff on how to design and write profit-sharing and ESOP programs and analyze financial documents.

Arbitration Techniques, Feb. 8-13—A workshop on presenting mock cases before professional arbitrators. Sessions will be videotaped.

Basic Labor Law, Feb. 22-27—A workshop on labor law fundamentals, current trends and new decisions on bargaining, servicing and union administration.

Newswriting & Editing, Feb. 22-27—For union editors on the basics of publishing journals and other publications.

Teaching Techniques for Labor Education, Feb. 22-27—A program to provide union staff with skills to teach educational programs.

AFL-CIO affiliates using the campus in January for their own staff training programs are: Teachers, Jan. 4-9; Communications Workers, Jan. 4-23; COPE, Jan. 11-16; AFL-CIO Dept. of Community Services, Jan. 13-14; CWA, Jan. 15-16; American Institute for Free Labor Development, Jan. 18-Feb. 21, and AFL-CIO Industrial Union Dept., Jan. 20-21.

Members of AFL-CIO affiliates will be in residence Jan. 25-30 on the campus while working for credits on bachelor of arts degrees from Antioch University through the center's continuing college degree program.

More information about labor studies programs is available from Robert Pleasure, executive director, George Meany Center, 10000 New Hampshire Ave., Silver Spring, Md. 20903. Telephone 301/431-6400.

EDITORIALS

Hope for a New Year

AT THE START of a new year, we dare to hope. Reason may whisper that 1987, like its predecessors, will bring setbacks as well as progress. But for the moment, the page is unmarred and everything is possible.

Well, almost everything. There are deep-seated problems that won't disappear with the stroke of a pen. All the more reason for making a real start to their solution.

In much the same words, the AFL-CIO greeted 1986. Obviously, the bright hopes did not materialize although the year was not without its redeeming features.

Shamefully, unemployment hovered near the same 7-percent level throughout the year. Even more shamefully, neither the White House nor Congress appeared unduly alarmed.

Incredible as it seems, some even applaud the persistence of such a high level of joblessness. Consider this callous viewpoint as expressed in the economic newsletter of Prudential-Bache Securities: "We don't want to see employment head up. We want U.S. companies to stay lean. An increase in employment is, to us, a sign of a decrease in productivity."

TO THE TRADE UNION movement, unemployment anywhere close to 7 percent is obviously a sign of wasted human resources and of a still-sick economy. Before the Reagan era reintroduced the nation to double-digit unemployment, a jobless rate of 7 percent would have been recognized as the flashing danger signal of a recession.

If it were only for humanitarian considerations, Congress would be obligated to give the highest priority to restoring full employment as a national goal. But it is increasingly evident that a significant reduction in unemployment is needed to reduce the budget deficit without making unacceptable cuts in domestic programs and defense obligations.

Persons without jobs are a drain on government resources. Persons with jobs pay taxes to help meet the nation's needs.

The most effective step that could be taken to bring down unemployment would be enactment of a trade bill that would stem the continuing hemorrhage of American jobs.

The time is long, long overdue for Congress and the President to face up to the gravity of a trade imbalance that has continued to rise. For yet another year, unemployment has been the nation's costliest import.

THE ELECTION of a Congress in which a majority of both the House and Senate were elected on pledges to address these problems gives us reason to hope that 1987 will be more productive than 1986.

"We shall not sit by passively while our American industrial base erodes, American jobs disappear and American wages and opportunities decline," the Speaker-designate of the House of Representatives said last month. His Senate counterpart gave a similar pledge.

For its part, the trade union movement will work to build the public support and demand that is necessary to overcome Administration opposition.

This can and should be a year in which at least the first big step can be taken to make health care available to the millions who now fall between the cracks of a largely employment-linked private insurance program. We can and must do better.

We don't expect all the world's leopards to change their spots. But continued pressure for human rights and justice in every country can make this a better and safer world.

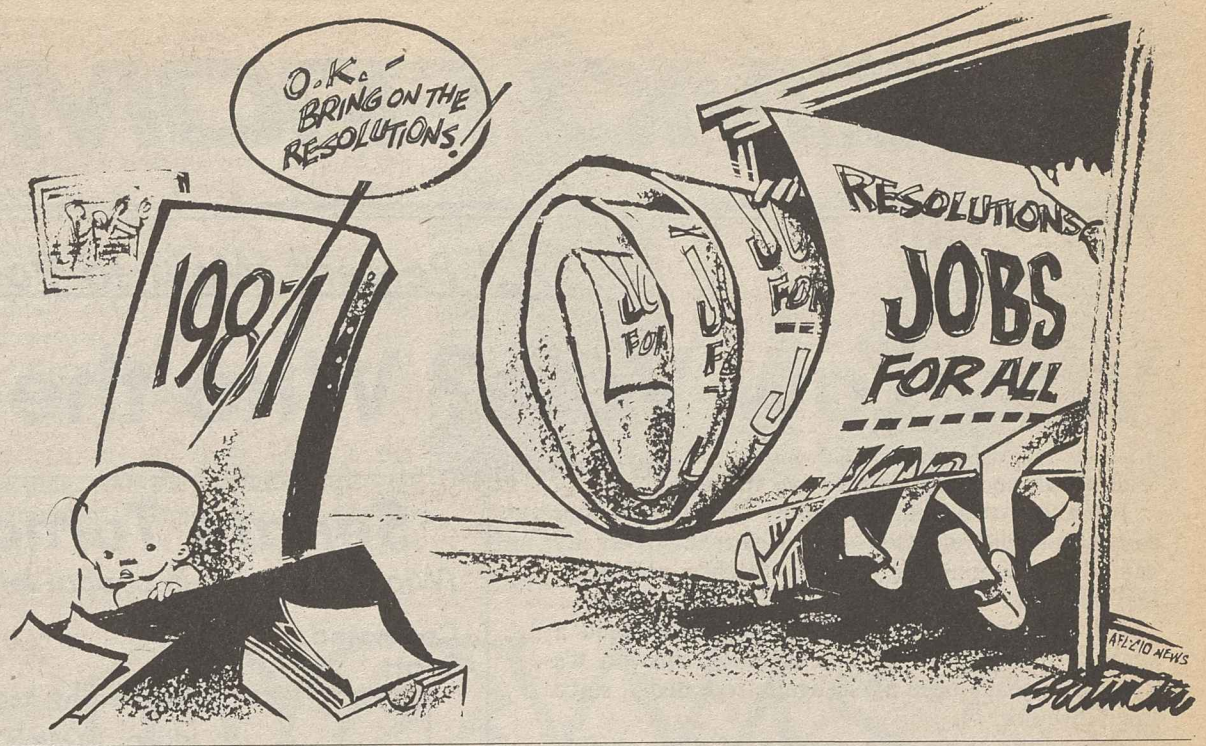
It's worth the effort.

Andrei Sakharov

IN CHOOSING Andrei Sakharov for the George Meany Human Rights Award, the AFL-CIO Executive Council last May referred to him as a "towering moral figure," who demonstrated that "even in the bleakest tyranny, democratic values can find a voice."

Sakharov's first words on returning to Moscow on Christmas eve after a seven-year exile were a call for the release of all political dissenters. He pledged to "do everything in my power" to bring it about.

The voice of this gentle humanitarian has not been stilled.



Washington Window

Health care gap widens with six years of neglect

By Press Associates

The recent debate on catastrophic health care insurance shows how far backward the nation moved during the past six years.

In the 1970s, especially during the Carter Administration, Congress did not debate whether America's citizens needed help in paying the huge costs involved in acute or long-term illness.

Arguments then centered on the form that a national health care plan for all Americans should take. Should it be a phased-in program providing comprehensive coverage to the aged, the disabled, the poor and working poor, including catastrophic and other special care needs, as the Carter Administration proposed?

Or should it provide comprehensive health care benefits to all citizens and legal aliens, with premiums geared to income, as Sen. Edward M. Kennedy (D-Mass.) and Rep. Henry Waxman (D-Calif.) proposed?

Another proposal by then Democratic Senators Russell Long (La.) and Abraham Ribicoff (Conn.) would have provided catastrophic health insurance for the general population and federal medical assistance for the poor and medically needy. Still another proposed a complex tax credit and voucher system for a "consumer choice health plan."

Action bypassed

When these proposals were debated in 1979, there was no doubt that Congress was serious about health care reform. But without a consensus, Congress let the issue ride.

Looking back after six years of the Reagan "revolution," Congress' failure to pass health care reform before the 1980 elections can only be called abysmal.

Now, a very modest proposal by Health & Human Services Sec. Otis T. Bowen to allow some 30 million Medicare beneficiaries to pay a $60-a-year premium to cover acute health care expenses over a $2,000 deductible is too much for Reagan's economic advisers. They fear it might evolve into a new entitlement program and drain profits from the $5-billion-a-year "Medigap" insurance business.

The sad situation surrounding Bowen's ideas is that they elicited some praise on Capitol Hill simply because he belongs to an Administration that has cut $25 billion from Medicare since 1982, and is now reportedly eyeing ways to ax another $90 billion from both Medicare and Medicaid for the poor.

The reality, however, is that Bowen's plan is just a drop in the bucket in terms of the nation's overall health care problems. As organized labor noted in its criticisms, the proposal is overwhelmed by the fact that an estimated 37 million Americans have no health care insurance.

Financial hardship

It also fails to address the health care problems of the elderly poor. Of the 16 million Americans who were over age 64 in 1984, 3.3 million lived below the federal poverty line of $4,979 for single, elderly persons for that year.

A $2,000 cap on out-of-pocket medical expenses for these people would be a hardship. The average nursing home cost for long-term illness is $22,000 a year is completely out of sight.

It doesn't require a time warp back to 1979 to understand that the health care crisis will not solve itself. Solving the staggering problems that have worsened under the Reagan Administration's economic policies will require a system-wide reform of the nation's public policies.

Just such an agenda has been set by the labor-supported Health Security Action Council and the Save Our Security coalition. The groups have a 14-point legislative program to improve health care services for all Americans.

In addition, a new coalition of more than 60 labor, senior, religious, minority and community action organizations recently kicked off a grass-roots drive to coordinate national and state efforts to win real health care policy changes.

The National Health Care Campaign's goal is "to make health care coverage affordable and to bring good health within the reach of all Americans."

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MEMO FROM COPE

37.3 Percent Went to Polls Nov. 4

Why Low Vote? Who the &%®¢#* Knows?

Why do so many citizens fail to vote?

It's a question that pushes to the surface after every national election and is worried over by candidates, commentators, civics teachers and political activists.

It's a question for which there's always been a spate of theories, but never a definitive answer. It's a question that's been asked again, repeatedly, since last November 4.

Then, little more than one out of three eligible citizens voted in U.S. House elections—37.3 percent. The average was only slightly higher in U.S. Senate and gubernatorial elections. (COPE's get-out-the-vote campaigns helped bring AFL-CIO member turnout to over 50 percent. But the flip side of 50 percent voting is 50 percent *not* voting.)

Even in presidential years, voting percentages are low. In the past three runs for the presidency, citizens voted in the range of 53-54 percent. The 1960 Kennedy-Nixon confrontation was hailed for the large turnout it generated—but that was only 63 percent.

The fact is, there seems to be no sure-fire lure for pulling out voters who—for whatever reason—don't choose to vote.

Real hot contests, many argue, will get them out. But in Florida in 1986, there were two "real hot contests" statewide—for governor and for U.S. Senator. Yet the turnout was only 36.2 percent.

In California, the U.S. Senate race was the most costly, one of the closest and one of the most widely publicized, contests in the country, with two heavy-hitters slugging it out toe to toe. There was also a gubernatorial race between candidates with full name recognition and large followings. One was the Republican incumbent, the other the long-time Democratic mayor of Los Angeles, the state's largest city.

Did voters turn out? Not in breath-taking numbers. Only 35.2 percent of all eligible Californians cast ballots in the contests for statewide offices.

In Pennsylvania, where two excellent candidates squared off for the Senate—incumbent Arlen Specter (R) and challenger Rep. Bob Edgar (D)—and where there was a hard-fought gubernatorial battle as well, did that bring out the voters? No. Only 37 percent showed up.

Even in Wisconsin, with a hot Senate and gubernatorial race of its own, and with unregistered citizens able to go and register at the polls on election day, only 41.4 percent of eligibles made it to the voting booths.

As the accompanying chart shows, in only three states with U.S. Senate races did turnout exceed 50 percent. An equal number came in below 30 percent.

There is no consistent correlation between cliff-hanger contests and higher turnout. While 54.2 percent voted in Idaho in a hard Senate race between incumbent Steve Symms (R) and challenger Gov. John Evans (D) only half of that—a mere 27.7 percent—got to the polls in Georgia where an equally tense battle for the Senate occurred between Rep. Wyche Fowler (D) and incumbent Mack Mattingly (R).

So, why don't they vote? Following are some of the theories advanced by observers (there might be others—neither more nor less valid):

► **The Apathy Factor**—Political activists have always railed at what they see as "apathy" among the electorate, a just-don't-give-a-hoot attitude. That apathy abounds is inescapable. That it alone accounts for such low voting participation in American elections is highly questionable. You'd have to accept that about two-thirds of all citizens think elections unworthy of their time or attention. That's too grim a conclusion to buy in a democracy.

► **The "We're Okay Either Way" Factor**—It has been argued by some political thinkers that a lot of folks don't vote because they're convinced the nation or their state/community will get along okay no matter who's elected. This isn't too far-fetched an explanation for at least *some* voter absenteeism. The nation and most of its political subdivisions have muddled through a couple of centuries with only occasional real calamities to remind optimists that things *can* go wrong. However, the "we're okay" position assumes—wrongly—that there's no substantive differences between candidates that affect individuals' lives. And a lot of its disciples can get awful angry over issues and then fail to connect them to elected officials and go out and vote.

► **The "We're Doomed Either Way" Factor**—This is the mirror image of the "we're okay" mode. Some citizens think whoever is elected they (the citizens) are going to get the shaft, and as long as you're going to get the shaft, what difference does it make who's administering it? There is some—though not overwhelming—historical evidence for the position.

► **The "Where Are the Issues?" Factor**—It is said that the 1986 elections weren't united by any national issues, and there's some truth to that. In 1982, the deep Reagan Recession was an issue that coursed coast to coast. Yet, even then, only 39 percent of eligible citizens voted in congressional elections. And in 1986, there were important issues in most major races—Social Security, for example, came up in several close Senate races, as did trade, jobs and farm matters.

► **The "They're Both in the Mud" Factor**—This one's been coming on for several elections and peaked in 1986. A lot of citizens who spoke up in on-the-street TV and newspaper interviews complained both candidates for an office were too busy slinging mud, and they—voters—were turned off. And it's true—in too many contests, you'd have thought you were offered a choice between Attila and the Ayatollah instead of between two essentially decent individuals who happened to differ on issues and direction. With campaigns more and more managed by mercenaries, the "negative" attack has become a staple in politics.

► **The "It's Too Hard to Get There" Factor**—Though most states have modernized election laws to make it easier to register and vote, in many jurisdictions it's still more of a hassle than a lot of citizens are willing to confront. Inconvenient locations and restricted hours of registration—and little outreach by elections boards to voters—still hold down participation. But, again, not so much that it accounts for a 37 percent turnout—or, rather a 63 percent no-show.

So, there are a lot of possible reasons but none compelling enough by themselves—or in aggregate—to answer the question that's asked after every election:

Why don't they vote?

The only honest answer is:

Who in &%#@*¢ knows?

Senate Turnout—No Great Shakes

(Winners' names in capital letters. Asterisks for incumbents seeking re-election.)

Contested Seats		Winning %	% Turnout
REPUBLICAN (22)	**Retained by Republicans (13)**		
	Idaho: SYMMS* — Evans	52%	54.2%
	Wisconsin: KASTEN* — Garvey	52	41.4
	Oklahoma: NICKLES* — Jones	54	34.3
	Alaska: MURKOWSKI* — Olds	55	40.0
	New York: D'AMATO* — Green	57	30.3
	Pennsylvania: SPECTER* — Edgar	57	37.0
	Arizona: McCAIN — Kimball	61	35.5
	Indiana: QUAYLE* — Long	61	37.6
	Oregon: PACKWOOD* — Bauman	64	48.0
	Iowa: GRASSLEY* — Roehrick	66	41.2
	New Hampshire: RUDMAN* — Peabody	66	30.4
	Kansas: DOLE* — MacDonald	70	45.0
	Utah: GARN* — Oliver	73	40.6
	Picked Up by Democrats (9)		
	North Dakota: CONRAD — Andrews*	50	58.3
	Alabama: SHELBY — Denton*	51	40.7
	Georgia: FOWLER — Mattingly*	51	27.7
	Nevada: REID — Santini	51	35.5
	Washington: ADAMS — Gorton*	51	36.0
	North Carolina: SANFORD — Broyhill*	52	33.2
	South Dakota: DASCHLE — Abdnor*	52	57.6
	Florida: GRAHAM — Hawkins*	55	36.2
	Maryland: MIKULSKI — Chavez	61	32.5
DEMOCRATIC (12)	**Retained by Democrats (11)**		
	California: CRANSTON* — Zschau	51	35.2
	Colorado: WIRTH — Kramer	51	42.6
	Louisiana: BREAUX — Moore	53	42.9
	Ohio: GLENN* — Kindness	62	39.5
	Arkansas: BUMPERS* — Hutchinson	63	39.0
	South Carolina: HOLLINGS* — McMaster	64	28.5
	Vermont: LEAHY* — Snelling	64	48.3
	Connecticut: DODD* — Eddy	65	39.2
	Illinois: DIXON* — Koehler	65	35.2
	Hawaii: INOUYE* — Hutchinson	74	39.9
	Kentucky: FORD* — Andrews	74	24.6
	Picked up by a Republican (1)		
	Missouri: BOND — Woods	53	39.1

Congressional Quarterly

Correction & Update

This is the first chance that has arisen to correct a mistake (gasp) in COPE Memo of Nov. 29, 1986. In a one-vote-counts item, the Memo erroneously reported that COPE-supported Rosemary Pooler (D) defeated incumbent Rep. George Wortley in New York's 27th Congressional District by only 511 votes—82,865 to 82,354. It was the other way around.

* * * * *

The Nov. 29 Memo also reported a recount was pending in a North Dakota state senate race, going into which GOP's Mike Timm led Democrat Larry Schoenwald—a union member—by just one vote.

The recount gave Schoenwald the victory 3,098 to 3,093—just five votes out of 6,191 cast.

It's a double-barreled one-vote-counts story. Schoenwald's win gives Democrats a one-vote, 27-26, margin in the state senate. This is the first time Democrats ever controlled that legislative body.

Labor sets legislative goals

Jobs in safe working environment high priority

Relieving unemployment, safeguarding jobs, advancing workers' rights and insuring a safe and healthy workplace will be at the heart of organized labor's agenda as the first session of the 100th Congress gets down to business.

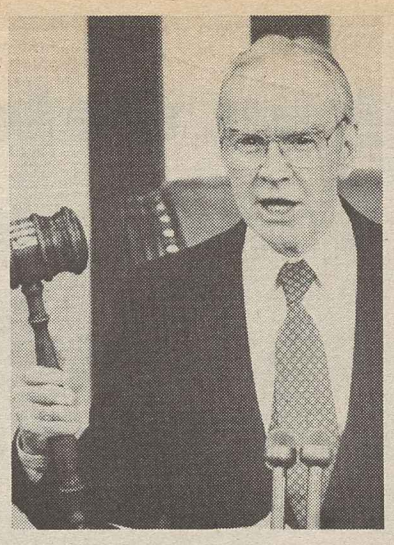
Along with legislation to curb the floodtide of foreign imports—the trade union movement's No. 1 priority—attention will focus on a wide range of labor-backed measures that passed the House in 1986 but were scuttled in a Senate under the grip of the Republican party.

Although both the House and Senate now are controlled by the Democrats, the outlook for passage remains clouded with the specter of a spate of Reagan vetoes hanging over most of the measures supported by workers and their unions.

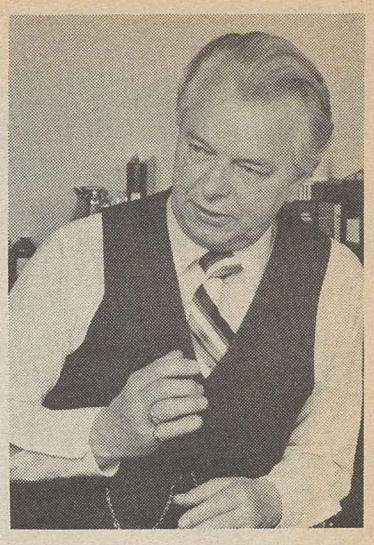
On the import front, labor has renewed its call for legislation to crack down on countries that employ unfair trading practices and exploit their low-paid workforce and that will provide more relief for workers and industries damaged by a crushing trade deficit that could reach $175 billion.

Intimately related to the trade issue is the problem of helping workers dislocated by imports and technological change. Rep. Augustus

Continued on Page 4



James C. Wright Jr.
Speaker of the House



Robert C. Byrd
Senate Majority Leader

AFL-CIO news

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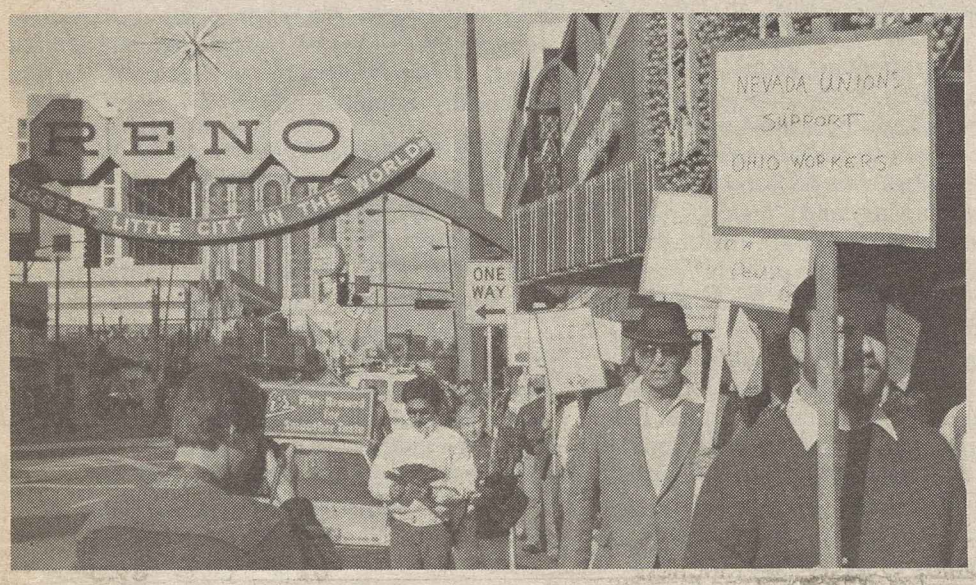

Protesting a dirty deal

Supporters from 15 unions pound the pavement in Reno, Nev., to protest a dirty deal by U.S. Playing Card Co. Last November, the company locked out 260 members of the Retail, Wholesale & Dept. Store Union at its Norwood, Ohio, operation after they rejected the company's demand to slash wages by 15 percent and cut health insurance, vacations and other benefits. Following the lockout, U.S. Playing Card moved operations to Reno, where nonunion workers are paid less than half the wages of the locked-out RWDSU members.

Reagan budget plan axes vital programs

Kirkland assails 'unfair' domestic cuts

By Gene Zack

President Reagan's fiscal 1988 budget—the first in history to soar above the trillion-dollar mark—drew stinging criticism from the AFL-CIO because it proposes to finance a continued military build-up at the expense of workers, the poor, the elderly and the young.

Federation President Lane Kirkland labeled the $1.024-trillion package little more than a carbon copy of "the unfair and discredited formulas" embedded in the six previous fiscal plans that Reagan has sent to Capitol Hill since the start of his presidency.

Kirkland called on the 100th Congress—under Democratic control for the first time in the Reagan presidency—to undo the Administration's mischief by rewriting the budget in a way that restores "fairness" to the task of meeting the nation's "true needs."

The President's "refusal to pay for what he describes as national security needs means he would sharply curtail other essential government programs and continue to borrow from the future," Kirkland asserted.

The contrast in Reagan's ideological priorities could not have been more stark. He called for a $21-billion increase in military spending over current levels to be financed largely by slashing another $12 billion from domestic programs already battered by budget cuts throughout this decade.

'Onerous' cuts

Kirkland assailed as "particularly onerous" White House proposals to eliminate vocational education grants and direct student financial assistance, and to make further deep cuts in funding for Medicare, Medicaid, veterans' health care and low- and middle-income housing.

As if that were not enough, the AFL-CIO asserted, Reagan has called for "unreasonable" reductions in federal support for "needed improvements in such deteriorating public facilities as bridges, highways, public transportation, and water and sewage treatment systems."

The budget proposes a 13.5-percent slash in Labor Dept. funding—from $17 billion to $14.7 billion—but asks for $980 million to establish a new "dislocated worker program" to replace both the Trade Adjustment Assistance program and Title III of the Job Training Partnership Act.

Such a scheme, Kirkland said, falls dismally short of meeting the needs of the nearly 15 million unemployed, partially

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Congress pledges swift action on trade

November deficit worst in history under deluge of imports

Senate and House leaders pledged that the 100th Congress would give top priority to legislation curbing the raging foreign trade deficit, as the Reagan Administration reported that November's shortfall hit $19.2 billion—an all-time one month high.

With one month still to go, the 1986 trade gap stood at a staggering $159.1 billion, far eclipsing the previous record of $148.5 billion peak for all of 1985. Estimates are that last year's trade imbalance could reach the $175-billion level.

The figures added up to bad news for the entire national economy with workers bearing the heaviest burden. Government studies show that for each $1 billion in sales U.S. producers lose to imports, more than 22,000 American jobs are destroyed.

Congressional leaders agreed with the assessment by the Commerce Dept.'s top economist, Robert Ortner, who termed the November deficit "horrendous."

Ready to roll

They vowed that a trade bill similar to one that passed the House last year only to die in the then-Republican-controlled Senate, would be one of the first orders of business in a Congress now firmly under Democratic leadership.

Sen. Robert C. Byrd (D-W.Va.), the new Senate majority leader, charged that the Administration "has pretended that we have no trade crisis and that our trade problems will take care of themselves." That philosophy has failed dismally, Byrd said, promising to work for "comprehensive trade and competitiveness legislation that will restore jobs and halt the erosion of our industrial base."

The new Speaker of the House, Rep. James C. Wright Jr. (D-Tex.) branded the trade shortfall the "most important economic problem" facing the nation and promptly reintroduced last year's House-passed measure—a bill Reagan had criti-

Continued on Page 5

Jobless benefits rise as coverage falls

Only 28 percent of idled workers drawing compensation

By Candice Johnson

The new year brought mixed news to the nation's unemployed workers, as jobless benefit levels in 12 states were increased but the number of unemployed workers actually receiving benefits continued to decline.

In Illinois, the state legislature voted an increase of 4.5 percent in unemployment compensation benefits that raises individual rates from $161 to $168 a week and increases the maximum benefit from $209 to $219. That increase is the first in three years.

While 8.2 percent of the Illinois workforce—about 466,000 persons—was unemployed in 1986, jobless benefits were awarded to just 25 percent of the unemployed, or 100,000 workers, according to the state's Dept. of Employment Security.

72 percent get nothing

AFL-CIO compensation specialist James Ellenberger said that nationwide, only 28 percent of the jobless receives any kind of unemployment compensation with unemployed workers often stymied by arbitrary restrictions and filing requirements.

In 35 states, less than one-third of unemployed workers receive jobless benefits, Ellenberger noted, while in only three states—Rhode Island, Massachusetts and Alaska—do more than half of the jobless receive any unemployment compensation.

- In Connecticut, the maximum weekly benefit was increased to from $242 to $254. Two-thirds of the jobless in the state do not receive jobless pay.
- Hawaii upped its top benefit $12, to $212, with 36.1 percent getting benefits.
- Massachusetts raised its maximum family benefit from $310 to $330 a week, with 53 percent of unemployed workers receiving benefits.

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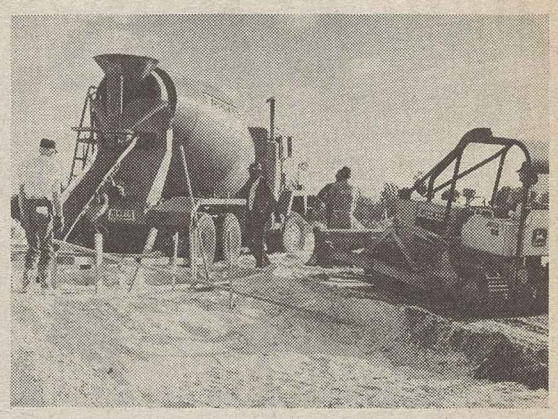
1/10/87

Banking on union banks to build more union jobs

Workers' resources yield good return on investment



Operating Engineers' fund generates jobs.

By Henry Fleisher

Unions traditionally have worked to get a maximum money return in wages, salaries and benefits for their members.

Now, to an increasing degree, unions are becoming more actively concerned with the investment returns on workers' resources, whether it's individual savings, union treasury money, or the tremendous sums in jointly controlled labor-management pension and welfare funds.

In addition, there is a widespread belief that dollars controlled by unions and their members, or reposing in funds based on collective bargaining agreements, should not—so far as the law permits—be invested in non-union competitive enterprises.

Out of that concern several labor banks have been established. Two of them have been functioning for half of a century or more; four others have been created in the past 10 years, and at least two others are in the active planning stage.

Growing trend

As part of the same trend, the AFL-CIO, which had started a mortgage investment trust some 20 years ago, broadened the scope of the program in 1984 through the creation of its Housing Investment Trust, with a board of directors representing both labor and management and a "neutral" chairman.

With more than $154 million in assets —through participation by subscribing unions and pension and health funds—the AFL-CIO Housing Investment Trust has a "clear and specific trust," said its chief executive officer, Floyd Hyde, "to utilize union and pension fund investments to provide both housing and jobs for union members, while offering competitive returns based on prudent investment policies."

Union Labor Life Insurance Co., a private company established over a half-century ago and owned by various unions, was an early entry into the field of financing contractors who "build union."

Millions invested

ULLICO's "J for Jobs" program has attracted millions of dollars from pension funds for financing commercial, residential or retirement projects built by union workers and contractors.

The idea is spreading. In Albuquerque, N.M., the Union Mortgage Co., working in close harmony with a number of building trades unions and pension funds, has channeled "union label dollars" into the financing of "union label construction projects." The venture is "definitely a success," said Michael Keller, the company chairman.

Fleisher is a Washington-based public relations consultant who represents several AFL-CIO affiliates.

"For each million-dollar project, approximately 20,000 hours of work are created," the company said. "We have generated over 500,000 hours of union work in New Mexico."

In some metropolitan areas, commercial banks which have in the past managed to keep their enthusiasm for unions under careful control, have begun to realize that doing business with the unions can be good business. In the Washington-Maryland region, for instance, at least three banks are merchandising a "100-percent union" investment program, with dollars from unions and funds specifically earmarked for investment on construction projects using union members only.

President Robert A. Georgine of the AFL-CIO Building & Construction Trades Dept., reminded a pension conference that about 60 percent of the some 2,500 multi-employer pension plans negotiated by unions are in the building trades. Their assets run into the billions. Georgine feels that in the past too much of that money was turned over to managers who had neither realistic instructions from their principals nor a pro-labor sentiment about placing even a part of their investment funds in the union sector of the economy.

Walter W. Carlough, administrator of the Sheet Metal Workers' National Pension Fund, which has passed the billion-dollar mark, is an advocate of using pension funds constructively. He said that "our fund, while acting carefully within the guidelines of 'prudent' investing can help increase the employment and well-being of trade unionists." He noted that "throughout the country this concept is rapidly taking hold."

Indeed, it is. In Texas, President Harry Hubbard of the State AFL-CIO has worked closely with a number of unions on plans for a savings and loan association to be located in Houston. Application for a federal charter has been filed with the appropriate government agency for a Texas Union Federal Savings Bank, which will be at least 75-percent owned by union members.

Broad representation

The bank's board, when it comes into being, will have representatives of seven unions and members of the public, including former Labor Sec. Ray Marshall, now a professor at the University of Texas.

In California, Anthony Ramos, head of the State Council of Carpenters, has been working for several months on a project to establish a union-owned, state-chartered savings and loan association. An application has been filed, but it will probably be well into 1987 before the state authorities make their decision.

Union-owned savings and loans went into business in 1985 in Phoenix as the Union Savings & Loan and in Albuquerque as the Union Savings Bank.

The Phoenix bank is owned by about a dozen unions, according to President Elliot Revere, and its assets have climbed to $38 million. He said the bank is being used increasingly by union members, both as depos-

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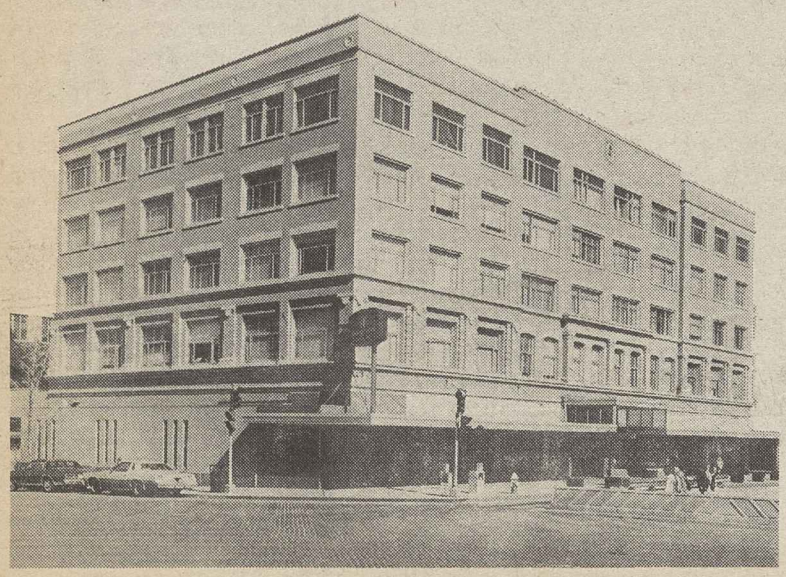
Opening day at New York's Amalgamated Bank, April 14, 1923.



Original Kansas City home of the Boilermakers' bank.

BCTD pledges fight to save prevailing pay

The AFL-CIO Building & Construction Trades Dept. vowed to oppose renewed Reagan Adminstration legislative attempts that would increase the level under which federal contracts would be exempt from the prevailing wage requirements of the Davis-Bacon and Service Contract Acts.

BCTD President Robert Georgine called the Administration proposal to exempt Defense Dept. contracts under $1 million and all other federal contracts under $100,000 from the wage requirements "simply ridiculous on its face."

Georgine stressed, "We opposed every attempt to increase the threshold in the last Congress. We will continue to oppose such attempts in this Congress, unless accompanied by stricter enforcement procedures and prohibitions against the fragmentation of contracts." He said the "proposed thresholds would emasculate the Davis-Bacon statute" by exempting from coverage the vast majority of construction work.

President Reagan's fiscal 1988 budget proposal said that an increase in the threshold limit is "appropriate in recognition of economic changes in the past several decades and to encourage competition and efficiency in government procurement."

The Davis-Bacon Act covers wages and benefits paid to workers on federally backed construction projects, while the Service Contract Act covers pay and benefits of workers under federal service contracts.

Conferees reject bid

In the last session of Congress, the Administration was aided by conservative Republicans and Democrats in achieving a portion of its goal when the Senate set a $250,000 threshold for military construction. The House rejected that figure, proposing instead a $25,000 limit. The measure died in a House-Senate conference committee.

Labor Sec. William E. Brock had testified at House hearings in support of raising the military construction threshold to $1 million and to $100,000 for all other construction.

Georgine pointed out at the same hearings that the Davis-Bacon Act protections have already been weakened by regulatory changes imposed by the Labor Dept. He noted that substantially raising the current $2,000 limit would make it easier to break up large contracts into small segments below the threshold level.

Union representatives meet with Rep. Conyers, who outlined job-saving legislative proposals.

Drive launched in House to preserve jobs

Emphasizing that corporations don't have the right to "treat workers the same way they treat obsolete plants," Rep. John Conyers Jr. (D-Mich.) kicked off a legislative drive to preserve the jobs and rights of American workers.

At a Capitol Hill meeting with union leaders, Conyers pledged to hold hearings and craft a measure that will begin to address the nation's chronically high unemployment.

Attending the session were representatives of the Communications Workers, Steelworkers, Machinists, Auto Workers, Service Employees and Food & Commercial Workers, as well as the unaffiliated Mine Workers.

Conyers said the legislative drive was spurred by wide-ranging actions by numerous corporations that threaten the economic livelihood of workers including plant closings, layoffs and runaway shops.

He cited announcement of mass layoffs by General Motors Corp., USX Corp.'s six-month-old lockout of 22,000 USWA members and MCI Corp.'s firing of 1,000 workers in Michigan because they expressed an interest to form a union.

All this, Conyers said, adds up to "a corporate industrial strategy that spells a serious challenge to the collective bargaining institution."

The Michigan congressman said a legislative solution is needed to promote a stable workforce where "a worker who agrees to stay with a company can do so and not be dependent on a company decision that it'd rather make peanut butter than autos."

Jobless benefits rise but coverage skimpy

Continued from Page 1

- In Michigan, weekly family benefits were increased to $229 from $198. But just one-fifth, or 20.2 percent, of the state's jobless collect unemployment compensation.
- In Minnesota, the top benefit rate hit $242, up from $228, with 30.4 percent of the jobless collecting benefits.
- Missouri increased its maximum weekly payments from $125 to $130, with only 30 percent of unemployment workers receiving benefits.
- Montana raised the ceiling on its weekly benefit level to $179 from $171, paying benefits to a scant 28.5 percent of unemployed workers.
- In New Jersey, the maximum rate was increased from $214 to $228, with 38.4 percent of the jobless collecting benefits.
- New Mexico raised its top weekly benefit from $154 to $158, with 27.4 percent of unemployed workers receiving benefits.
- In North Carolina, the ceiling was raised $9 to $184. Only 26.8 percent of workers on the jobless rolls receive benefits.
- Pennsylvania increased its maximum weekly jobless payment to $249 from $240, with 35 percent of unemployed workers collecting benefits.
- Tennessee raised its maximum unemployment benefit by $10 to $130 a week, with less than 22 percent of the state's jobless receiving unemployment compensation.

The state increases ranged generally from 2.6 percent in New Mexico to 8.3 percent in Tennessee, with only Michigan adopting a double-digit increase—15.6 percent—in its top benefit level.

Union banks build union jobs

Continued from Page 2

itors and borrowers, and expects it will take three to five years before Union Savings & Loan comes to realize its full potential.

The Union Savings Bank in Albuquerque has assets of about $10.5 million and a growth rate that approaches 25 percent a year. Its ownership includes a number of building trades unions as well as locals from unions in other industries. Michael Keller, chairman of the bank as well as head of the Union Mortgage Co., said he foresees a strong future for the city and feels that the S&L will grow with the area.

In Denver, the Union National Bank, owned completely by unions, has been making steady progress, according to Joseph Donlon, chairman of the bank and secretary of the Colorado Building Trades Council.

He acknowledged that a local bank faces heavy competition from the big commercial banks, with their heavy advertising budgets, but feels that a union-conscious investment policy that will be helpful to unionized employers makes the effort worthwhile.

The Union Bank & Trust Co. in Minneapolis is somewhat older; it was established in 1976 and now reports assets of about $30 million. The bank's custodial accounts—money it holds for pension funds and endowments—amount to close to $250 million.

The Brotherhood Bank & Trust in Kansas City, Kans., is one of two labor banks surviving from the 1920s. Created by the Boilermakers, which owns 40 percent of its stock, the bank has a large facility in the union's headquarters building and operates other branches in the city.

The largest and most prominent of the labor banks is the Amalgamated Bank of New York, which was founded in 1923 on the initiative of Sidney Hillman, the founding president of the Clothing & Textile Workers. Its assets run to over $1.3 billion, and it has established a solid reputation as a well-managed, consumer-oriented financial institution.

Changing times

In this day of fierce competition by the banking industry to sell accounts to just about every man, woman and child in the country, it is difficult to imagine a period—only a few decades ago—when wage earners were looked upon as "outside the banking market."

In those days, working people were simply not welcome in most banks. Unless they were the beneficiary of a rich uncle's estate, they could not qualify for a checking account, or would be required to maintain absurdly high balances. Credit was available for workers only if they posted collateral about equal in value to that of the loan.

The Amalgamated Bank deserves major credit for initiating a variety of needed financial services to working families. It pioneered with no-cost checking accounts; personal loans without high collateral; lower-than-average-interest consumer loans; and participations in investments at higher rates of return than available from savings accounts.

Many of the consumer banking practices that reach out to Americans of average income were pioneered by the Amalgamated Bank—a small institution by comparison with huge New York commercial competititors.

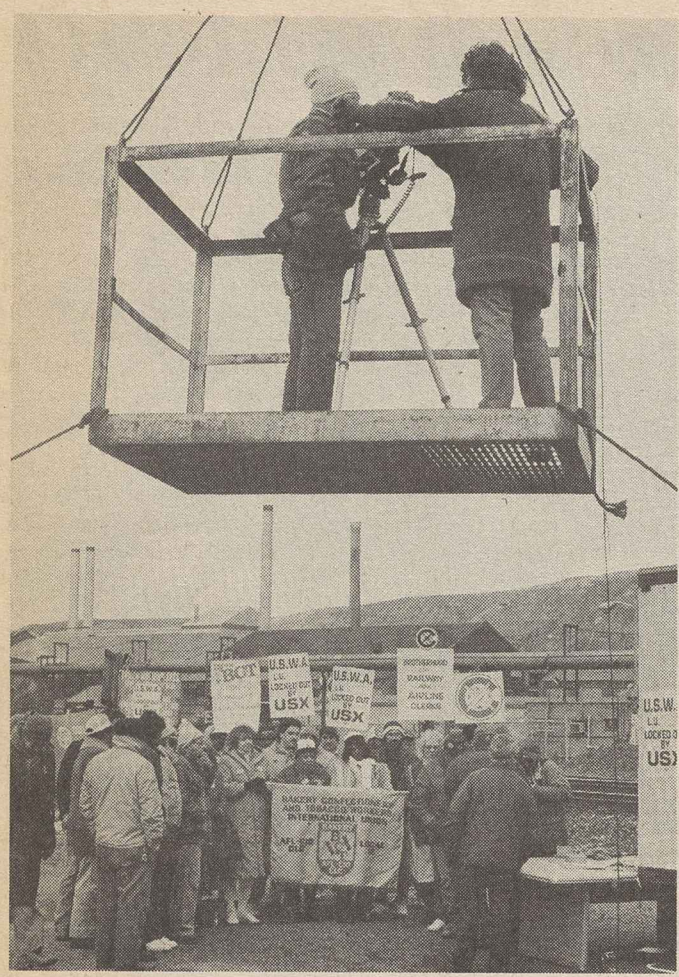
Union-run banks are only part of the story of the role labor plays in the financial field. Across the country—in large cities and small towns—thousands of labor-operated credit unions provide a wide range of services to their members.

With combined assets running into the hundreds of millions of dollars, the credit unions offer savings and retirement programs, consumer loans, home-equity lines of credit and, in many cases, checking accounts—making them virtually equivalent to the full-service bank down the block.

Labor banking is still comparatively tiny, and not about to take over at any time soon a substantial segment of the nation's banking. The assets of the top 15 commercial banks in the U.S. amount to almost a trillion dollars.

But some experts have predicted that by 1996 the total assets of joint labor-management directed pension funds could be at the $4-trillion level.

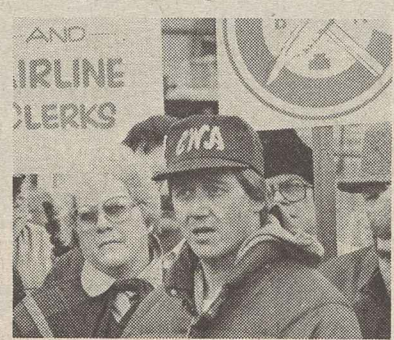
An increasing number of union officers and fund trustees, both labor and management, feel that under all the rules of "prudence" required by law, a substantial amount of that money should be invested in companies that recognize unions, not those that fight labor and want a "union-free" environment.



LIPA crew films demonstration in Clairton, Pa.

Louis Mackson of the Laundry & Dry Cleaning Union

NALC's John Race



CWA's Mickey O'Rourke

Message to employers

Video documents lockout at USX

The Steelworkers' dispute with USX Corp. and the spirit and determination of union supporters are spotlighted in a new video produced by the Labor Institute of Public Affairs.

The videotape, titled "Why We're Here," documents the lockout of more than 22,000 USWA members by the giant steelmaker and labor's response through the federation's Steelworkers Support Committee. The lockout is six months old.

In the LIPA production, USWA members on picket lines from Gary, Ind., to Fairfield, Ala., tell of the struggle to save their jobs, earn a decent wage and to support their families. They are joined by rank-and-file supporters from more than 25 unions who expressed their solidarity with the locked-out workers at a rally in Clairton, Pa.

One by one, the trade unionists speak of the need to send a message to USX and other anti-union employers—a message that says workers are tired of takeaways and contracting out, that the goal of the labor movement is to provide a better life for all working people and that union members will achieve that goal at USX and other companies.

The video also features "Stand By Me," an original song which explains labor's need for unity in the chorus: "Though I don't make my livin' workin' with the steel, together with my friends we'll lend a hand, 'cause the next thing you know, they'll be coming after us."

The AFL-CIO Steelworkers Support Committee expects the video to be used by labor groups in fund-raising activities for the locked-out workers. The video will be distributed to affiliated unions and labor bodies.

Meanwhile, negotiations between the USWA and the steelmaker resumed in December following a month-long recess. After USX broke off negotiations Nov. 20, USWA President Lynn Williams sought a three-member panel to help resolve the dispute. Williams and USX Chairman David Roderick agreed to the appointment of Sylvester Garrett, a veteran arbitrator, to mediate the dispute. Garrett made his recommendations earlier this week.

Tape distribution is being handled by Frances Kenin at 202/637-5130.

Angelo Verdu dies, retired AIFLD deputy

Arlington, Va.—Angelo Verdu, retired deputy director of the American Institute for Free Labor Development, died of cancer Dec. 29 at the Hospice of Northern Virginia. He was 76.

In a message to Verdu's wife Clarice, AFL-CIO President Lane Kirkland and Sec.-Treas. Thomas R. Donahue said, "The American labor movement is that much richer because he was a part of it and the cause of free and democratic labor in the world was equally enriched by his care and active participation."

In the late 1930s, Verdu served on the executive boards of the Mine, Mill & Smelter Workers and the Shipbuilding Workers before he was named a representative of the Steelworkers in 1950. He was appointed AIFLD's program director for Colombia in 1963, named regional director two years later, and deputy director in 1967.

Verdu retired in 1975 but was recalled two years later to serve as director of the Free Trade Union Institute while it was being reorganized.

Budget office impairs study of VDT risks

The Service Employees assailed the "inappropriate meddling" of the White House Office of Management & Budget in a federally funded study on possible reproductive hazards resulting from the use of video display terminals. The union urged that questions on stress and fertility, deleted by OMB, be reinserted in the survey.

SEIU President John J. Sweeney expressed his concerns in a letter to Health & Human Services Sec. Otis Bowen. He charged that OMB won't let the National Institute of Occupational Safety & Health "do its job" properly in conducting the study.

Sweeney said that OMB's "meddling" caused the study to be "scientifically compromised" and that "needed answers about the potential reproductive health effects of VDTs will continue to be delayed while the technology is introduced into the workplace at an ever-increasing rate."

The Communications Workers and 9to5, National Association of Working Women, had both pressed Bowen to override the OMB changes. From the beginning, BellSouth, a regional telephone company whose VDT operators were to be studied, had objected to questions on stress and fertility and had met with OMB officials to relay its concerns.

The survey, delayed for nearly a year by OMB, was finally approved. NIOSH accepted the deletions, even though "the changes requested by OMB will eliminate information in the questionnaire which would help to confirm or explain any difference found between the VDT group and the comparison group," said Dr. James M. Melius, director of NIOSH's division of health evaluations and field studies.

Study scaled back

The survey of some 4,000 female telephone workers was considered a rare opportunity to study two similar large groups of workers, half of whom used VDTs. The delay by OMB caused a scale-back of the study as more workers in the control group were switched over to using VDTs.

OMB recommended deleting 61 questions relating to stress and 10 questions concerning fertility. Dr. Irving Selikoff, a noted researcher at Mt. Sinai School for Medicine, reviewed the survey. Concerning the questions on stress, Selikoff said the deletion would "greatly impair" NIOSH's ability to assess the role of stress in causing reproductive problems.

Concerning the subjects of fertility, employment history and medical and surgical conditions, Selikoff stressed that the results of the study would be "uninterpretable" if NIOSH is unable to ask these questions.

Jobs and safe workplaces top legislative agenda

Continued from Page 1

F. Hawkins (D-Calif.), chairman of the House Education & Labor Committee, has already introduced a bill providing funds to retrain these workers, upgrade their skills and help them find new jobs. And legislators from oil-producing states plan a fight to extend trade adjustment assistance benefits to the more than 164,000 oil and gas workers who lost their jobs last year as a result of plunging world oil prices.

Here is an overview of the other items that will be on labor's slate in the months ahead:

Double-breasting—Legislation to block employers in the construction industry from setting up nonunion operations in order to evade their union contract obligations passed the House last April, but ran into a filibuster threat that kept it from being tacked onto the continuing budget resolution enacted in the waning days of the 99th Congress. Rep. William Clay (D-Mo.), chairman of the House Labor-Management Relations Subcommittee, plans to introduce the bill again and will schedule early hearings.

Polygraphs—A bill restricting the use of so-called lie detectors in private industry passed the House in the 99th Congress but died in the Senate. Rep. Pat Williams (D-Mont.) plans to reintroduce the measure, stripping of it an amendment added on the House floor that exempted drug companies, nuclear and electric power plants, security and armored car guards, and day care and nursing homes from polygraph regulation.

Labor protection provisions—Last September, the House voted overwhelmingly to require worker safeguards in airline mergers. But the Senate, on a tie vote, rejected a scaled-down version of the bill. LPPs were routinely imposed in airline mergers prior to deregulation in 1978, but the Reagan Administration has consistently refused to follow that precedent. Unions will also ask Congress to put the brakes on corporate mergers and takeovers, citing the adverse effects on the jobs and pensions of workers.

Right-to-know—Sen. Howard Metzenbaum (D-Ohio), incoming chairman of the Senate Labor Subcommittee, has introduced a bill requiring employers to notify workers of health risks they face on the job, primarily from toxic chemicals, and to tell workers what they can do to protect themselves. An estimated 11 million workers are exposed to known carcinogens and, labor insists, have a right to know the risks from using hazardous substances in the workplace.

Plant closings—Metzenbaum and Rep. William D. Ford (D-Mich.) will spearhead the drive to require employers to give advance notice of shutdowns or major job cutbacks. A similar measure went down to narrow defeat in the House in 1985. A bipartisan task force has recommended a $900-million-a-year program of assistance for dislocated workers, but sidestepped the advance notice issue.

Minimum wage—Although the Reagan Administration remains opposed to hiking the current $3.35-an-hour minimum, labor points out that inflation has eroded its purchasing power by 26 percent since the last increase in January 1981, driving it to its lowest point in more than three decades. Reaching the current poverty threshold for a family of three would require fulltime, year-round work at a wage of $4.25 an hour.

Health insurance—The list here is long, topped by labor's ongoing fight to secure health care coverage for the 37 million Americans now without such protection. Then there's health insurance for retirees of bankrupt companies, an issue Congress dealt with on a temporary basis last year by requiring bankrupt firms to continue paying for such benefits until May 15, 1987. And the Administration is weighing a recommendation of Health & Human Services Sec. Otis T. Bowen to provide coverage against "catastrophic" illnesses through Medicare.

Civil rights—New efforts will be made to overturn a 1984 Supreme Court decision that restricted Title IX of the 1972 Education Act Amendments banning gender-based discrimination in educational programs. Rep. Don Edwards (D-Calif.), chairman of a House Judiciary subcommittee, said that "the votes are there" to insure that any cutoff in federal funds because of sex discrimination applies to the entire institution—not just the student aid office that receives the money, as the high court insisted.

Other issues facing the 100th Congress will include re-enactment of the clean water bill that Reagan vetoed last November, renewal of funding for highway and mass transit programs, parental leave and the rehiring of the 11,500 air traffic controllers fired by President Reagan in 1981 for going on strike.

Researchers explore new bargaining tactics

New Orleans—Changes in the workplace, brought about by industry deregulation and lopsided U.S. trade policies, have resulted in new bargaining strategies, structures and challenges for American unions.

That was the conclusion of nearly 250 economists and scholars from labor, industry, universities and government, who belong to the International Relations Research Association. Participants discussed topics ranging from affirmative action programs and economic inequality to bargaining for health care and other topics during IRRA's 39th annual meeting.

AFL-CIO economist John Zalusky reviewed profit sharing and gainsharing proposals in contract negotiations and observed that labor's experience has been "mixed." Workers have seen profit sharing used as a union-busting tool, as a "management-only bonus" during prosperous times and a wage alternative for workers in poor times, he charged.

"Workers have traded wages for long-term bonuses only to see the plans terminated" before benefits are ever paid, Zalusky noted, adding that workers have not won job security or gained from an "abstract" plan for combining the interests of labor and management.

But on the plus side, profit sharing has given workers a role in decision-making and plant operations, the opportunity to participate as stockholders and to gain standing as debtors in possible bankruptcy proceedings, Zalusky pointed out.

The 1980s have seen a change in profit sharing and gainsharing provisions, Zalusky noted. While gainsharing or incentive pay —described as an "exchange of worker short cuts, ideas and higher levels of production" for additional payments—was included in some agreements negotiated by the Steelworkers, Auto Workers, needle trades and other unions, many workers found that these plans "have led to job losses when productivity increases and market shares don't," he stressed.

Sound income level

Labor's goal in profit sharing plans is to achieve a sound income level for all members, and to share the wealth of profitable firms while securing employment opportunities at marginal firms, Zalusky said.

He cited a profit sharing agreement negotiated between the USWA and LTV Corp., in which wage cuts accepted by the workers are considered a loan to the firm, to be repaid from profits. If profits are not sufficient to repay the loan, LTV must issue convertible preferred stock paying 5 percent interest to meet the debt. Converted to voting stock, the LTV workers gain standing as stockholders.

In the deregulated airline industry, profit sharing became a trade, Zalusky said, "an investment of current wages for a promise of future returns" plus a voice in the decision-making process. But the results do not always benefit workers who have put aside short-term earnings for possible long-term dividends, Zalusky pointed out, adding that "the debts and cash flow of most workers allow little room for risk taking. Profit sharing can work only when basic security already exists."

Federation Organizing Director Charles McDonald reviewed labor's initiatives in organizing and membership benefits that grew out of the work of the AFL-CIO's Committee on the Evolution of Work.

New techniques and mechanisms in organizing include the growing use of volunteer union members in organizing drives, corporate campaigns against anti-union employers and coordinated efforts among affiliates, like labor's response to the USX Corp. lockout of 22,000 workers through the federation's steelworkers support committee, McDonald told participants.

Improving the "public perception of unions, their activities, their problems and the opportunities they provide unorganized employees" is another goal, McDonald said, as unions make a greater effort "to bring news other than strikes and corruption to the public's attention and to do a better job of dealing with the media in strike situations."

Bargaining changes

In another presentation, Professor Wallace Hendricks of the University of Illinois outlined changes in the bargaining structure of the Communications Workers as a result of the 1984 breakup of the American Telephone & Telegraph Corp.

Earlier negotiations had involved a single employer. After divestiture, CWA had to bargain separately with AT&T, seven regional "baby Bells" and eight other companies, Hendricks said, with the union forced to evaluate a large number of proposals all around the same period.

Other labor participants included Richard Prosten of the AFL-CIO Industrial Union Dept. and A. Michael Collins of the Operating Engineers.

Trillion-dollar Reagan budget proposes new domestic cuts

Continued from Page 1

employed and discouraged workers who have dropped out after futile searches for jobs that can't be found. It fails to "deal with the basic unemployment problem caused by foreign trade and, at best, would only provide services to a third of those workers dislocated by unfair foreign imports," he stressed.

Struggling to meet the Gramm-Rudman-Hollings Act mandate to reduce the budget deficit to $108 billion in the coming fiscal year—down from the current fiscal year shortfall that has already reached $173.2 billion and is still rising—Reagan asked Congress to auction off to the private sector some $15 billion worth of federal assets, including the Naval petroleum reserves, Amtrak and five public power authorities and to sell $5.4 billion in government loans to the banking industry.

Kirkland rejected this approach of achieving one-time revenues as "phony budget reduction" adding that the privatization of government services is just the latest move in Reagan's continuing crusade to make federal government employees "scapegoats" for his discredited policies.

Although the President stoutly denied he was proposing any tax increases, a careful perusal of the budget document showed some $21 billion in new revenues.

The balance of the White House plan to stem the flow of red ink in the budget rests on the shaky economic assumptions that in fiscal 1987 the raging trade deficit will drop by some $40 billion, unemployment will decline to 6.3 percent and that the economy will grow by 3.2 percent. Few analysts or members of Congress have any confidence these goals can be achieved.

Among the budget's major proposals:

- Cuts of $7.7 billion in major medical programs, with the largest single cut in Medicare which provides health insurance for the elderly who will have to pay substantially more for coverage.
- A continued squeeze on the states by capping Medicaid payments, cutting food stamp payments and slashing economic development funds.
- Deep cuts in programs for higher education, particularly student aid, that would reduce the Education Dept.'s outlays from $17 billion to $14.7 billion.
- Two programs to aid in school desegregation with a combined current budget of $24 million would be killed.
- Elimination or phase-out of dozens of federal programs involving urban development, mass transit and housing—most of which were marked for extinction by the Administration before, but saved by a Congress unwilling to see them torpedoed.
- A $5-billion reduction in Agriculture Dept. farm support and nutrition programs at a time when family farmers face a bleak and uncertain economic future.

White House Budget Director James C. Miller rejected the notion that the budget would be "dead on arrival" on Capitol Hill. However, members of the 100th Congress on both sides of the aisle generally agreed it was already a terminal case.

Unions coordinate strategies to deal with appliance giants

Hollywood, Fla.—Plans for a permanent structure within the AFL-CIO Industrial Union Dept. to deal with the myriad problems in the appliance industry moved forward as delegates to the second Appliance Committee meeting approved plans for regular biennial conferences.

The delegates from 18 international unions representing workers at more than 85 organized plants also endorsed a move whereby committees from each of the major North American appliance manufacturers would meet on alternate years to share information about the industry.

In his keynote address, Machinists President William W. Winpisinger warned that appliance industry workers face a bleak future because of unfair trade, new technology, plant closings and the growing industry trend to move its facilities abroad.

Winpisinger was sharply critical of the industry for standing idly by while foreign companies dump their products on the American market, and for then responding by running away to other countries where they can exploit cheap labor.

The IAM president called for quick action on trade legislation in the 100th Congress, tax reform to close loopholes that allow runaway manufacturers to profit from their offshore operations, and enactment of a bill requiring advance notice of plant closings and major job cutbacks.

The session heard reports on contract settlements, strikes, plant shutdowns and related topics.

Delegates also were given an update on the continuing effort of Magic Chef Inc. in Cleveland, Tenn., to crush the Molders and pledged financial support for the strikers. The National Labor Relations Board has ordered reinstatement and back pay for the workers, but the company is refusing to honor that directive.

Unions belonging to the IUD's appliance committee include the IAM, Molders, Allied Industrial Workers, Communications Workers, Electrical Workers, Firemen & Oilers, Electronic Workers, Operating Engineers, Office & Professional Employees, Sheet Metal Workers, Plumbers & Pipefitters, Auto Workers, Plant Guard Workers, Steelworkers, Stove & Furnace Workers and the unaffiliated Canadian Auto Workers, Teamsters and United Electrical Workers.

Happy hour crackdown

At a time when the American economy is swamped by textile, apparel, shoe, steel and auto imports, the Reagan Administration has chosen to launch a trade war against foreign-made liquor and snacks.

Upset over European Community limitations on American grain shipments to Spain, U.S. Trade Representative Clayton Yeutter announced the imposition of punitive tariffs on gin, brandy and white wine from EC countries, as well as some cheeses, canned ham and olives.

The tariffs on these items now run between 15 and 20 percent. Under the new directive, they will rise to 200 percent effective Jan. 30—nearly tripling the cost the consumer will have to pay for a cocktail party or after-dinner drinks.

Hardest hit will be Americans who quaff French brandy and British gin.

Trade bill put on front burner as deficit soars to new peak

Continued from Page 1

cized as both "protectionist" and "anti-trade."

Wright called on the White House to work with Congress in fashioning a suitable response to the glut of imports, declaring: "For two years the United States has temporized, alibied, tinkered with the currency, even tried to pretend the problem does not exist. Meanwhile, the problem has continued to grow."

Underscoring Congressional determination to press ahead with trade legislation, Wright said that "bold action" is needed. He issued an invitation to Administration, congressional, labor, industry and academic experts to attend a one-day conference on Jan. 21 to try to agree on a joint approach to the problem.

For the trade-battered textile and apparel industry, November was another gloomy month as the nation imported almost $2 billion more of these commodities than it exported—a trade imbalance 32.6 percent higher than the same month in 1985. For the first 11 months, foreign textile and apparel imports totaled just under $23 billion while domestic producers exported only $3.2 billion worth—a deficit increase of 18 percent over the same period a year ago.

The Fiber, Fabric & Apparel Coalition for Trade, a joint labor-industry group, said the figures "serve as pathetic testimony to the Administration's failure to help an industry under seige by imports." Last year, Reagan's veto of legislation to aid the troubled industry was narrowly upheld in the House.

"Clearly, the textile and apparel manufacturers and their 2 million workers are America's forgotten industry," the coalition declared. "Without a legislative solution, the problem of unfair, job-robbing imports will not go away and this Administration will continue to allow an entire American industry to suffer instead."

Among the dispiriting November figures was a 35-percent leap in the nation's trade deficit with Japan—to a record $6.74 billion—the biggest one-month excess of imports over exports ever recorded with any country. Meanwhile, the deficit with Western Europe nearly tripled and that with the developing world jumped nearly 40 percent.

November's $1.76-billion deficit with Taiwan was larger than that with any European country, and the trade shortfalls with South Korea and Hong Kong, both just under $825 million, were bigger than those with any European country except West Germany.

The deficit with Canada soared to $2.8 billion last month—75 percent higher than October's $1.6-billion shortfall.

Back pay rule binds 'bankrupt' firm

An employer can't hide behind a bankruptcy proceeding to avoid compliance with a National Labor Relations Board reinstatement and back pay order, the 6th Circuit U.S. Court of Appeals ruled.

The employer, a painting contractor in Lexington, Ky., unilaterally terminated its contract with Local 768 of the Painters. The union brought charges and the NLRB filed an unfair labor practice complaint.

While the NLRB proceedings were pending, the corporation owner and his son set up a partnership which continued the painting business. The corporation filed a petition for bankruptcy and was liquidated before the NLRB rendered its decision and backpay order.

The appellate court noted that proceedings by a governmental unit to enforce its regulatory power are not stopped by filing for bankruptcy protection. The NLRB order, it ruled, was enforceable both against the original corporation and the partnership which was its "alter ego."

Wayne King and Lynn Johnson at the AFM electronic bulletin board.

Musicians learn the score via electronic bulletin board

New York—The Musicians have gone "on line" with a electronic bulletin board that provides information on auditions, contracts and other news.

A project of the AFM Symphony Dept., the board is available to union members 24 hours a day every day, with access from any personal home computer by telephone modem hook-up. The service went on line six months ago and has been used by several hundred union members, the AFM reported.

After logging in with the proper password, members can call up the bulletin menu where general information, including symphony audition lists, is posted. The lists then can be copied onto the home system.

A message center, where AFM members can leave public news of general interest to musicians or private messages addressed to individuals is also available. A scan mechanism allows the home user to read all the public messages and his or her own personal ones.

Other features include information on 1985-86 wage scales and working conditions for major and regional orchestras, symphony contracts, orchestra bylaws and a "door" that provides average wage data and other financial information on specific organizations that can be used in developing or assessing contract proposals.

The software program allows users to call up budget, annual wage and average annual wage for various orchestras or groups of orchestras, and transfer that data to the home computer system.

Union members also can use the message center to ask questions of the AFM staff or to comment on the bulletin board operation.

Using the file transfer facility, some AFM members have received questionnaires on symphony wage scales and working conditions and have transferred the completed surveys back to the bulletin board. This "two-way talk" will help process contract information in a timely way, the union said.

OSHA finds new way to stall overdue formaldehyde rules

The Occupational Safety & Health Administration's decision to reopen its record on formaldehyde is a "questionable decision that will add nothing to the evidence in the record and could further delay a final standard," organized labor said.

Margaret Seminario, associate director of the AFL-CIO Dept. of Occupational Safety, Health & Social Security, said it was "not clear that the agency needed to reopen the record. The evidence already in the record is sufficient to prove the carcinogenic risk and the need to reduce the exposures" for workers.

She warned that the 30-day reopening period might delay OSHA's planned issuance of its final rule by September 1987.

Dr. Frank Mirer, safety director for the Auto Workers, said that the information on which OSHA sought additional comments is "minor information. The basic facts have been known since 1981. Five years have passed. Nothing's changed. People has just been exposed to unnecessary risks for an added five years."

Needed protection

Mirer stressed that there will be industry arguments forever against issuing a strict standard, "but we don't see anything on the horizon that will change our minds about what is needed in the way of protection for our members."

He noted the possibility of a delay, but said, "For the moment, we will take them at their word. We think this is a procedure that potentially delays the process and is unnecessary."

OSHA is considering two regulatory alternatives for formaldehyde, depending on whether it finds the existing scientific information on formaldehyde's ability to cause cancer in animals to be sufficient to require protections for humans.

If OSHA decides workers would be risk ing cancer in their exposures to formaldehyde, it will reduce the current 3 parts formaldehyde per million parts of air, to 1 ppm and set requirements for reducing exposures, monitoring workers' health and training.

Otherwise, the agency will merely reduce the exposure level to 1.5 ppm without setting any other requirements.

Meanwhile, OSHA made a preliminary determination that four glycol ethers pose "a significant risk to workers" and should be regulated, affirming the Environmental Protection Agency's finding that exposure to the chemicals can cause reproductive, developmental and hematologic problems.

Seminario expressed the federation's concern that OSHA will delay in taking the next step. "The evidence is not new; these risks have been known for quite some time," she said. "Our concern is whether the agency will move in a timely fashion to reduce worker exposures."

The glycol ethers are large volume industrial chemicals produced from ethylene oxide. They are used in the production of acetates, and in resins, inks, fuel additives, cleaners, adhesives, electronics, plastics, rubber and photographic chemicals.

The chemicals are 2-methoxyethanol, 2-ethoxyethanol and their acetates. An estimated 200,000 to 350,000 workers are exposed on the job to glycol ethers.

'87 conventions slated by AFL-CIO affiliates

Below is a list of conventions scheduled for 1987 by AFL-CIO national and international affiliates, state central bodies and fraternal organizations. Changes and additions will be reported.

DATE	ORGANIZATION	PLACE
Jan. 23-24	Woodworkers	Portland, Ore.
Mar. 23-25	Louisiana	Baton Rouge
Mar. 25-29	Professional Athletes	Los Angeles
Apr. 12-15	Auto Workers	Chicago
May 3-10	Plate Printers & Engravers	Philadelphia
May 11-13	Michigan	Detroit
May 11-14	Metal Polishers	Louisville, Ky.
May 27-29	Arizona	Tucson
May 31-June 3	Arkansas	Hot Springs
June 7-11	Grain Millers	Las Vegas, Nev.
June 11	Actors & Artistes	New York
June 15-19	Clothing & Textile Workers	Miami Beach, Fla.
June 15-19	Leather, Plastic & Novelty Workers	Atlantic City, N.J.
June 15-19	Musicians	Las Vegas, Nev.
June 15-26	Flint Glass Workers	Bal Harbour, Fla.
June 22-26	Newspaper Guild	San Diego
June 24-28	Utility Workers	Hollywood, Fla.
June 28-29	Mechanics Educational Society	Niagara Falls, N.Y.
July 17-19	Nevada	Stateline
July 19-24	Longshoremen	(undecided)
July 27	Railway & Airline Clerks	Hollywood, Fla.
July 27-29	Police Associations	Bossier City, La.
July 27-31	Communications Workers	Miami Beach, Fla.
Aug. 10-13	United Garment Workers	Nashville, Tenn.
Aug. 10-14	Aluminum, Brick & Glass Workers	Hollywood, Fla.
Aug. 12-15	Texas	Austin
Aug. 16-22	Sheet Metal Workers	Ottawa, Ont.
Aug. 19-21	Iowa	Waterloo
Aug. 20-22	Montana	Billings
Aug. 23	Asbestos Workers	Philadelphia
Aug. 24	Allied Industrial Workers	St. Louis
Sept. 4-6	Siderographers	Ottawa, Ont.
Sept. 15-18	North Carolina	Asheville
Sept. 16-18	Connecticut	New Haven
Sept. 17-19	North Dakota	Grand Forks
Sept. 18-19	Washington	Kelso
Sept. 20-23	Minnesota	Minneapolis
Sept. 21-23	Nebraska	North Platte
Sept. 21-24	Florida	Jacksonville
Sept. 21-25	Oregon	Seaside
Oct. 4	Rubber Workers	Las Vegas, Nev.
Oct. 4-6	Maryland	Washington, D.C.
Oct. 7-9	Kansas	Topeka
Oct. 16-17	Rhode Island	Providence
Oct. 19-20	Metal Trades Dept.	Miami Beach, Fla.
Oct. 19-21	Alabama	Birmingham
Oct. 21-22	Union Label & Service Trades Dept.	Miami Beach, Fla.
Oct. 21-23	West Virginia	Charleston
Oct. 22	Dept. for Professional Employees	Miami Beach, Fla.
Oct. 22-23	Maritime Trades Dept.	Miami Beach, Fla.
Oct. 23	Public Employee Dept.	Miami Beach, Fla.
Oct. 23-25	Labor Communications Association	Miami Beach, Fla.
Oct. 28-31	South Carolina	Myrtle Beach
Nov. 1-3	Tennessee	Nashville
Nov. 16-18	Industrial Union Dept.	Hollywood, Fla.

AFL-CIO MEETINGS & EVENTS

Feb. 16-20	Executive Council	Bal Harbour, Fla.
Mar. 20-22	Regional Conference—West	San Francisco
Mar. 23-27	National Education Conference	New Orleans
Mar. 30-31	Work & Family Conference	Washington, D.C.
Apr. 5-8	BCTD Legislative Conference	Washington, D.C.
Apr. 10-12	Regional Conference—Mid-Atlantic/ New England	New York
Apr. 25-30	Lawyers' Conference	San Francisco
May 5-7	Executive Council	Washington, D.C.
May 6-7	IUD Legislative Conference	Washington, D.C.
May 29-31	Regional Conference—Midwest	Chicago
June 5-7	Regional Conference—South	New Orleans
June 7-12	Community Services Conference	St. Louis
June 17-19	Secretary-Treasurers' Conference	Atlantic City, N.J.
June 19-25	Union-Industries Show	Atlantic City, N.J.
August	Executive Council	Washington, D.C.
Aug. 15	Meany Archives Dedication	Silver Spring, Md.
Oct. 26-29	AFL-CIO Convention	Miami Beach, Fla.

Arbiter can't be judge in own grievance case

New York—An impartial arbitrator has a right to a hearing over his termination by one of the parties to his employment agreement, but he can't serve as the judge in such proceedings, the 2nd U.S. Circuit Court of Appeals ruled.

The court overturned a decision by U.S. District Court Judge Robert Sweet, who upheld labor's dismissal of arbitrator Millard Cass as proper under the terms of a 1978 agreement between the 25,000-member New York Hotel & Motel Trades Council and the Hotel Association of New York, which provided that the arbitrator's employment could be terminated by either party on 60 days' notice.

Citing a provision of the collective bargaining agreement that made "all complaints, disputes or grievances" arising out of the contract arbitrable, the court ruled that the dismissal was subject to such a procedure.

But, it stressed, Cass's "clear personal interest in the outcome of this dispute disqualifies him from hearing it" in his role as the impartial arbitrator.

The dispute arose last June when the union coalition exercised its right to fire Cass because he had accepted a 100-percent pay increase put into effect by management over labor's protest. Cass continued to hold the arbitator's post and ruled that the firing by the unions was illegal.

The unions are weighing a possible appeal to the U.S. Supreme Court, insisting that the employment agreement is independent of the contract and therefore not subject to provisions governing the arbitration of grievances.

EDITORIALS

More of the Same

THE NEWEST Reagan Administration budget repeats the unfair and discredited formulas of its previous spending plans. Once again, the President's refusal to pay for what he describes as national security needs means he would sharply curtail other essential programs and continue to borrow from the future.

Proposals in the President's budget that are particularly onerous include those to eliminate vocational education grants, direct student financial assistance and further cuts in funding for Medicare, Medicaid, veterans' health care, and low- and middle-income housing. The budget would make new, unreasonable cuts in federal support for needed improvements in such deteriorating public facilities as bridges, highways, public transportation, and water and sewerage systems.

The President's proposal for new training funds does not deal with the basic employment problem caused by unfair foreign trade and, at best, would only provide services to a third of those workers dislocated by unfair foreign imports.

We believe it is inappropriate to engage in phony budget reduction through the sale of federal assets. We object also to the newest effort to make federal government employees scapegoats by reducing their benefit structure and turning over more of their jobs to private contractors.

Once again, it will be the responsibility of Congress to rewrite the President's budget proposals to recognize the true needs of the country and to restore a modicum of fairness in responding to those needs.

—AFL-CIO President Lane Kirkland, Jan. 6, 1987.

Constitutional Year

THIS NEW YEAR, 1987, will bring a wave of national soul-searching as the country celebrates the bicentennial of the U.S. Constitution.

We can hope that the anniversary will be marked with the seriousness that the subject deserves. Hopefully, the commercial hucksters that took over the celebration of the restoration of the Statue of Liberty will stay on Madison Avenue this year.

There are many serious issues to be explored this year, particularly since the record of the Reagan Administration for eroding many constitutional rights is so fresh in our minds.

Trade unionists should be alert for the usual huffing and puffing by the nation's publishers and broadcasters who are bound to preach about *their* First Amendment to the Constitution.

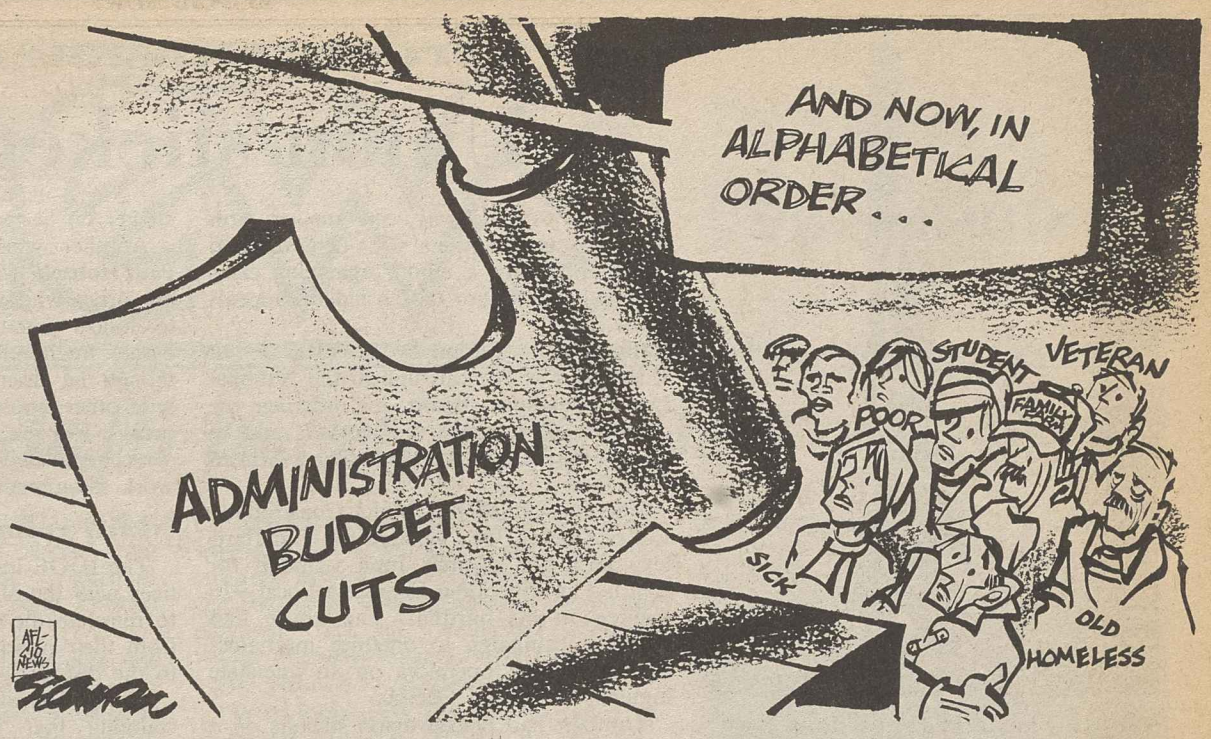
We will be ready to point out that the First Amendment that guarantees a free press also guarantees the rights of free religious expression, freedom of speech and freedom of assembly. Thus, the First Amendment protects the rights of workers to organize into unions; it is *our* First Amendment, too.

Solidarnosc Fights On

THE HIGH COURT of Poland handed down an expected decision last week. Playing its phony role to the hilt, the court tossed out the appeals made by groups of Polish workers that they be allowed to form new branches of Solidarnosc because they had no confidence in the unions sanctioned by the military government and ruling communist party.

Although the Polish generals tried to put Solidarnosc out of business in 1981 when they took power in the country, the only free trade union in the communist world continues to maintain a firm hold on the dreams of most Polish workers and other believers in democracy. The government cannot permit any public manifestation of support for Solidarnosc. At the same time, it cannot generate any popular support for the puppet unions it has established.

This is the background for the Warsaw government's insistence that if he visited Poland, AFL-CIO President Lane Kirkland would have to pay court to the pseudo unions and ignore Solidarnosc and its leader, Lech Walesa. Kirkland gave the regime the succinct answer: American free trade unionists do not do business with the communist "company unions."



Washington Window

Right-wing peddles myths about welfare recipients

By Press Associates

In the public and congressional debate over "welfare reform," it is important to sort out hard facts from popular fictions that some politicians and conservative ideologues have helped to promulgate over the years.

Myth: Poor people just live off government welfare.

Fact: The participation level of the poor in many of the government assistance programs is surprisingly low. In 1984, only about one-third of poor families received Aid to Families with Dependent Children cash benefits; only 43 percent got food stamps; 42 percent were covered by Medicaid, and just 26 percent received rent subsidies or lived in public housing.

In nearly every state, it is possible to have earnings that are several thousand dollars below the poverty line and still be ineligible for AFDC.

Myth: Welfare benefits are too high.

Fact: As of January 1985, the typical state offered AFDC benefits for $379 a month for a family of four—equal to 41 percent of the poverty line. Even adding food stamps doesn't raise a poor family's income to the poverty level, except in Alaska. In half the states, the combined benefits of AFDC and food stamps fails to reach three-fourths of the poverty line.

AFDC benefits have not been inflation-adjusted in most states, and thus have shrunk by about one-third in the typical state since 1970.

Myth: The AFDC rolls are full of able-bodies adults who prefer welfare to work.

Fact: Nearly 70 percent of AFDC recipients are children. Adults on public assistance are mainly female single parents. Fewer than 4 percent of AFDC recipients are men.

Nearly 40 percent of those who received AFDC in 1982 reported to the Census Bureau that they had worked during at least part of the year.

A 1985 General Accounting Office study showed that the vast majority of the working poor whose benefits were terminated under new restrictions adopted by the Reagan Administration in 1981 did not stop working or looking for work, even though in many cases they were worse off financially. They did so despite such barriers to their employment as lack of child care and high unemployment.

Myth: Once on welfare, always on welfare.

Fact: Among AFDC families, more than half leave the rolls within two years, while fewer than one-sixth are long-term cases remaining on the rolls for eight consecutive years or more.

Myth: Women receiving AFDC keep having more children just to get more money.

Fact: Families on welfare have shown the same steady drop in family size as the general population. In 1969, 50 percent of all AFDC families included three or more children. By 1982, 74 percent of AFDC families had fewer than three children, 43 percent had one child, and fewer than 1 in 60 had six or more children.

In most states, there is no financial incentive for AFDC recipients to have more children due to the small amount of benefit increases for additional children. A 1984 landmark study commissioned by the Dept. of Health & Human Services found that welfare benefit levels have no significant impact on out-of-wedlock birth rates.

Myth: Poor people migrate to states with 'high' AFDC benefits to get these benefits.

Fact: Poor people tent to migrate in the same direction as the population as a whole in search of job opportunities. In recent years, they moved out of midwestern and eastern states into the Sunbelt states, where AFDC benefits are lower.

Myth: Many welfare recipients try to cheat the system. Nothing is being done to prevent it.

Fact: All states have systems to control errors in the AFDC program. HHS data show that the fraud rate is under 3 percent.

Myth: Welfare and other programs for the poor are the main cause of the federal deficit.

Fact: AFDC payments amount to less than 1 percent of the federal budget, and all means-tested programs—including food stamps, Medicaid, SSI, nutrition, housing and energy assistance, and employment and training—amount to less than 9 percent of federal spending. This is less than the annual interest payments on the national debt.

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Old Glory

An all-union effort raises the American flag at the George Meany Center for Labor Studies. Union Label & Service Trades Dept. Sec.-Treas. John Mara spearheaded the drive, with UL&STD donating the pole and the Iron Workers volunteering the muscle to erect it. The flag was a gift of the United Textile Workers. From left, Robert Pleasure, executive director of the Meany Center, Iron Workers Treas. James Cole, Sec. Jake West and President Juel Drake, and Mara.

Court orders reinstatement

Union sticker no cause for firing

Atlanta—A highway construction firm that fired two workers who demonstrated their support for a union organizing campaign violated labor law, a federal appeals court ruled.

The 2-to-1 decision by the 11th Circuit U.S. Court of Appeals upheld the National Labor Relations Board in ordering the company to reinstate the workers and to remove any record of the discharges from their files.

The court ruled that Malta Construction Co. of Conley, Ga., violated the Taft-Hartley Act when it fired John Lambert for wearing an Operating Engineers Local 926 sticker on his hardhat. The union had begun a campaign to organize mechanics and equipment operators on an interstate highway project in Georgia.

Lambert had placed union stickers on a crane and on his personal and company hardhats. He removed the insignia from the crane but continued wearing his personal hardhat with the union sticker. When told he must wear the company hardhat, Lambert agreed, but refused to remove the union sticker. He continued to wear the sticker on his company hat and was fired.

Another worker and union supporter, Paul Hoback, was fired during the organizing drive when Malta claimed he refused to follow instructions and caused "deliberate interference with production." Although he discussed the union campaign with other employees only during his work breaks, Hoback was fired after his supervisor charged that he was late in completing work assignments.

NLRB ruling

The IUOE local filed unfair labor practices with the NLRB which ordered Malta to reinstate the two men and to eliminate from their personnel records any reference to the discharges.

Malta appealed the board's decision, claiming that its policy of prohibiting union stickers was based on legitimate business and safety concerns which the NLRB had ignored. The orange company hardhats allow supervisors and equipment operators to quickly recognize employees, Malta stressed, reinforcing job safety and Malta's identity.

But the appeals court rejected Malta's argument, agreeing with the NLRB that Malta had not demonstrated any legitimate business or safety reason to prohibit the union stickers.

"The wearing of union insignia by employees, particularly during an organizational campaign, is fairly typical behavior" that is protected under federal labor law, the court stated, adding that the NLRB has acknowledged stickers can be prohibited under certain circumstances, "but Malta had not demonstrated such special concerns."

The court also agreed that Malta wrongly fired Hoback without warning him that his actions might result in disciplinary measures. "While management has a lot of freedom in hiring and firing its employees, it cannot fire when the real motive is to discriminate against pro-union employees," the court ruled. It observed that the reasons given by Malta for Hoback's discharge "were not the real ones" and found that the company failed to prove it would have fired Hoback "absent the union conversation."

Air traffic controllers file for election

Representation denied since Reagan's mass firing in 1981

Nearly half of the nation's air traffic controllers have asked the federal government to hold an election so they can choose the National Air Traffic Controllers Association as their bargaining agent.

The rebirth of a union for air traffic controllers follows by five years the death blow President Reagan dealt to the Professional Air Traffic Controllers Organization, whose members went on strike in August 1981.

More than 11,000 PATCO members were fired by Reagan, who steadfastly refused to allow them to be rehired by the government at any time. Since then, the workforce of 15,000 has been rebuilt to 13,000, but the overall experience level remains lower than it did in 1981.

NATCA, an affiliate of the Marine Engineers, filed a petition with the Federal Labor Relations Authority along with 5,800 authorization cards from employees of the Federal Aviation Administration.

John F. Thornton, national coordinator for NATCA and one of the striking air traffic controllers whom President Reagan fired in 1981, predicted that "an overwhelming majority of air traffic controllers will vote for a strong and responsible union like NATCA in an election in the next few months."

He stressed that "for too long, controllers have been cut out of the decision-making process at the FAA. A union will give the controllers a method for exerting influence on air traffic safety within the FAA." Equally important, he noted, will be the added means of communications from the controllers to Congress on aviation safety matters.

Election procedure

Under federal government procedures, FLRA will validate the signatures on the authorization cards, then hold meetings with NATCA and FAA officials to work out plans for a secret ballot election. Certification of NATCA as the bargaining agent will be based on its winning more than half the votes cast.

AFL-CIO President Lane Kirkland expressed the federation's "wholehearted support" for the NATCA organizing campaign. "An effective union will lighten the excessive burdens now being placed on the men and women employed by the FAA in the air traffic control system," Kirkland said. "Thus, a union for controllers will certainly promote air safety."

The federation urged the FLRA to "expedite action on this request for an election."

Bruce Rosenstein, FLRA acting regional director for the Washington area, said the agency will try to validate the support for the union "in the next three weeks or so." He indicated an election could be held by the beginning of April.

The organizing effort was also welcomed by the Air Line Pilots, whose members work daily with the controllers. ALPA President Henry Duffy said, "The Pilots will welcome the presence once again of a union of air traffic controllers. We have common interests and share common concerns about traffic problems and air safety in the nation's airways system."

Tough restraints on Solidarnosc upheld by court

Warsaw—Poland's highest court upheld restrictions on Solidarnosc, preventing it from forming trade unions that compete with government-sponsored worker organizations.

The first free trade union movement in the Soviet bloc, Solidarnosc was outlawed in 1982 following a sweeping crackdown on workers' rights and the imposition of martial law by the regime of Gen. Wojciech Jaruzelski.

Last month, AFL-CIO President Lane Kirkland and a federation delegation were denied visas to meet here with Solidarnosc leader Lech Walesa. The action followed refusal by the American union officials to bow to Jaruzelski's demand that they also meet with the "official trade unions" created by government decree. Kirkland insisted that Solidarnosc is "the authentic voice of Poland's workers."

The court rejected Solidarnosc's claim that the ban on union pluralism violates the Polish constitution and International Labor Organization agreements ratified by Poland guaranteeing workers the right to unite in unions of their choice. The court ruled that the restriction is valid and can be lifted only by the Council of State, an executive body firmly under Jaruzelski's control.

Susan Washington joins education staff

Susan Washington has joined the AFL-CIO Dept. of Education as a staff representative. Washington, 32, had served as program coordinator for education at the federation's American Institute for Free Labor Development for the past two years.

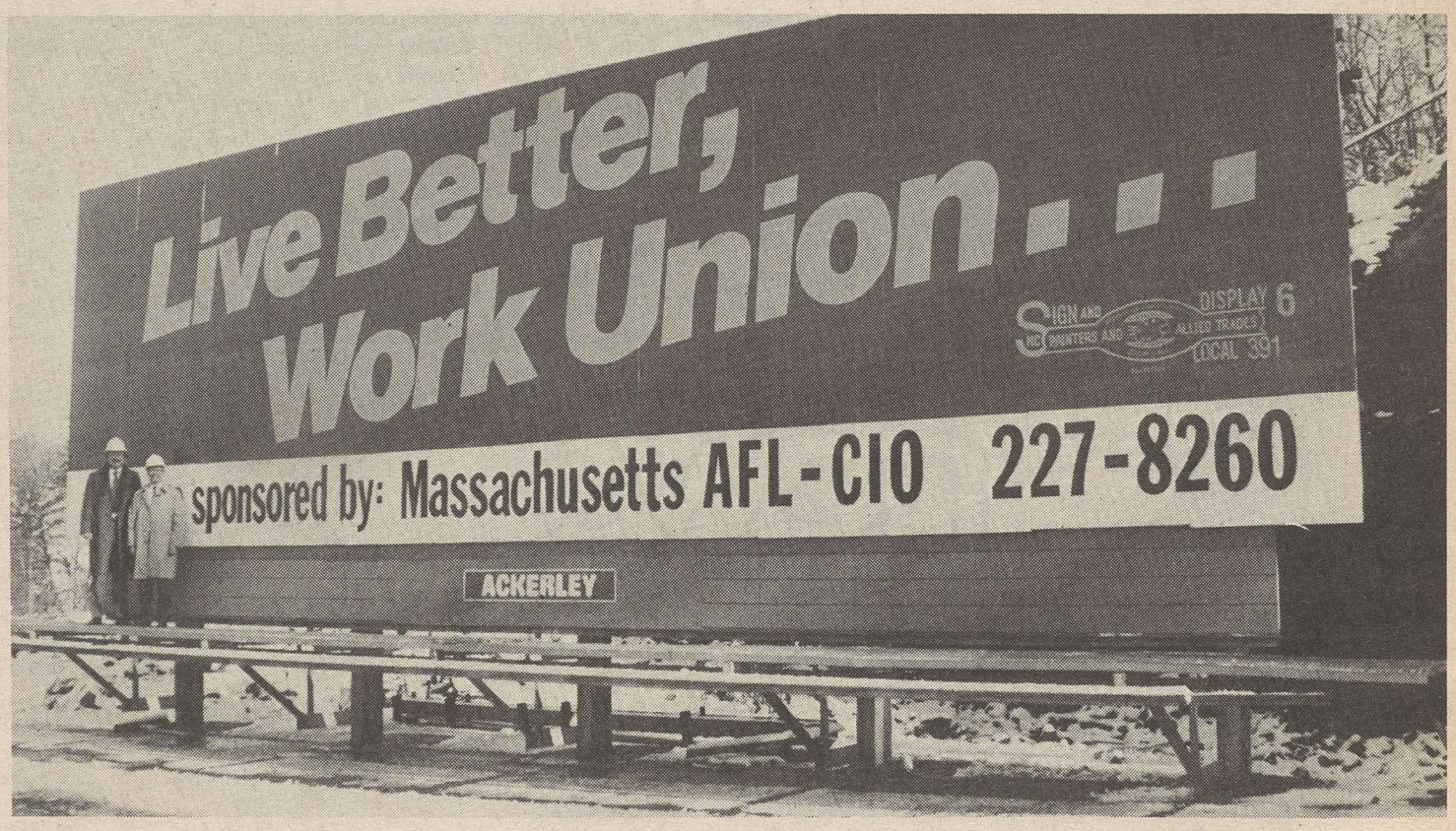
A graduate of Spelman College with a master's degree from George Washington University, Washington was AIFLD's assistant director in Barbados from 1981 to 1984. She later served as AIFLD director in the Dominican Republic.

Kistler fills Humphrey Institute labor seat

Minneapolis—Alan Kistler, retired director of the AFL-CIO Dept. of Organization & Field Services, is filling the labor policy chair at the Hubert H. Humphrey Institute of Public Affairs for the current academic year.

Kistler, who is also president of the federation's Human Resources Development Institute and a board member of the Manpower Demonstration Research Corp., is leading seminars for graduate students on labor's policies and strengthening the trade union movement's presence at the Institute, a part of the University of Minnesota.

The labor policy chair is funded through contributions from AFL-CIO affiliates.



Sign of the times

Labor's message is being seen all over Boston as part of a new year-long "visibility campaign" sponsored by the Massachusetts AFL-CIO and 23 area unions. The campaign will use billboards rented from Ackerley Communications, whose employees, members of Painters' Sign & Pictorial Local 391, are donating their time and skills to the project. The State AFL-CIO plans to include airport and subway ads in the campaign.

AFL-CIO news

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Trade and budget deficits cloud 1987 outlook

Continuing deficits in jobs, foreign trade and the federal budget cast a "dark shadow" over the performance of the American economy in 1987, the AFL-CIO warned.

In a New Year's assessment of the economic outlook, Federation Research Director Rudy Oswald dismissed as "too rosy" forecasts by the Administration and private analysts of a 3-percent growth in the gross national product this year.

Although it would represent a "slight improvement over the economy's sluggish performance over the past two and one-half years," during which GNP advanced at an annual rate of just 2.5 percent, even an upturn of such modest proportions doesn't seem to be in the cards, Oswald said.

"The trade deficit will remain high, the federal budget deficit will still be around $150 to $170 billion, thousands of workers are receiving layoff notices, and wage gains have been weak," he asserted. "This doesn't make for a bright picture for most workers."

The jobs outlook is particularly bleak, the analysis pointed out. Since mid-1984, when the nation was supposed to have "recovered" from the worst effects of the Reagan Recession, Oswald stressed, the unemployment rate has "remained confined within a narrow range around 7 percent—a rate equated to recession levels.

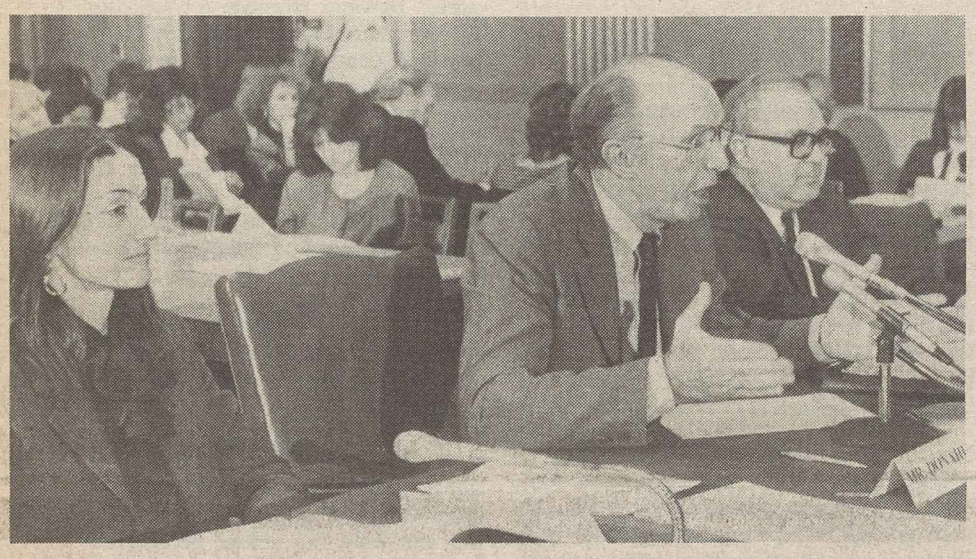
"With joblessness generally expected to average 6.9 percent in 1987, no improvement is foreseen in the unacceptably high and damaging proportion of people unable to find work," the assessment emphasized. And the recent wave of large-scale layoffs at such corporate giants as General Motors Corp. and American Telephone & Telegraph Co. further dims the prospects for easing the crisis on the employment front.

Administration economists are pinning their hopes for a quickening tempo on the assumption that the decline in the value of the dollar against foreign currencies which began in February 1985 will finally produce a much-delayed improvement in the nation's crushing trade deficit.

But, Oswald said, "the same assumption

Continued on Page 10

Labor wants action to save jobs



Donahue testifies at Senate job and wage hearings with AFL-CIO Research Director Rudy Oswald and Associate Legislative Director Peggy Taylor.

Minimum pay hike needed, Senate told

By David L. Perlman

The AFL-CIO called on Congress to stave off economic collapse by expanding job opportunities, shoring up sagging living standards and restoring the lost buying power of the minimum wage.

Low-paying jobs won't get the nation's economy back on track, AFL-CIO Sec.-Treas. Thomas R. Donahue told the Senate Labor & Human Resources Committee.

The committee hearings dramatically pointed up the turnabout of last November's elections, which gave the Senate a Democratic majority for the first time in the Reagan Administration. Sen. Edward M. Kennedy (D-Mass.), the new committee chairman, made clear that he shares labor's concern. "The minimum wage is not a living wage," he agreed.

Donahue and other opening witnesses at the Senate hearings on National Goals in Employment reflected the changed focus of the new Congress. For the first six years of the Reagan Administration, the minimum wage battle was over the White House attempt to lower the pay floor through a subminimum youth wage.

No support

In refusing to endorse calls for a pay floor boost, Labor Sec. William E. Brock told the panel that the Administration has not yet adopted a position on the issue.

The Labor Dept.'s priorities, he said, are to improve job training, increase literacy and help disadvantaged youngsters break a cycle of welfare dependency. But he cautioned that government's role is limited by budget deficits and said the private sector will have to take on a bigger role.

Other witnesses insisted that government has a bigger responsibility, including Cath-

Continued on Page 4

Panel backs notification in plant closings

By Gene Zack

A federal task force threw its support behind the principle of giving workers and their unions advance notice of plant closings and major layoffs, but fell short of agreement on making such action mandatory.

AFL-CIO President Lane Kirkland welcomed the recognition that advance notice must be "an essential component of any program to help workers and local communities adjust successfully" to the adverse economic and social fallout from the flood of imports, plant relocations overseas, technological change, mergers and takeovers.

Legislation needed

Kirkland emphasized that mandatory notice is vital and said labor intends to press for a congressional solution. Legislation is the only way to "fully meet the needs of American workers who lose their jobs" because of massive layoffs, he asserted.

President Howard D. Samuel of the federation's Industrial Union Dept., who headed the union delegation on the panel, echoed that view. He called for a bill that would "embrace and build upon the consensus recommendations" of the task force which, he said, recognized that dislocation of workers is "a problem demanding a response."

The Labor Dept. task force—comprising six members each from organized labor and management and nine members representing state and local governments and academia—called for a blend of private and public programs to provide a "rapid response mechanism" to deal with the mounting problem of dislocated workers.

Declaring that the nation has a "human-

Continued on Page 2

Supreme Court upholds pregnancy leave rights

Unions welcomed a Supreme Court decision upholding a California law that requires employers to allow women workers up to four months of unpaid leave during pregnancy and childbirth, with the right to reclaim their jobs on return to work.

At issue was whether the state law conflicted with the Pregnancy Disability Act that Congress passed in 1978. The federal law merely required employers who provide disability benefits for their workers to include coverage for women temporarily incapacitated as a result of pregnancy.

By a 6-3 majority, the justices ruled that the federal law does not preclude or nullify the California law. That was the conclusion urged by the AFL-CIO in a brief supporting the validity of the state law.

The Coalition of Labor Union Women, which strongly supported the California law, saw the Supreme Court decision as a spur to the labor movement's campaign for a parental leave law, guaranteeing the right of workers in all states to take time off to care for a new child.

The majority opinion, by Justice Thurgood Marshall, found no indication that Congress intended to prohibit states from requiring employers to provide job retention rights for pregnant women when it passed the 1978 law.

The federal law was clearly intended to assure certain rights to pregnant workers, not restrict rights, the opinion noted. It observed that several states had laws similar to that of California at the time Congress acted and the legislative record is devoid of any indication that Congress intended to supersede them.

In the case that reached the Supreme Court, a Los Angeles savings and loan

Continued on Page 3

Tax justice campaign shifts to states

Study finds loopholes for rich heap burden on workers

The super-rich have been taking a "loophole joyride" at the state level, paying disproportionately less in sales, income and property taxes than the middle class and the poor.

In ten states, the tax burden on the wealthy is half or less that borne by median-income workers and their families. And in those states, plus five others, the richest families pay less than half the taxes borne by the poor.

Nationwide, people living below the poverty line pay 37 percent more of their incomes in these taxes than the seven-tenths of 1 percent of the population with income 70 times greater than theirs.

Those are the highlights of a report by Citizens for Tax Justice, which launched a campaign to win state and local revenue reform to match the federal tax overhaul enacted by Congress last year.

"Unless states link up with the federal reforms, the rich will continue to enjoy a tax-break windfall" at the expense of middle- and low-income families, said Robert S. McIntyre, CTJ's director of tax policy.

In reviewing the study, President Gerald McEntee of the State, County & Municipal Employees said states have a golden opportunity in 1987 to enact "a broader, fairer tax base capable of producing additional revenues at current rates of taxation."

McEntee noted that the wealthy claim the 1986 federal tax reform measure is producing a tax "windfall" for the states. In reality, he emphasized, it is "a 'restoration'—a return to the states of the ability to undo the damage to fiscal stability and fairness" that grew out of the Reagan tax cuts of 1981.

CTJ—a Washington-based research and lobbying group supported by a coalition of

Continued on Page 3

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1/17/87

Labor remembers King

Across the country, union members will be celebrating the Martin Luther King national holiday in rallies, parades and conferences. Following is a small sample of events sponsored by organized labor:

In Atlanta, AFL-CIO affiliates are joining in the weeklong activities planned by the King Federal Holiday Commission and the Martin Luther King Center. Trade unionists from more than 30 unions will be attending the events, which include a conference at Georgia State University, a showing of the Public Broadcasting System's documentary "In Remembrance of Martin," rallies and exhibits. The celebration features a parade through the city on the Jan. 19 holiday. The King Center also will present special awards to Steelworkers President Lynn Williams, Farm Workers President Cesar Chavez and Georgia AFL-CIO President Herbert Mabry.

Despite the refusal of Republican Gov. Evan Mecham to honor the national holiday, members of the State, County & Municipal Employees in Phoenix will hold a candlelight vigil honoring King on Jan. 18. On the following day, AFSCME members will march en masse to the state capitol to present a petition protesting the governor's action.

Los Angeles-area union members will celebrate the King holiday at a labor breakfast while in Miami, the Miami AFL-CIO and 20 local unions will hold an evening rally and a parade through the city on the Jan. 19th holiday.

In Philadelphia, union members will meet at the Clothing & Textile Workers Hall for an evening of music, speakers and entertainment honoring the civil rights leader and marking labor's fight against apartheid in South Africa.

A look at the long partnership between the civil rights movement and organized labor was the subject of a conference held at AFL-CIO headquarters, sponsored by the National Capital Labor History Society and the Washington chapters of the A. Philip Randolph Institute and the Coalition of Black Trade Unionists.

King was a staunch trade union supporter as well as a civil rights leader, participating in dozens of organizing drives and strikes over nearly two decades. He was slain by an assassin's bullet on Apr. 4, 1968, in Memphis, Tenn., where he went to lead a peaceful march of striking sanitation workers—members of AFSCME Local 1171.

Trade panel hits dumping of TV tubes

Color television picture tubes imported from the Far East and Canada have been illegally "dumped" in the United States, threatening the domestic TV manufacturing industry and the jobs of thousands of workers, the International Trade Commission ruled.

Acting on a complaint filed by four AFL-CIO unions and the Industrial Union Dept., the six-member panel concluded in a unanimous decision that "there is reasonable indication that an industry in the United States is materially injured" by the large volume of imported tubes from Japan, Korea, Singapore and Canada sold at "less than fair value" here.

The Commerce Dept. now must continue the investigation and will issue its findings on the extent to which the U.S. color picture tube industry has been harmed by high levels of imported tubes.

President William H. Bywater of the Electronic Workers applauded the decision, urging a "speedy, thorough investigation and a fair decision."

"Speed on this case is vital because jobs once lost are almost impossible to recapture," Bywater stressed.

The dumping complaint, filed last November, charged manufacturers in Canada, Korea, Taiwan and Singapore with dumping picture tubes in the United States at prices ranging from 5 to 94 percent below the selling price in their home countries. The unions' petition held that foreign manufacturers were scheming to take over the U.S. market by selling their products at an artificially low price.

Jobs wiped out

A 1984 Commerce Dept. ruling found Korean and Taiwanese firms guilty of dumping color television sets in the United States. But foreign manufacturers began to ship television parts and picture tubes to the United States for assembly, further undercutting the domestic industry and wiping out jobs, the unions pointed out.

In 1983, imported color picture tubes held a 10-percent share of the market, growing to 26 percent last year, the unions noted. About 10,000 workers are still employed in the U.S. picture tube industry, but layoffs continue to shrink the workforce.

Also joining the petition were the Electrical Workers, Machinists and Steelworkers.

In a separate decision, the ITC held that stainless steel cookware imported from Korea and Taiwan benefited from subsidies and was being sold in the United States at prices lower than those charged in the two countries. The 3-3 vote affirmed the complaint of the Cookware Manufacturers Association, representing nine companies and 1,600 workers.

In 1985, 49 percent of all imported stainless steel cookware was made in Korea, with 1 percent produced in Taiwan.

Advance notice closing rule endorsed

Task force calls for $900-million worker retraining plan

Continued from Page 1

itarian responsibility" to help find suitable employment for those left jobless at a time when they're still able to work, the task force said it is in "the national interest" to keep people working and avoid any "unnecessary hardship and waste of human capital."

Chaired by Malcolm R. Lovell Jr., director of the labor-management institute at George Washington University, the panel called for a $900-million program to help train and re-employ workers who've lost their jobs to foreign competition or new technology. It would replace parts of the Job Training Partnership Act and the Trade Adjustment Assistance program.

A total of $980 million for this purpose was included in the trillion-dollar budget President Reagan sent to Congress a week ago. At that time, Kirkland called the commitment inadequate, pointing out that it would "only provide services to a third of those workers dislocated by unfair foreign imports."

Created by Labor Sec. William E. Brock in October 1985—just prior to a narrow 208-203 House defeat of a bill mandating 90-day advance notification and consultation prior to plant closings or major layoffs—the task force painted a grim picture of a continuing shift from an industrial to a service economy under the combined pressures of imports, business failures and mergers.

"This process of change," the task force said, "has created a population of displaced workers"—those who had been with their employer at least three years prior to the time their jobs were abolished permanently. A total of 5.1 million such people joined the ranks of displaced workers between 1981 and 1985, with 1.3 million added to the ranks of the displaced in 1985 alone. If all adult workers were counted, without regard to length of employment, the number whose jobs were permanently shot out from under them more than doubled—to 10.8 million.

Mixed reaction

In the face of this deepening problem, management's reaction to the devastation suffered by workers and communities has been decidedly mixed, the task force pointed out. Some employers provide assistance to displaced workers, "often the result of pre-existing contracts" with unions. But many other employers "appear to do little or nothing before, during or after a closing or permanent plant layoff."

Public policy approaches are mixed, too. Augmenting federal assistance now offered through JTPA, TAA, the unemployment insurance program and the U.S. Employment Service, only a few states—California, Delaware, Illinois, Indiana, Massachusetts, Michigan, New Jersey and New York—provide their own programs to assist displaced workers. And what aid these programs offer often is too little and too late because of the absence of an early-warning system.

"Clear notice in advance, the earlier the better," is the most effective tool in "accelerating worker adjustment," the task force said, particularly when "notice is coupled with no loss of severance benefits for early leaving and aggressive joint labor-management" efforts to help workers find new jobs.

Yet, the report asserted, a recent survey by the General Accounting Office showed that "in too many plant closings and permanent mass layoffs, insufficient advance notice of job loss is given to make possible an optimal private and public role in the re-employment process."

Task force split

Despite these findings, the task force couldn't reach agreement on the best method for providing such advance notice. The labor representatives and some public members favored a legislative approach but management officials clung to the notion of "voluntary notification as opposed to regulations."

Kirkland praised the panel's labor representatives for "reaching a constructive compromise with the business members" concerning the scope of the problem. He called on Congress to "enact legislation which more fully meets the needs of American workers who lose their jobs as a result of plant closings and major layoffs."

Besides Samuel, labor members of the task force included Steelworkers Vice President Leon Lynch, Auto Workers Vice President Don Ephlin, Clothing & Textile Workers Vice President Joyce Miller, Food & Commercial Workers Vice President Jay Foreman, and Tom Hickman, director of the manufacturing department of the Electrical Workers. All of these unions represent workers who have borne the brunt of import-related dislocations.

Loss of manufacturing jobs changes economy's profile

Predatory foreign trade, the relocation of American-owned plants abroad and corporate takeovers and mergers are changing the face of the U.S. economy, the bipartisan Labor Dept. Task Force on Economic Adjustment & Worker Dislocation pointed out.

Here are highlights of the changes reported by the panel:

- In 1970, manufacturing employment amounted to 33 percent of the nation's total nonfarm payroll; by 1985, the proportion had dropped to 26 percent. During the same period, the service industry's share of the workforce advanced from 67 percent to 74 percent.
- Although the economy created 29 million jobs over the last 15 years—9.6 million of them between 1980 and 1986—most of the employment growth was concentrated in the service sector.
- This changing employment mix "indicates a shift away from higher-paying toward lower-paying jobs," as demonstrated by the fact that from 1972 to 1985, average real hourly earnings were down a sharp 9 percent and average weekly earnings plunged 14 percent.

At the same time, the study provided this profile of the members of that army of displaced workers:

- Almost 50 percent lost jobs in manufacturing, most of them in such key areas as primary metals, transportation, equipment and machinery.
- They were disproportionately blue-collar workers, both skilled and unskilled.
- The job losses were heavily concentrated in the Midwest and other areas with heavy industry.
- As of last January, 18 percent were still unemployed and another 15 percent had left the workforce, a significant number of whom had quit looking for jobs because there were none to be found.
- More than half of those eventually re-employed were no longer in the same industry or performing the same work they had before they were displaced.
- When they did find new jobs, workers displaced from full-time employment suffered average losses of 10 to 15 percent in real earnings, with nearly 30 percent of the re-employed blue-collar workers and 24 percent of the white-collar and service workers taking pay cuts of 25 percent or more.
- Older workers and those with the longest tenure with their previous employer bore the brunt of the earnings losses, and such wage cuts were greater in areas of high unemployment and among blue-collar workers "displaced from well-paying unionized industries." Moreover, workers employed the longest at their previous jobs endure the longest spells of joblessness.
- Black workers on the average had longer periods of joblessness than whites and women had longer spells of unemployment than men.

William Dolson to serve as BCTD-Toyota arbiter

William F. Dolson, a labor law professor at the University of Louisville, will serve as the final arbitrator of disputes under a project agreement negotiated between the AFL-CIO Building & Construction Trades Dept. and Ohbayashi Corp., construction manager for the Toyota Corp. The BCTD and Ohbayashi agreement covers the construction of an $800 million assembly plant in Georgetown, Ky.

The project agreement includes a no strike and no lockout clause with provisions for the prompt arbitration of disputes.

House drafts bill on plant shutdowns

Three House members announced a bipartisan plan to introduce legislation embodying President Reagan's proposed $980-million job training plan to aid workers thrown out of their jobs by imports, plant closings and new technology.

But they added that their bill will also include language requiring employers to give advance notice of anticipated plant closings or mass layoffs.

The bill's sponsors—Reps. William D. Ford (D-Mich.), William Clay (D-Mo.) and Silvio Conte (R-Mass.)—emphasized that a Labor Dept. task force's findings on dislocated workers "lead to the inescapable conclusion that notice is necessary."

"The report leaves little doubt that public policy must address the reality that worker dislocations are certain to be an economic fact of life for the foreseeable future," they said in a joint statement.

The three congressmen were sponsors of similar advance notice legislation in 1985. It was narrowly defeated in the House under intense opposition from the Reagan Administration and business groups.

Layoff notices dim hope for 1987 improvement in employment outlook

By Candice Johnson

The employment situation for American workers remained bleak throughout 1986, with the jobless rate stuck at a stagnant 7 percent for the year.

While December's decline of two-tenths of 1 percent produced an unemployment rate of 6.7 percent, the Bureau of Labor Statistics reported, 7.9 million workers were still without jobs and 5.6 million were working part time but seeking full-time work. Another 1.1 million persons were considered "discouraged" workers—the longterm unemployed who have given up a fruitless search for work.

The official jobless rate is misleading because the BLS count does not include discouraged workers, and considers involuntary part-time workers as fully employed. Including these groups produced a "real" jobless rate of 12.3 percent for December, the National Committee for Full Employment pointed out.

While the government's survey of businesses indicated an increase of 2.4 million jobs last year, nearly 80 percent of the gains came in lower-wage retail and service trades. A December gain of 31,000 manufacturing jobs did little to boost employment in that sector, leaving manufacturing employment 100,000 below the level of a year ago. Employment in mining dropped by 160,000 during the past 12 months.

The establishment survey also showed a drop in average weekly hours worked in the retail trades from 29.2 in December 1985 to 28.8 a year later with a corresponding drop in average weekly wages —from $178.50 to 176.99. Weekly manufacturing wages improved slightly over the year, increasing to $411.16 from $406.16.

More layoffs ahead

Coming on the heels of the BLS report were announcements of further layoffs and plant closings by major manufacturers:

- General Electric Co. said it plans to eliminate more than 3,400 jobs over the next two years—furloughing workers at its turbine facilities in Lynn, Mass., and Schenectady, N.Y., and at a jet engine plant in Evendale, Ohio. Layoffs at the firm's Pittsfield, Mass., plant will affect another 750 workers, and 650 jobs will be eliminated in Syracuse, N.Y., as GE ends its production of color television picture tubes.
- Caterpillar Inc. will close plants in Davenport, Iowa, and Dallas, Ore., laying off more than 1,700 workers. Over the past five years, the construction equipment manufacturer closed six U.S. plants and eliminated more than 36,000 jobs.
- Wang Laboratories Inc., is cutting its workforce by 1,000 jobs and said it will reduce workers' salaries by 6 percent over the next six months. In 1985, Wang laid off more than 1,600 workers and eliminated another 1,600 jobs through voluntary retirements.
- VF Corp. will lay off 1,200 workers when its Wrangler jeans division closes eight shops in Arizona and North Carolina over the next three months. Another 300 workers were laid off late last year.
- Additional layoffs planned by General Motors Corp. include nearly 2,000 workers at an assembly plant near Kansas City, where GM plans to cut its workforce to one shift. Earlier, the auto manufacturer announced it would eliminate the jobs of 29,000 workers at 11 plants.

Bleak state picture

BLS reported that unemployment in November rose above October levels in 36 states, with four states experiencing increases of 1 percent or greater. Unemployment in the year ending November 1986 increased in 20 states, with eight states reporting an increase of 1 percent or more, BLS noted.

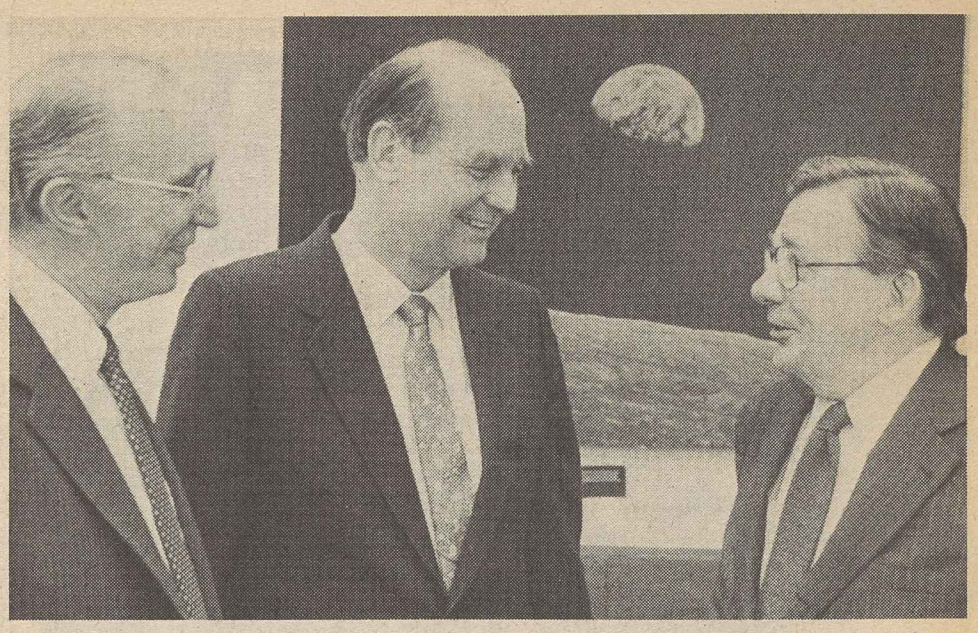
Four states reported unemployment rates in the double-digit range, up from two in the year-ago period. Louisiana led the nation with a jobless rate of 13.4 percent, with Alaska, Mississippi and West Virginia also reporting unemployment above 10 percent.

Unemployment declined in 28 states and the District of Columbia for the same 12-month period, but in 26 states and the District of Columbia, the average unemployment rate was 6 percent or higher, the bureau indicated.

States with the lowest level of joblessness were New Hampshire, 2.5 percent; Delaware, 3.2 percent; Connecticut, 3.4 percent, Massachusetts, 3.6 percent, and Rhode Island, 3.8 percent.

The BLS producer price index for finished goods was unchanged last month, resulting in an overall decline of 2.5 percent for the year, compared to an increase in finished goods prices of 1.8 percent for 1985. The 1986 drop was led by a sharp plunge in energy prices, which averaged between 30 and 40 percent below their December 1985 level.

Food prices fell four-tenths of 1 percent in December, but averaged a 2.9-percent increase over the year. In other goods, auto prices fell two-tenths of 1 percent during December, but were 6.6 percent higher than in 1985.



Immigration reform

Concerns of workers and their unions over implementation of the new Immigration Reform Act were expressed to Commissioner Allan C. Nelson of the Immigration & Naturalization Service by AFL-CIO President Lane Kirkland and Sec.-Treas. Thomas R. Donahue. The federation officials detailed the wide-ranging program being implemented by the labor movement to help undocumented workers achieve citizenship status and to assure that they will not be exploited by employers. Nelson pledged to work with unions to carry out the legalization mandate of the new law.

CWA arbitration win brings $6-million back pay award

The Communications Workers won back pay for about 900 workers at American Telephone & Telegraph Co. and reinstatement for 130 others in one of the largest negotiated grievance and arbitration settlements ever. The award will total $6 million.

The settlement resolved 109 pending arbitration cases and 80 grievances, all resulting from violations of the CWA contract with Bell of Pennsylvania that bans contracting out of work during job surplus situations.

That contract remained in force, the union held, after the breakup of the Bell System three years ago and those 1,000 workers were transferred from Bell of Pennsylvania to AT&T.

At issue was AT&T's contracting out of work that resulted in the layoff of 130 workers and the downgrading or denying of overtime to 900 other workers. CWA had already found new jobs for about 100 of the laid-off workers—all of whom will be offered their original jobs and wage levels along with back pay and full credited service.

The downgraded workers will be given an opportunity to regain their former jobs with back pay and "grandfathered" at the pay rate with all subsequent increases of the higher wage scale.

"This is an enormous victory for the union on two counts," declared CWA President Morton Bahr. "While the magnitude of the settlement is staggering, the substance, the prohibition on this employer's ability to subcontract this work, is equally if not more important. We will continue to fight the abuse of subcontracting wherever and whenever it exists."

CWA Vice President Vincent Maisano, who negotiated the settlement, said "this is another example of the union protecting workers against some of the sorrow and trauma caused by the divestiture of the Bell System." He credited the agreement to the "shop stewards, representatives, local and unit officers" of CWA Local 13000 in Philadelphia and the union's staff "tenaciously policed the contract."

Jewel food chain pact ratified by 17,000 in Chicago

Chicago—Wage increases ranging from 70 to 75 cents an hour highlight a new three-year contract ratified by 17,000 Food & Commercial Workers at the giant Jewel Food Stores chain.

UFCW Local 881 also succeeded in ending a two-tier wage system under which 700 employees at the chain's stores in northwest Indiana were being paid $1.25 an hour less than their counterparts in Chicago-area stores.

Establishing a single wage rate was one of the union's major bargaining goals and caused negotiations to continue for two months beyond the Oct. 4 expiration date of the old agreement.

The new contract was approved by nearly 80 percent of those who participated in the mail referendum. It gives food clerks an immediate 35-cent hourly pay increase, bringing their hourly rate to $11.25. It will rise to $11.40 on Oct. 4 and to $11.65 in October 1988. General merchandise clerks will receive $9.35 an hour immediately, a 35-cent hourly raise. The rate will go to $9.55 in October and $9.75 an hour next year.

The agreement also provides premium pay on Sundays and holidays, and entitles union stewards and executive board members to straight-time pay while attending Local 881's annual stewards' conference.

Tax justice campaign shifts to states

Study finds loopholes for rich heap burden on workers

Continued from Page 1

labor, consumer and grass-roots organizations—was a prime mover in the 1986 federal tax reform fight. In a study titled "The Sorry State of State Taxes," the group found that:

- State sales taxes take over twice the share of a median-income family's earnings and over four times as much of a poor family's income as it does from those at the top of the economic heap.
- Property taxes, while less regressive than sales taxes, still fall disproportionately on the non-wealthy because the wealthy are not taxed on such personal property as stocks, bonds and art collections.
- Although income taxes are the fairest of the three types of levies imposed by the states, they are flawed because the value of personal exemptions and the standard deduction has declined in most states, "leaving working and poor families at a huge disadvantage when compared to their rich neighbors."

The coalition identified what it said were the "terrible ten" states that tax the middle class at twice the rate of the rich. They are South Dakota, Wyoming, Washington, Nevada, Texas, Tennessee, Utah, New Hampshire, Missouri and Indiana.

These ten states—plus Connecticut, Florida, Illinois, Pennsylvania and Iowa—had the dubious honor of making it to CTJ's dishonor list of the "filthy fifteen" because they all tax the rich at less than half the rate levied on the poor.

"There is a crying need for thorough, top-to-bottom tax reform in almost every state in the union," McIntyre said. If the states simply conform their tax systems to the new federal code, the wealthy would still pay only 91 percent of what the poorest pay and 92 percent of what middle-income earners pay. "This is hardly a radical breakthrough," he emphasized, "just a step toward fairness."

Answering the charge that federal tax reform is producing a "windfall" for the states, McIntyre accused the wealthy of merely wanting to continue "the astounding tax windfall" they have been receiving by piling one tax shelter on top of another.

Putting tax avoiders back on the state rolls will produce more revenues, McIntyre said. This will make it possible for state governments to pick up some of the slack in the area of public services resulting from Reagan Administration budget cuts.

McEntee pointed out that between 1981 and 1986, federal aid to state and local governments was cut by 15 percent. This took away $76 billion in grants for education, employment and training, health services, nutrition, income maintenance and human services and investment in infrastructure. Many of these cuts fell on recipients of these services, depriving the poor and middle class of opportunities for the future and support for basic needs.

Supreme Court upholds state pregnancy leave law

Continued from Page 1

association had denied reinstatement to a woman employee who had taken the four months of unpaid leave the law allowed her. The employer said her job had been filled and there were no openings for any similar job.

A federal judge upheld the savings firm's claim that the state law did not apply because it was preempted by the federal law. But the 9th Circuit U.S. Court of Appeals held that the state and federal laws could co-exist. It maintained that Congress intended "to construct a floor beneath which pregnancy disability benefits may not drop—not a ceiling above which they may not rise."

The Supreme Court majority affirmed the appellate court ruling. Dissenting were Chief Justice William H. Rehnquist and Justices Byron R. White and Lewis F. Powell Jr.

The dissent, written by White, claimed the California statute violated the "equality of treatment" intent of federal law by giving preferential treatment to pregnant employees.

Elizabeth Youvon, a registered nurse and member of Hospital & Health Care Employees Local 1199M, tends to UAW Organizing Coordinator Willie Gilbert at a Detroit union blood donation drive.

Labor steps up blood donations to remedy Red Cross shortage

Responding to the call for help from the American Red Cross, AFL-CIO unions have mounted blood drives and educational campaigns to increase donations during a critical nationwide shortage of blood.

Federation Vice President John Sweeney is leading the national effort, spearheaded by the federation's Dept. of Community Services.

In launching the campaign, Sweeney stressed the critical need for blood following the holiday season and in the summer months. Labor's campaign is asking trade unionists to donate blood during January and August, when Red Cross blood supplies are at their lowest.

In Detroit, nearly 100 union members donated blood during a special two-day drive organized by the Detroit AFL-CIO Community Services program and the Red Cross's southeastern chapter. Four union halls—the Teachers, Auto Workers, Service Employees and Food & Commercial Workers—became temporary bloodmobiles, while labor volunteers helped in collection efforts at eight Red Cross centers.

The St. Louis AFL-CIO added a twist to its wintertime blood drive by offering drawings and special prizes to union members who donate during labor's campaign. Karen Krshul, the central body's COPE coordinator who is directing the project, said local merchants had contributed ski lift passes, hockey tickets, a pair of opening day baseball tickets and other prizes to be given away to union member participating in the Jan. 31 drive at the Carpenters' union hall.

Special blood drives also have been held by the Carpenters and Plumbers & Pipefitters in Columbus, Ohio, and the Communications Workers in Cleveland. In Toledo, Ohio, where a drive is set for later this month, the Red Cross is distributing brochures and posters, plus information dispelling the myths linking blood donation to dangerous diseases, included AIDS—acquired immune deficiency syndrome.

In Mobile, Ala., community services representative Chris Marston reported that donations for January increased 20 percent over last year's level. Seven special blood collections were coordinated by labor in Atlanta.

Union members in Albany, N.Y., will be signing up for hypertension screenings and blood donations at a Jan. 27 rally, said Colleen Crawford, community services director for the New York AFL-CIO. The state federation also plans a major blood drive in March.

'Back-door' deal

Steelworkers denounce LTV pension bailout

Pittsburgh—The Steelworkers blasted the takeover by the federal Pension Benefit Guaranty Corp. of pensions plans covering 75,000 members at LTV Corp. and prepared a court challenge to what it called a "back-door action." As a result takeover, the benefits of about 7,000 pensioners will be slashed.

Judge Richard Owen of the U.S. District Court for Southern New York signed the orders Jan. 12 allowing the PBGC, a government agency that insures corporate pensions of more than 30 million workers, to terminate three LTV pension plans covering hourly and salaried workers.

The PBGC said it took the action because of LTV's failure to comply with minimum funding standards for contributions to the funds. LTV had earlier notified the agency that it couldn't pay the $280-million annual premium, which was to be funded by concessions on wages made by USWA members.

The USWA—whose members are under two plans covering hourly workers—was not notified until after the court ruling, USWA President Lynn Williams said. "It's remarkable" that neither the PBGC nor LTV "had the decency or courtesy to give the Steelworkers advance notice." Union attorneys are weighing what court action to take.

Three-pronged effort

In a letter to LTV retirees in December, the USWA said that if the pension plans were terminated, the union would first bargain with LTV for a relief package for those workers who lost benefits. Secondly, it noted the PBGC is required to set up a trust fund to repay part of the lost benefits and finally, USWA would file a claim with the bankruptcy court.

The PBGC's action can only "serve to complicate an already difficult situation," Williams said, noting that LTV filed for bankruptcy protection under Chapter 11 last July for its steel, energy and aerospace concerns. The steel unit has facilities in 35 states.

The plans for hourly workers that PBGC took over were the Republic Steel Corp. plan covering 15,900 active and 25,700 retirees and vested former workers and Jones & Laughlin Steel Inc. plan covering 12,300 active and 31,600 retirees and vested former employees. PBGC also took over the Jones & Laughlin plan for 15,400 current and retired salaried workers. On Sept. 30, it terminated a similar plan covering 7,700 active and retired Republic Steel workers.

Williams said that over the past few weeks the union and LTV had attempted to negotiate "a new pension plan that would take effect if the existing plans were terminated. Now in the midst of those negotiations, LTV and PBGC report the termination of the plans as a fait accompli."

Blasting the cloak of secrecy surrounding the terminations, Williams said, "It is a strange day in this country when the (PBGC), a government agency charged with the responsibility of protecting the interests of retirees, works in secrecy with a bankrupt company—a company that failed to fund its pension obligations—to terminate pension plans."

Bad faith charged

LTV has long claimed that it needed to get out from under its pension plan obligations in order to successfully reorganized under Chapter 11. Williams stressed "this is not the way to bargain in good faith."

LTV is going to need the full support of its active and retired employees to emerge from Chapter 11 proceedings as a healthy company, Williams said. "If company officials think this is the way to earn that support, they've got their heads screwed on backwards."

He noted that while pension payments will remain the same for about 85 percent of the retirees, at least 7,000 pensioners now receiving supplemental early retirement benefits of about $400 a month would lose those payments, "without even having had their day in court." In addition, all retirees could eventually lose their health insurance coverage under the transfer. Those benefits are guaranteed until May 15 because of a law passed by Congress last year.

The three plans paid out about $360 million in 1986 to retirees. The $1.3 billion in assets will be transferred to the PBGC, which will be saddled with unfunded liabilities totaling $2.3 billion.

PBGC Executive Director Kathleen P. Utgoff, in announcing the plan terminations, urged that legislative steps be taken immediately to prevent the "financial collapse of the pension insurance system." Without the changes, she said, the agency's revolving fund will run out of money in 1989 and its trust fund, containing the assets of plans it takes over, would be out of money within a decade.

Donahue prods Congress on job, wage losses

Continued from Page 1

olic Bishop Joseph Sullivan, leading academicians and Karen Nussbaum, president of Service Employees District 925.

So did most committee members. Sen. Paul Simon (D-Ill.) said he will press a guaranteed employment bill in his new role as chairman of the Subcommittee on Employment. And Sen. Robert T. Stafford (R-Vt.), a moderate Republican whose vote helped block several anti-labor measures in recent years, sharply questioned how the Administration's budget proposal to eliminate federal funds for vocational education meshed with the goal of improving job education.

Donahue noted the steady rise in unemployment rates over each of the past four decades and expressed labor's concern at the nation's drift toward a "split-level economy."

At the top is a thin layer of high-paying, highly skilled professional and managerial jobs, he said. At the bottom are an increasing number of "low-pay, low-skill, part-time, temporary, high-turnover jobs."

But the middle is shrinking, Donahue stressed, as plant shutdowns and layoffs resulting from trade deficits and unregulated corporate mergers wipe out the jobs "that have been the foundation of America's solid, middle-income, middle-class society."

Family income measured in terms of constant buying power has declined since 1979—and would show a much bigger decline if it weren't for the huge increase in two-earner families, Donahue testified. He pointed to more than 15 million persons in jobs paying close to the federal minimum wage of $3.35 an hour—an amount that buys 25 percent less than it did six years ago.

Meanwhile, the safety-net protections for jobless workers have been cut and two out of three receive no unemployment compensation. "The bottom line is a lot of human misery," Donahue stressed.

His testimony outlined labor's comprehensive legislative program, including measures to bring trade into balance, provide advance notice of plant closings, and protect worker rights and benefits in mergers, acquisitions and bankruptcy filings.

USX priorities challenged

In exchanges with members of the committee, Donahue questioned whether the former U.S. Steel Corp., now USX, would be so embattled with its workers if it had put the billions it spent buying Marathon Oil into modernization of its steel operations.

Workers are being lectured to "cooperate, to make concessions, to work harder" in the name of "competitiveness," Donahue noted.

But he reminded the panel that "human sweat is not the only component in productivity." Essential components are "education, training, research, investment, new technologies, rebuilt plants and a safe and healthy workplace."

Donahue called for a cooperative effort by "employers, the federal government and wage earners" to strengthen the economy. Otherwise, he warned, America faces "a polarized two-tier society with America's middle class disappearing and everyone's standard of living sinking lower and lower."

Nussbaum, who is also director of 9 to 5 National Association of Working Women, told the committee that women who have gone to work to supplement their husbands' income are not earning enough to make up for the loss of earnings Americans have suffered in recent years.

The situation is even worse for the 10 million women heading single-parent families, she testified. Many work part-time only because full-time jobs aren't available she said. And an increasing number are forced to work at two jobs to manage.

Mandatory health coverage for part-time as well as full-time workers, a higher minimum wage and pension portability are all needed, she urged.

Bishop Sullivan, testifying for the U.S. Catholic Conference, stressed the emphasis of the recent pastoral letter that "full employment is the foundation of a just economy."

He called on Congress to give urgent priority to "creation of new jobs with adequate pay" and working conditions.

The agreement by the non-government witnesses on the need for a jobs policy distressed conservative Republican Sen. Gordon J. Humphrey (N.H.). The committee should be hearing from "mainstream economists" and representatives of the Chamber of Commerce and National Association of Manufacturers, he said.

Shell fined for 64 safety violations

The Occupational Safety & Health Administration, at the prodding of an Oil, Chemical & Atomic Workers local, has cited the Shell Oil Co.'s complex in Deer Park, Tex., for 64 "willful" and "serious" violations of federal safety regulations. It proposed a fine of $244,960.

As part of its special emphasis program aimed at chemical companies, OSHA examined the hydrogen sulfide manufacturing units at the Deer Park facility where about 2,800 workers are employed. From this, it charged the firm with three serious violations of the regulations regarding respirators, hazard information, and shower and wash facilities. OSHA proposed fines totaling $960 for the three violations.

Following discussions with members of OCAW Local 4-367 and the filing of a complaint by a Shell worker, OSHA examined the company's safety records and found 61 willful violations of the injury and illness recordkeeping provisions.

The company had failed to log in such injuries as burns, inhalation of toxic substances, strains of the back, groin, shoulder and neck, and bruises. For this, OSHA recommended fines of $4,000 for each violation.

In recent months, OSHA cited Union Carbide, Chrysler Corp., Du Pont, Fina Oil & Chemical Co., Monsanto and USX Corp. for similar recordkeeping violations and recommended stiff fines.

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The New Immigration Law

Its Impact on Workers and Unions

The immigration law that Congress passed last year seeks to accomplish two goals long sought by the trade union movement.

One objective is to reduce the flow of illegal immigration that has depressed wages in many parts of the United States, added to unemployment and allowed employers to exploit workers subject to deportation if reported to immigration officials.

The new law seeks to accomplish this by imposing penalties on employers who hire illegal aliens. At the same time, it strengthens anti-discrimination remedies in an effort to prevent employers from turning away job applicants of Hispanic appearance who are legal residents of the United States.

The other labor-supported goal is a legalization program that makes it possible for a large portion of illegal aliens already in the United States to obtain legal status that will make them eligible for employment. After a waiting period, they will be able to follow the pattern of earlier generations of immigrants from all over the world and apply for citizenship.

The legislation Congress passed was a compromise, which in some areas fell short of labor's goals. But the AFL-CIO considers it important that persons affected by the law and the unions that represent them have accurate information about its often complex provisions.

At AFL-CIO President Lane Kirkland's request, the federation's Legal Dept. prepared this Question-and-Answer explanation of the law's principal features:

EMPLOYER SANCTIONS

Q: What is prohibited?

A: —to hire, or to recruit or refer for a fee, an alien known to the employer, the recruiter, or the referrer not to be legally authorized to work in the United States;

—to hire, or to recruit or refer for a fee *any* person without checking the required documents (listed below);

—after hiring an alien lawfully (that is, complying with the requirements above), to continue to employ that person after learning that the alien is not, or is no longer, legally authorized to work in the U.S.;

—to use a contract or subcontract or swap to obtain the labor of an alien known not to be legally authorized to work in the U.S. (that is, to try to evade the ban on "hiring" by using a contract, a subcontract, or a swap arrangement)

Q: Are *all* employers covered?

A: Yes.

Q: When does the prohibition go into effect?

A: Technically, November 6, 1986, was the effective date *BUT* until June 1, 1987, there will be no enforcement; that period is to be used for education of the public and dissemination of the necessary forms for use by employers, recruiters and referrers for a fee. Additionally, during the 12 months beginning with June 1987, only a citation (a warning) will be issued for any person's or organization's *first* violation.

[NOTE: here, as elsewhere, there are special rules for seasonal agricultural work, all of which will be described below in the section on that subject.]

Q: Is it a violation of this law to continue to employ an unauthorized alien hired before this law was enacted?

A: No.

Q: Which aliens are legally authorized to work in the U.S.?

A: An alien who has lawful permanent resident status, and any other alien with special authorization from the Immigration and Naturalization Service (INS), either in the form of a visa or some other document.

Q: What are the document-checking requirements that must be met by one who hires, or recruits or refers for a fee?

A: First, the employer, etc., must state on a form, under penalty of perjury, that the eligibility of the person being employed, recruited or referred has been verified by examining specified documents. Second, the person hired, etc., must also swear to his/her eligibility on a designated form. And third, the employer, etc., must retain the form(s) for 3 years or (in the case of hiring) until 1 year after the employment is terminated if that date is later.

The documents to be checked must show both authorization to work and identity:

Some documents show both:

—a U.S. passport,

—a certificate of U.S. citizenship or of naturalization, a foreign passport bearing the Attorney General's authorization to work,

—a resident alien card or other alien registration card that bears the person's photograph, or

—some other means of identification that has been approved in the Attorney General's regulations and that shows authorization to work in the U.S.

The job applicant need show only one of these.

If none of the documents listed above is available, the employer, etc., must examine one each of two kinds of documents.

Category one—those that will show employment authorization:

—a social security card,

—a U.S. birth certificate or certificate of nationality, or any other document that the Attorney General approves in the regulations that he must issue under these provisions.

Category two—documents that will show identity:

—a driver's license or other identification document issued by a state so long as it contains the person's photograph or other personal identifying information okayed by the Attorney General, or

—if none of those is available, then any document showing personal identity that the Attorney General approves in his regulations.

Q: Does the employer, etc., have to guarantee that the required documents are genuine?

A: No. So long as the employer, etc., shows that the requirements have been complied with in good faith—that is, that every necessary document has been examined, each reasonably appeared to be genuine, the required signatures were obtained and the forms retained—the employer, etc., has established an affirmative defense that it has not violated the law.

Q: Does a state employment agency have to check the documents of persons the agency refers for jobs?

A: No. But if a state agency does so, the employer, etc., to whom the applicant is referred will be treated as in compliance with the Act's verification requirements without itself checking them so long as the employer, etc., obtains and retains documentation of the state agency referral certifying that the agency has done the necessary checks for that individuals' referral.

Q: May an employer (or a recruiter or referrer for a fee) require an employee or an applicant to put up money to reimburse the employer, etc., in case that hiring etc. leads to a fine under this Act?

A: No. The Act makes any such requirements unlawful, with a $1,000 penalty plus return of any money required and paid.

Q: What are the penalties for violation of the sanctions provisions?

A: For a violation of the hiring, etc., prohibitions, the civil penalties are as follows: for a first violation, $250 to $2,000 per unauthorized alien with respect to whom the violation occurred; for a second violation, $2,000 to $5,000 per such alien; for a subsequent violation, $3,000 to $10,000 per such alien.

In the event of a pattern or practice of violation, the Attorney General may seek a criminal fine up to $3,000 per each such alien, up to 6 months imprisonment, or both.

For a violation of the requirement that documents be checked for each and every person hired, recruited or referred for a fee, the civil penalty is $100 to $1,000 for each individual with respect to whom the violation occurred.

Q: Do the sanctions provisions of the Act have any effect on state or local law?

A: Yes. These provisions preempt any state or local law that imposes civil or criminal sanctions (other than through licensing and like laws) on those who employ, or recruit or refer for a fee for employment, aliens not legally authorized to work in the U.S.

ANTI-DISCRIMINATION PROVISIONS

Q: Why are these provisions in the Act?

A: As the congressional managers of the bill explained, these provisions which protect both citizens and legal aliens were included to meet the concern of some Members of Congress and others around the country that people of "foreign" appearance or with foreign accents may be made more vulnerable to job discrimination because of the adoption of employer sanctions. The Act itself is not discriminatory, but there is concern that some employers may decide not to hire persons they believe to be "foreign" in order to avoid sanctions.

Q: What do these provisions prohibit?

A: Discrimination against a citizen or legal resident alien "with respect to the hiring, or recruitment or referral for a fee," or discharging such a person, because of the person's national origin or because of the person's citizenship status. "Citizenship status" is a technical term, defined in Section 274B(a)(3). The Act specifies that a preference for an individual citizen over an equally qualified alien is not made unlawful. Nor does the Act prevent a particular language requirement where that would be a "bona fide occupational qualification" under Title VII of the 1964 Civil Rights Act.

Q: Are there employers to whom these discrimination prohibitions *don't* apply?

A: Yes. Employers of three or fewer employees are not covered.

Q: Are there discrimination violations that cannot be processed under this Act?

A: Yes. Discrimination because of a person's national origin that violates the Civil Rights Act of 1964 must be challenged under that Act. The Civil Rights Act of 1964 covers only employers who employ 15 or more employees for 20 or more weeks a year. (Thus, national origin discrimination by an employer of more than three but fewer than 15 employees may be challenged only under the Immigration Act.)

Q: What are the remedies for a violation?

A: In every case, a cease-and-desist order (an injunction). Where appropriate, an order to hire individuals "directly and adversely affected" by the violation, back pay, and up to $1,000 in civil penalty for each person discriminated against (first violation) or up to $2,000 per such person (repeat violation). Attorney's fees may also be awarded in certain cases to a prevailing party other than the U.S.

Q: How are these prohibitions enforced?

A: A new administrative structure and process is to be established in the Department of Justice modelled on the NLRB procedures but with strict timetables and with these other significant differences:

(1) cases may be initiated not only through the filing of a charge by a person "adversely affected directly" or that person's representative, but also by the Special Counsel for Immigration-Related Unfair Employment Practices who is to be appointed by the President with the advice and consent of the Senate to prosecute these cases;

(2) if the Special Counsel has not filed a complaint of violation before an administrative law judge within four months after the filing of a charge, the charging party may file such a complaint and pursue the case through the administrative process and subsequent judicial enforcement;

(3) the order of an administrative law judge is the final agency order (that is, there is no equivalent to the National Labor Relations Board itself);

(4) there are provisions that should make judicial enforcement of an administrative law judge's order speedier than is the case with the NLRB orders.

Q: When do the discrimination prohibitions go into effect?

A: On November 6, 1986, when the President signed the bill into law.

THE LEGALIZATION PROGRAM

Q: Who is eligible?

A: An alien:

—who entered the country illegally, or whose legal authorization to be here lapsed, before January 1, 1982;

—who has lived here "in an unlawful status" continuously from then on;

—who has not been convicted of serious or multiple crimes committed here and is not ineligible by certain other criteria; and

—who applies within the designated one-year application period.

(Brief, casual and innocent absences from the country during the time since 1/1/82 do not break continuity).

Q: Is this program limited to aliens who have worked in certain occupations?

A: No. This program is open to all aliens who meet the requirements set out just above.

[There is a separate and additional program providing legalization for persons who entered the U.S. illegally and did seasonal agricultural work during specified periods in the past. See the section on agricultural workers below.]

Q: When must an alien apply for legalization?

A: During the 12-month period that will begin no later than early May 1987 on a date to be fixed by the Attorney General.

Q: What is the status of a successful applicant and how long will that status last?

A: Persons who meet the requirements set out above will become aliens "lawfully admitted for *temporary* residence." In order to maintain their right to remain in the U.S., such persons must later apply for permanent residence.

Q: When does a person legalized temporarily apply for permanent legal status, and what must that person show?

A: The application for permanent resident status is to be filed during the one-year period beginning immediately after the alien has held temporary resident status for 18 months. To be eligible for permanent resident status the alien must show continuous residence here since temporary status was granted, and either a minimal understanding of English and of U.S. history and government or that s/he is pursuing that understanding in an approved course of study. The alien also must not have been convicted of certain crimes in the U.S. and must not be inadmissible under certain other criteria.

Labor's Outreach f

America's unions are joining in an unprecedented outreach campaign in the Hispanic community and in the nation's workplaces to help undocumented workers attain legal status and prevent discrimination by employers.

Labor's special contribution will include telephone hotlines, trained union counsellors, mobile vans, public service television spots, union publications and pamphlets. In some locations, labor programs are already in operation.

AFL-CIO headquarters departments are monitoring the administration and enforcement of the new immigration law, reviewing proposed regulations, and providing assistance to international unions and central bodies on immigration-related matters.

In addition to advice on procedures for qualifying for amnesty, federation departments are providing guidance on such matters as entitlement to social services, civil rights protections, and establishment of adult education classes to help bridge the gap from legal resident status to eventual citizenship. The Human Resources Development Institute (HRDI) of the AFL-CIO plans to seek certification to allow affiliated unions to process legalization applications.

The Labor Council for Latin American Advancement is in the forefront of the trade union effort, President J. F. Otero reports.

"There may be as many as 6 million Hispanics eligible for amnesty," he stressed. "Some of them are already union members and many more will become eligible to become union members as they assimilate fully into American life and work."

LCLAA has put together an Amnesty Assistance package for union and community use. It includes video programs explaining the new law, news reports for television programs and public service announcements for use by Spanish-language stations.

Unions with large numbers of immigrant members and central bodies in areas with large numbers of undocumented workers are especially involved in labor's outreach effort. While Hispanics are the largest group affected by the new law, labor's outreach program in a number of communities is also aimed at concentrations of Asian workers.

One of the most ambitious local union programs has been launched by California's big Local 770 of the Food & Commercial Workers, with some 33,000 members in the Los Angeles area.

Local 770 President Ricardo F. Icaza, who is also a vice president of LCLAA, reports that his union has set up information hotlines staffed by trained bilingual advisers to answer questions about amnesty and other provisions of the immigration law. The union has been "besieged by calls" for assistance, he said.

Icaza said Local 770 is also using its hotlines "to issue warnings about unscrupulous operators who are preying on unwary and often fearful immigrant workers during the law's transition period." The union has received many complaints about self-styled immigration consultants, he noted.

Some of those helped are Local 770 members—such as the young mother who is supporting her two-year-old daughter by working as a meatcutter. She has been living in the United States illegally since 1979. Through the amnesty program, Icaza said, she can free herself "from the fear and insecurity which plagues so many illegal workers."

The union, he stressed, feels "a duty to the entire community" and is providing advice and assistance "to all workers without papers, whether they are union or non-union." Through amnesty and eventual citizenship, Icaza predicted, workers who qualify will be able to participate fully in the social, economic and political life of their communities.

Q: What if an alien who has obtained temporary status doesn't apply for permanent status during the prescribed time?

A: The Act directs the Attorney General to "provide for termination" of the temporary status in this situation, which would mean that the alien could be deported.

Q: Is an alien legally authorized to work in the U.S. while in temporary or permanent resident status under the Act?

A: Yes. The Attorney General is to provide aliens holding temporary status an appropriate work permit. An alien with permanent resident status is a so-called green carder, authorized to work.

...fforts Fill a Need

"Labor has historically been in the forefront of civil rights and equal opportunity battles," he stressed. In the same tradition is the current effort of "helping to bring undocumented workers among us out of the shadows."

Local 770 is hardly alone in the Los Angeles area. Even as the AFL-CIO News was going to press, an all-day conference organized by the Los Angeles County AFL-CIO was under way.

It was set up by the central body's Immigration Committee, composed of representatives of a cross-section of the area's unions. AFL-CIO Organization & Field Services Director Charles McDonald, HRDI Director Michael McMillan and Regional Director David Sickler were among the speakers, along with attorneys expert in the immigration law and community leaders from affected groups. Los Angeles also has a large Korean population that includes undocumented workers who will be seeking legal status.

McDonald anticipates a new spurt in organizing as workers become free from intimidation by employers and the implicit threat of being reported to immigration authorities if they actively support a union campaign. He also sees an important reservoir of good will for the trade union movement as a byproduct of labor's efforts to assist the immigrant community.

The Dept. of Organization & Field Services has prepared an easy-to-understand pamphlet on the new immigration law as guidance for undocumented workers and employers. It includes practical suggestions on obtaining documents to show residence in the United States for the period required under the amnesty program and notes that both current and former employees have a right to employment records to help document their eligibility for amnesty.

The Clothing & Textile Workers and the Ladies' Garment Workers, unions that in their early years helped generations of European immigrants become Americans, have set up active programs in cities across the country.

An ILGWU Task Force, operating out of the union's headquarters in New York, is concerned both with helping undocumented workers obain legal status and preventing discrimination by employers against job applicants with Hispanic names or who speak with an accent. Union immigration counsellors are being trained to assist members. The union's big Chinatown local in New York has set up an extensive immigration assistance program.

For its southern California members, the ILGWU already has in operation an office staffed by a union attorney and a paralegal to give free advice on amnesty procedures.

The Farm Workers, operating in an area where a large part of the agricultural workforce is made up of undocumented workers, is planning a major information and education effort, UFW Vice President Delores Huerta said.

So are the Service Employees, and unions as diverse as the Carpenters and the Hotel Employees & Restaurant Employees. In communities with large numbers of undocumented workers, just about every element of the trade union movement is involved in amnesty assistance programs.

Many unions have also taken steps to make sure that the employers with whom they have contracts are aware of the anti-discrimination provisions of the law and understand that employers may not require documentation from workers who were on the payroll before the new immigration law went into effect.

For workers who have been in the United States long enough to qualify for the amnesty program, the trade union message is a helping hand to achieve legal status and equal rights—under the law and in actuality.

Q: May an alien who has applied for temporary status but on whose case no decision has yet been made—and, for that matter, an alien who believes s/he will be eligible but cannot apply because the application period has not yet begun —legally work in the U.S.?

A: The Act directs that aliens who are able to show "prima facie" eligibility prior to the time s/he files an application, and those who file a prima facie valid application, *may* legally work here until the next step is taken. The Attorney General is required to carry out these directions and to issue appropriate work permits.

Q: May the INS deport an alien before applications may be filed or deport an alien whose application has not yet been acted on?

A: An alien entitled to work as described just above also may *not* be deported during the same periods applicable there.

Q: Does an alien who believes s/he is eligible for legal status have to go to the INS in order to apply?

A: No. An application may be filed either with the INS or with a qualified organization designated by the Attorney General. Only the Attorney General may approve an application, but the alien may consult with, and file with, the organization and his/her application is not to be forwarded to the government without the person's consent. Confidentiality of dealings with these organizations is to be maintained, as is "the information furnished pursuant to an application" to the Department of Justice.

Q: May a union act as a "qualified designated entity" to which aliens may go in seeking legalization?

A: The Act states that "for purposes of assisting in the program of legalization" the Attorney General "shall designate qualified voluntary organizations and other qualified state, local, and community organizations." (The Attorney General also may designate "other persons" who have substantial experience, competence and "traditional long-term involvement in" the preparation and submission of applications for adjustment of status under certain other provisions of the immigration laws.)

Q: What proof must an alien provide to establish eligibility for temporary legal resident status under the Act?

A: The Act directs the Attorney General to require that "continuous residence and physical presence" in the U.S. as defined in the Act be established through documents that are "employment-related" if such are available, together with "independent corroboration of the information contained in such documents." Beyond this, a precise answer must await the issuance of regulations by the Attorney General after consultation with the congressional judiciary committees.

Q: Are aliens legalized under these provisions entitled to welfare?

A: Generally, newly legalized aliens will be ineligible for five years for any federally-funded financial assistance that is based on need, and states are authorized to exclude them from certain state and local assistance. There are, however, a number of exceptions, particularly with respect to the aged, blind and disabled and to emergency medical assistance, services to pregnant women, and a number of educational programs, programs for children, and the Job Training Partnership Act.

AGRICULTURAL WORKERS

Introduction:
The Act contains two different programs with respect to agricultural workers. The first one is a permanent program allowing employers to bring in foreign workers temporarily to do temporary or seasonal work in agriculture (this is an amendment to the pre-existing "H-2" program which adds a Subsection H-2A).

The second is a temporary program allowing aliens who have done or will in the future do seasonal agricultural work to acquire legal resident status (whether they are new entrants or persons who are here illegally).

Each of these programs is described below.

The H-2A Agricultural Worker Program

Q: What must an employer show to be allowed to bring in an H-2A worker?

A: The assumption underlying the H-2 program is that there are not "unemployed persons capable of performing such service or labor /*to*/ be found in this country." An employer or other person (see below) who seeks to bring in an H-2A worker must petition the Attorney General for a visa and, in doing so, show that he has previously applied to the Secretary of Labor for a certification that:

(A) there are not sufficient workers here who are able, willing and qualified and who will be available at the time and place where the work will be done, and

(B) employment of the alien in this work won't adversely affect the wages and working conditions of U.S. workers doing similar work.

Q: What are the restrictions on the Secretary of Labor issuing a certification?

A: A certification is not to be issued if:

(1) the requirements in (A) or (B) above aren't met;

(2) there is a strike or lockout of the kind described in federal regulations;

(3) the employer substantially violated a term of an H-2A labor certification within the previous two years;

(4) the employer hasn't guaranteed occupational accident and illness insurance, if the state's workers' compensation law doesn't cover the work;

(5) the employer hasn't made positive efforts to recruit U.S. workers in a multi-state region designated by the Secretary of Labor; or

(6) the employer has, or has referrals of, qualified eligible U.S. workers who've agreed to a job offer meeting the requirements of the Secretary of Labor.

Q: Is a qualified and able U.S. worker who is available for, but doesn't learn of a job until the H-2A worker is on the job just out of luck?

A: Often not. For at least three years, such a person will be entitled to the job if s/he applies to the employer before 50 percent of the period of the H-2A work contract has elapsed. The Secretary of Labor is authorized to extend this rule after studying the matter.

Q: Is an employer required to provide any particular working conditions?

A: Yes. In addition to workers' compensation or equivalent insurance, H-2A employers are required to furnish housing meeting specified standards to all workers who would have been entitled to housing under the Department of Labor regulations that were in effect on June 1, 1986. In addition, the Secretary of Labor is authorized to set qualifications for a job offer as a condition of issuing a certification.

Q: Are there timing rules in this program?

A: The Act provides timetables for every step of the process both for employers, etc., applying to bring in H-2A workers and for the Secretary of Labor in granting or denying a certification.

Q: Who may bring in H-2A workers?

A: An employer (individual, corporate, etc.) of temporary or seasonal agricultural workers or an association of agricultural producers that use agricultural services. There are special rules as to when H-2A workers may be transferred among the producers who are members of such an association, and as to when an association's violation of H-2A requirements will disqualify its producer members and when a producer member's violation will disqualify the association or other employers.

Q: How are an employer's (or association's) contractual obligations to its H-2A workers enforced?

A: The Secretary of Labor has enforcement authority, and the H-2A workers are also eligible for Legal Services assistance on matters relating to wages, housing, transportation, and other employment rights as provided in the worker's employment contract.

Q: When do these amendments to the H-2 law take effect?

A: These amendments will apply to visa petitions and certification applications filed on and after June 1, 1987.

Q: Do these amendments have any effect on state or local law?

A: Yes. These and related provisions of the federal immigration law "preempt any state or local law regulating admissibility of nonimmigrant workers."

Q: Does any Federal official other than the Attorney General and the Secretary of Labor play a role in the H-2A program?

A: Yes. The Department of Agriculture (as well as the Department of Labor) is entitled to be consulted by the Attorney General in the approval of all

regulations under the H-2A program and on particular visa applications.

Q: Does the 1986 Immigration Reform and Control Act change the H-2 program outside the area of agriculture?

A: No.

The Special Agricultural Worker (SAW) Program

Q: How does the SAW program differ from the H-2A program just described?

A: The SAW program is a temporary seven-year program added to the legislation in order to meet the claims of western agricultural producers that because their workforce consists in great part of aliens not legally authorized to work in the U.S., the enactment of employer sanctions will deprive those producers of needed workers to do seasonal agricultural work. In order to protect the workers and U.S. working conditions, the SAW program makes the workers whom the program authorizes legal residents of the U.S. Thus, the special agricultural workers under this program (SAWs) will be U.S. residents not tied to a particular employer rather than aliens temporarily admitted to do a particular job.

Q: Who may become a SAW?

A: Any alien who resided in the U.S. and did seasonal agricultural work in the U.S. for at least 90 days between May 1, 1985, and May 1, 1986, who is not inadmissible under criteria generally applicable to would-be immigrants, and who applies within the designated application period may become a SAW.

Q: When is the SAW application period?

A: It is the 18 months beginning June 1, 1987.

Q: What is "seasonal agricultural work"?

A: The Act's definition is: "the performance of field work related to planting, cultural practices, cultivating, growing and harvesting of fruits and vegetables of every kind and other perishable commodities, as defined in regulations by the Secretary of Agriculture."

Q: Are there special provisions concerning the application of employer sanctions to employment in seasonal agricultural work?

A: Yes. There is to be no enforcement for alleged sanctions violations with respect to employment of an individual in seasonal agricultural work until the end of the SAW application period (that is, for six months longer than will be true for a first violation in all other employment, and there is no limitation here to a first violation).

The Act also provides, however, that during the SAW application period, it is unlawful for anyone to recruit outside the U.S. a person who is not legally authorized to work in the U.S., to come into the U.S. to do seasonal agricultural work unless the recruiter reasonably believes the alien qualifies as a SAW. A violation of this prohibition after June 1, 1987, will subject the violator to sanctions penalties.

Q: What is the status of a SAW?

A: A SAW obtains legal temporary residence. That status is to be adjusted to permanent residence as follows:

(1) An alien who shows that s/he did the 90 days work between 5/1/85 and 5/1/86 described above will be entitled to permanent status after two years in temporary status (counting from the day that status was obtained or the last day of the 18-month application period, whichever is later). There is no limit on the number of aliens who may become permanent residents by this route.

(2) An alien who shows that s/he did at least 90 days of seasonal agricultural work during each of the three years ending on May 1, 1984, 1985 and 1986, will be entitled to permanent residence after one year in temporary status (counting in the same way) *IF* the alien is among the first 350,000 eligibles to apply. If an alien with these qualifications is not among those 350,000, s/he will have to wait another year and thus qualify under (1) just above.

Q: What limitations are there on the rights of a SAW?

A: While in temporary status, the SAW may not petition to bring in relatives; and for the first five years after temporary status is acquired, the alien will not be eligible for certain welfare programs.

Q: Is a SAW legally authorized to work in any job in the U.S.?

A: Yes. A SAW may legally work in any occupation in the U.S. and is entitled to a "work permit" from the Attorney General. A SAW may also travel abroad, and may commute across the border to a U.S. job.

Q: May an alien who has applied to become a SAW but whose application has not been passed upon—and, for that matter, an alien who believes s/he will be eligible but cannot apply because the application period has not yet begun—remain in the U.S. and work here?

A: The Act directs that an alien who is picked up by the INS before the application period and can make "a nonfrivolous case of eligibility," as well as an alien who presents such a nonfrivolous application, may *not* be deported and may legally work here until the next step is taken. The Attorney General is to provide work permits to such persons.

Q: Does an alien have to go to the INS in order to apply for SAW status?

A: No. Within the U.S., an application may be filed with the INS or with a qualified organization designated by the Attorney General. Only the Attorney General may approve an application, but an application is not to be forwarded to the government without the applicant's consent. Outside the U.S., an alien may apply at a U.S. consular office. Confidentiality of an organization's files and records and information provided to the government is to be maintained.

Q: May a union act as a "qualified designated entity" with which aliens may file SAW applications?

A: Yes. The Act states that the Attorney General *shall* designate "qualified voluntary organizations and other qualified state, local, community, farm labor organizations, and associations of agricultural employers"; and may also designate qualified persons experienced in processing applications for adjustment of immigration status.

Q: What proof must an alien provide to establish eligibility for SAW status?

A: The alien may use government employment records, records supplied by employers, farm labor contractors, or collective bargaining representatives, "other reliable documentation," or other evidence from which the required work history may reasonably be inferred.

Q: Does the Act provide for the admission or authorization of additional special agricultural workers if a shortage of workers to do seasonal agricultural work develops after the SAW application period has ended?

A: Yes, the Act authorizes additional workers—newly admitted or newly legalized—in specifically limited circumstances and only during the four fiscal years 1990-1993.

These Additional Special Agricultural Workers (ASAWs, or as they are sometimes referred to, Replenishment Agricultural Workers or RAWs) may be authorized only pursuant to a complicated formula to be applied by the Secretaries of Labor and Agriculture in order to determine whether a shortage exists. Any shortage number found is then subject to a numerical cap that lowers over the four years.

Q: Assuming ASAWs are authorized for a year, who is eligible?

A: An alien who petitions for temporary resident status and is not inadmissable under criteria generally applicable to would-be immigrants.

Q: What are the rights of an ASAW?

A: After three years of lawful temporary status, the ASAW will be entitled to adjustment to permanent legal residence. During those three years, the alien may work in the U.S., is entitled to a work permit, may travel abroad and may commute to U.S. work from across the border. But, during those three years, the ASAW may not petition to bring in relatives, and is generally subject to the same five-year public assistance disqualifications that apply to persons legalized under the general legalization program (see that section above), with the notable exception that the alien is not ineligible for Legal Services assistance or certain housing assistance.

Q: Is an ASAW obliged to do agricultural work in the U.S.?

A: An ASAW is liable to be deported unless s/he can establish to the Attorney General that s/he has done agricultural work for at least four hours on each of 90 days during each of the three years s/he is in temporary resident status.

In addition, an ASAW will not be eligible for citizenship unless s/he has met the same 90-day work requirement during each of five fiscal years.

Q: Does the Act have any labor protections for ASAWs or U.S. workers doing comparable seasonal agricultural work?

A: Yes. In addition to the ASAWs' entitlement to Legal Services assistance, the Migrant and Seasonal Agricultural Worker Protection Act protections apply. And an employer who provides transportation for ASAWs doing seasonal agricultural work must provide comparable assistance for others doing such work.

OTHER PROVISIONS OF NOTE FOR UNIONS

I. Throughout the Act there are provisions prohibiting the knowing use of false or fraudulent documents and the deliberate making of false statements. These provisions carry very stiff penalties, including significant prison terms.

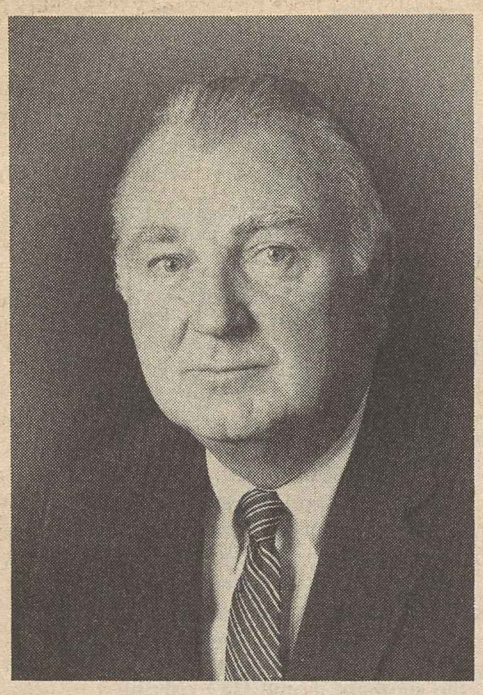
II. For the first year after enactment, the Act prohibits admission of alien crewmen to the U.S. under "D" visas to serve on board a vessel or aircraft "at a time when there is a strike in the bargaining unit of the employer in which the alien intends to perform such service." This prohibition is not to apply, however, to an alien employed prior to commencement of the strike and who is seeking entry to continue service as a crewman to the same extent and on the same route as that person performed prior to the commencement of the strike.

III. The Act authorizes a three-year pilot "visa waiver" program involving up to eight countries, each of which must extend reciprocity to U.S. citizens and nationals. Those freed of the need to obtain visas are persons seeking to enter as nonimmigrant visitors (tourists) for 90 days or less; they are persons who otherwise would need "B" visas. The program is in the hands of the Attorney General and the Secretary of State.

IV. The Act bars INS entry without a warrant (or the owner's consent) onto the premises of a farm or other outdoor agricultural operation for the purpose of questioning a person believed to be an alien as to the person's right to be or to remain in the U.S.

V. The Act expands the present pilot SAVE program (System for Alien Verification of Eligibility) to require states to verify the legal status of all aliens applying for benefits under certain programs by checking through INS computer records, with a significant exception: a waiver may be granted by the federal Secretary in whose jurisdiction the program falls where a state has an alternative in place or where the verification program would not be cost-effective. The affected programs are: AFDC, Medicaid, Unemployment Compensation, Food Stamps, Housing Assistance and Higher Education.

VI. The Act authorizes supplemental appropriations for the INS of $422 million for FY 1987 and $419 million for FY 1988, of which sufficient funds shall be allocated to increase the border patrol personnel so that the average number shall be at least 50 percent higher in each of the fiscal years than the level in FY 1986. (There are also authorizations for enforcement activities of the DOL Wage and Hour Division and its OFCCP of the sums necessary to deter employment of aliens not legally authorized to work in the U.S. and to remove the economic incentives for employers to exploit and use such aliens.)



Robert M. Healey

Robert M. Healey named president of Chicago Fed

Chicago—Robert M. Healey, secretary-treasurer of the Chicago AFL-CIO since 1984, was elected president by the central body's executive board. The board also named Michael Bruton, an assistant to the central body president, as acting secretary-treasurer.

Healey, 58, was elected by acclamation to complete the term of the late Edward F. Brabec, which ends June 30, 1990.

An English teacher and department chairman at several city schools, Healey served as financial secretary and president of Teachers Local 1 before his election as secretary-treasurer of the central body. He served as second vice president and on the central body's executive board, and continues to serve as president of the Illinois Teachers and as a vice president of the AFT.

Bruton, 50, was appointed as assistant to Brabec in January 1986. A 32-year member of Electrical Workers Local 134, he served on the local's executive board and as business representative before being elected to his current post as vice president in 1980.

The Chicago AFL-CIO will take nominations for secretary-treasurer at the board's February meeting. The new secretary-treasurer also will serve through June 1990.

On of the federation's oldest councils, the Chicago AFL-CIO received its charter from the American Federation of Labor on Nov. 9, 1896.

The central body represents 440,000 union members from 277 affiliated unions in the Chicago-area.

Small hike sought in OSHA funding

Reagan proposal on safer workplaces called long overdue

By Arlee C. Green

The Reagan Administration's request for a 6.8 percent increase in the fiscal year 1988 appropriation for the Occupational Safety & Health Administration could spell some long overdue relief for workers concerned about the agency's declining ability to protect them on the job.

Margaret Seminario, associate director of the AFL-CIO Dept. of Occupational Safety, Health & Social Security, said organized labor "is relieved to see that OSHA was not targeted for major cuts and that in fact it got a small increase."

She stressed, however, that President Reagan's request of $244.4 million for fiscal year 1988 is only slightly higher than the $242-million request submitted by the Carter Administration for fiscal year 1982. The Carter budget was trashed by Reagan budget-cutters and it has taken six years to return to the Carter level.

Seminario added that in 1980, OSHA had about 3,000 employees and now has just 2,200. Because of staff reductions, heavy cuts in OSHA funding early during the first Reagan term, and increases in inflation, the current OSHA request is "nothing for workers to cheer about," Seminario said.

The largest funding increases were sought for federal enforcement, technical support, state programs and compliance assistance.

The Administration asked for $100.1 million for federal enforcement, up from the $91.9 million appropriation for this year. The agency said that even though additional funding may be given for fiscal 1988, it is planning to conduct about 59,000 federal inspections, down from the 63,000 it expects to do in 1987.

Seminario said that for quite some time organized labor has tried to get Reagan's OSHA away from the numbers game in which it was trying to match the annual number of inspections done under the Carter Administration, even though its personnel had been severely cut.

Slipshod inspections

"We've always insisted that the agency do thorough inspections at every site," she said. "Instead, the agency did thousands of safety records checks and considered those as workplace inspections." OSHA is now "finding out that the employers don't keep complete health and safety records," she said, referring to the recent large citations against Union Carbide, Chrysler Corp., DuPont, Monsanto and USX Corp.

The request for standard-setting activities was increased to $6.8 million from the current $6.3 million. OSHA said it expects to complete a half dozen health standards in the coming year, one more than in fiscal 1987, and nine safety rules, compared to eight this year.

The Administration requested $66 million for the National Institute for Occupational Safety & Health, down from the $67 million appropriation for this year. Of this amount, $53 million will be for research program operations, $6.5 million for research grants and $6.6 million for several university-based occupational safety and health programs, called educational resource centers. This request was the first time in five years the Administration had sought funds for the ERCs. In the past Congress added the funding for them.

Seminario noted that while there is a "small decrease in the NIOSH budget, this agency has been cut to the bone in the past and this will require even more." She said that again Congress will likely restore needed funding.

Hearings set on laboratory health hazards

The Occupational Safety & Health Administration, responding to requests from the Steelworkers and Standard Oil Co., has scheduled hearings for Mar. 24 on a proposed standard for laboratory workers who are exposed to toxic chemicals.

But the agency's proposal has been branded by unions to be "so weak and so vague that it will provide little protection to laboratory workers exposed to hazardous substances," said AFL-CIO occupational safety expert Margaret Senimario.

The OSHA proposal would require employers to develop chemical hygiene plans to prevent overexposures through safe work practices and procedures. Current exposure limits for certain chemicals would still apply, but greater latitude would be allowed in meeting other provisions because OSHA contends that laboratory workers are trained to use only small quantities of chemicals.

Message to White House

House approves clean water bill

The House passed a clean water bill identical to the measure President Reagan pocket-vetoed last November after the 99th Congress adjourned. The 406-8 bipartisan vote sent a clear message that another veto will be overridden.

White House officials sought to delay Senate action in order to head off a bipartisan repudiation of the President's position at the start of a new Congress. But the Senate is expected to pass the House bill intact on Jan. 21—almost certainly by a veto-proof margin—after rejecting a face-saving substitute proposed by Republican Leader Robert Dole.

At issue is the future of a widely praised program launched in 1972, when pollution of lakes and rivers threatened the nation's water supplies. Congress required cities and industries to clean wastes to nonpolluting standards before discharging them into waterways. It provided financial help to construct sewage facilities.

The labor-backed measure that the House repassed authorizes $20 billion over eight years for clean water programs, mostly to help state and local governments finance sewage treatment plants.

Reagan wanted phaseout

Reagan last year proposed a $6-billion phaseout of the program. But when both the House and Senate unanimously voted a larger program, he waited until after the election to veto the bill. The White House was concerned that a pre-election veto might hurt the chances of Republican candidates.

Democrats in control of both the House and Senate in the new Congress declared their intent of repassing the clean water bill as the first substantive action of the 100th Congress. The bill was given the coveted H.R. 1 designation in the House and its companion measure was listed as S. 1 in the Senate.

The President responded to the challenge by using his first national radio address of 1987 to assail the program as a budget-buster.

"If the Democratic leadership decides to push this bill, they'll be sending a clear signal that they've sided with those who want to raise your taxes," Reagan charged.

Bipartisan sponsors of the measure answered Reagan at a Capitol Hill news conference. The president "will have to brace himself for an overwhelming veto override" if he persists in fighting the bill, Sen. Robert T. Stafford (R-Vt.) said.

The measure would initially continue the federal sewage construction grant program at the present $2.4-billion rate, drop to $1.2 billion for the 1989 and 1990 fiscal years, and then provide $8.4 billion over five years to help states set up revolving loan funds to help local governments build sewage plants. Additional funds would be made available for programs to control pollution from runoffs from farms and city streets.

An important feature of the bill is an "anti-backsliding" provision that prohibits either the Environmental Protection Agency or state governments from weakening existing anti-pollution standards.

Worldwide organizing drive targets 400,000 IBM workers

London—A global organizing drive among 400,000 workers of International Business Machines Corp. was launched by union leaders from 24 countries.

The organizing conference was sponsored jointly by the Postal, Telegraph & Telephone International, the International Federation of Commercial, Clerical, Professional & Technical Employees, and the International Metalworkers Federation.

As the two-day session opened, conference chairman Morton Bahr, president of the Communications Workers, charged that IBM's much-publicized decision to withdraw from South Africa was a "sham," with the multinational continuing to do "business as usual" there.

Bahr released the text of a confidential letter from the multinational's South African director, offering an "unequivocal" pledge that it would continue to offer "a full range of IBM products and services." The letter also pledged to honor all of its commitments to customers, dealers, agents and suppliers in South Africa.

Among the firm's customers are the police and military forces which have been used to bust unions and impose harsh restrictions on dissent against the white minority government's racist policies.

The CWA president called the action a "moral outrage" to the millions of people around the globe "who stand in opposition to apartheid and is indicative of IBM's type of silent but deadly corporate arrogance."

Mapping a common strategy to deal with the world's largest computer multinational, delegates agreed to a range of actions, including an aggressive drive to turn the public spotlight on IBM's union-busting tactics.

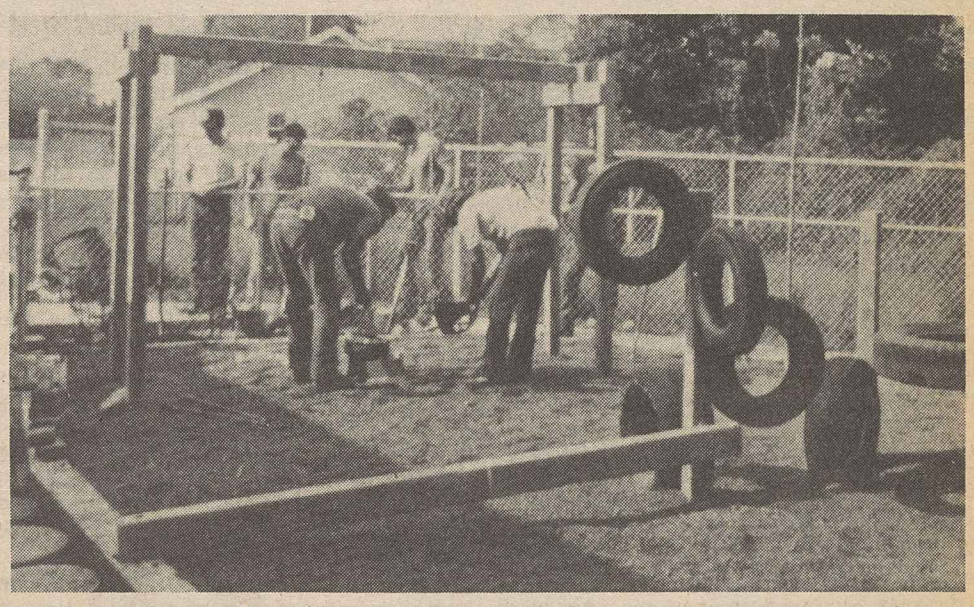
Other measures approved by the delegates include establishment of toll-free telephone lines for IBM employees to contact union organizers and creation of an international clearing house for the unions to swap information about the company.

Matt Gillen named to head safety and health institute

Matt Gillen has been named executive director of the Workers' Institute for Safety & Health, established several years ago to provide unions with a broad range of information on worksite health and safety issues.

Gillen joined WISH in 1985 after having worked with the Occupational Safety & Health Administration and as an industrial hygienist for the Clothing & Textile Workers. He was formerly on the faculties of the State University of New York, Empire State College and Cornell University.

He succeeds Vernon McDougall, who is now associate health and safety director of the unaffiliated Teamsters.



Swing time

A new play area for youngsters at the Green Bay Day Nursery in Wisconsin is in full swing, as union members put the finishing touches on newly installed playground equipment. Nearly 30 volunteers from five unions—the Auto Workers, Bricklayers, Operating Engineers, Postal Workers and Steelworkers—joined the day-long project, sponsored by the community services committee of the Green Bay AFL-CIO.

Auto Workers win fight over illegal lockout

Rockford, Ill.—Management violated federal labor law when it locked out 1,100 Auto Workers last year after arbitrarily deciding that their contract had expired, the U.S. District Court for the Northern District of Illinois ruled.

The agreement between UAW Local 592 and Sundstrand Corp. provided that the contract would be automatically renewed unless either party gave notice to amend or terminate it at least 60 days prior to its expiration date. In such an event, the contract stated, all provisions would continue in effect except those specific sections subject to negotiations.

The court held that in terminating the entire contract after the union gave notice that it wanted to negotiate only some of its clauses amounted to "selective reading" by management that "wholly ignores" the other provisions in the contract.

In March 1986, 80 days before the contract's scheduled May 26th expiration date, the UAW notified management that it wanted to amend provisions dealing with wages, health insurance and other selected items. No mention was made by the union of any intent to reopen the no-strike and no-lockout provision.

Over the next two months, the two sides held some 20 bargaining sessions but failed to come to terms on any changes. Just prior to the contract deadline, the UAW delivered a letter to Sundstrand, withdrawing its notice to amend the contract. Under those circumstances, the union said in its letter, the agreement would be "automatically renewed" for another year and the UAW members would report to work on their normal shifts.

Lockout followed

Sundstrand responded by declaring that the agreement was terminated and locked out UAW members for 45 days.

In its court suit, the UAW argued that withdrawal of its proposed amendments before the contract's termination date meant that the entire agreement should have been renewed automatically. Alternatively, the union insisted that since it did not propose to alter the no-strike and no-lockout provision, at least that section automatically renewed on May 26.

Writing for the court, Judge Stanley J. Roszkowski rejected management's claim that the union's withdrawal of its notice to amend the agreement was not legally effective and that the entire contract was void. Such a narrow interpretation of the language, he said, was "untenable."

Concluding that the contract should have been renewed "in some form," and that such renewal should have embraced the no-lockout provision, Roszkowski ordered both parties to appear before the court on Jan. 16 for a settlement conference.

Applying heat

Cold weather in Crown Point, Ind., didn't deter Denise Adelsperger from handing out leaflets at a Cheker gasoline station to make the public aware of USX Corp.'s five-month-old lockout of 22,000 Steelworkers nationwide. Adelsperger is a member of Frontlash, the federation's youth arm that has mobilized high school, college and young worker volunteers for a variety of projects, including activities in seven states on behalf of the locked-out USWA members. Adelsperger took up her post at the Cheker station because it's owned by Marathon Oil Co., a USX subsidiary.

Reagan education budget cuts penalize children of workers

Federal dollars spent for education return their cost many times over, the AFL-CIO and the affiliated Teachers union stressed at Senate hearings.

The federation's testimony, submitted by Education Director Dorothy Shields, expressed concern that higher education is being priced out of reach of working families and that President Reagan's proposed budget would make the situation worse. Reagan wants to cut back on guaranteed student loans and has proposed to wipe out all federal aid to vocational education.

Quality public education "should be available for all who seek it to the limit of their potential," she insisted.

AFT Vice President Jaqueline Vaughn, who is also president of the union's 26,000-member Chicago local, told the Senate Labor & Human Resources Committee that the quality of education will determine whether the United States remains a world leader or slips to second-rate status.

Hamstrings economy

"If the federal government doesn't fulfill its role," she warned, "we may well be faced with an economy hamstrung because of a shortage of qualified people."

The hearings were part of a series called by Committee Chairman Edward M. Kennedy (D-Mass.) to get an overview of the issues the panel will be dealing with in this session of Congress.

Vaughn said the Administration had done a good job in identifying educational shortcomings in the 1983 report on "A Nation at Risk." But "pointing out shortcomings is not the same as helping to solve them," she stressed.

In the three years since the report was issued, Vaughn said, "this Administration has been long on rhetoric and short on money."

It has "become expert at telling others what needs to be done while turning its back on the problems," she said, pointing to a proposed 28 percent cut in the education budget.

Solutions outlined

Vaughn urged an expansion of compensatory education programs, stronger mathematics, science and language programs in elementary schools, and greater use of public schools to meet the need for quality day care programs.

Shields noted that people already in the workforce also need educational opportunities, whether it be computer courses to enhance skills or language and literacy courses for immigrants and displaced workers.

She cited various union-operated programs, sometimes established through collective bargaining and integrated with local school systems, as fulfilling labor's goal of "extending the opportunity for education for all who need it."

ILO parley to focus on jobs crisis

Geneva—The deepening problem of global unemployment will top the agenda when the International Labor Organization convenes its 73rd conference here June 3.

The three-week session of government, labor and business representatives will focus on the need for developing new standards to deal with joblessness and unemployment compensation.

The conference call noted that existing conventions on these issues have not been modernized since their adoption a half century ago.

Protection of construction workers against on-the-job injuries will also be in the spotlight as the ILO continues to press for actions to promote the reduction of occupational accidents and disease among all workers.

The construction industry "has changed significantly over the 50 years that have elapsed" since the adoption of existing ILO instruments in this field, the announcement pointed out. Present standards "are no longer adequate" in the face of "new methods of construction and associated hazards." The ILO has been studying this issue since 1977.

Also on the agenda for the three-week conference will be:

- The ILO's role in providing technical cooperation in a period of "changing needs and priorities," and at a time when member countries are at different stages of economic development.
- A review of the actions taken by the international labor body since its 1981 call for an end to apartheid in South Africa. Delegates will receive a special report from the director general on the steps being taken to defuse the explosive situation in that racially divided nation.
- Election of the 28 government, 14 labor and 14 employer representatives who will serve on the ILO's governing body for the next three years.

The size of the U.S. delegation has not yet been determined because of budget considerations, the State Dept. said, and government, worker and employer representatives have not yet been selected.

SEIU agreement ups weekly wage $62 for 30,000

New York—A last-minute agreement, worked out by the Service Employees and an employers' group representing about 1,000 commercial buildings to avert a strike, provides wage increases totalling $62 a week and other benefits over its three-year term.

The contract, covering 30,000 porters, cleaners, elevator operators and other building maintenance workers, is between SEIU Local 32B-32J and the Realty Advisory Board on Labor Relations Inc. The agreement will likely set the pattern for virtually all the other major commercial buildings in the city, said Local President Gus Bevona.

"In these days of givebacks, nothing comes easily to any union," Bevona said. "Through hard work, however, we were able to achieve the best possible contract for the members and there were no givebacks."

Unanimous approval

The new accord, approved unanimously by the negotiating committee, will increase wages $21 a week initially and by the same amount next January, and increase pay another $20 in January 1989. The average weekly pay rate in the bargaining unit was $409 under the old agreement.

The lifetime limit on major medical benefits was doubled to $1 million and life insurance was increased to $20,000 from $17,500. Dental and surgical benefits were improved and vision care was added for the first time.

The maximum monthly pension benefit was boosted in $25 increments from $425 to $500 for future retirees with 25 years' service who retire at 65. A new employee annuity fund will be set up with employer contributions beginning at $3 a week in the final year of the contract.

Deficits cloud '87 economic outlook

Continued from Page 1

was a major factor underlying the consensus forecast for 3.1-percent GNP growth in 1986. In reality, the trade deficit worsened and economic growth slowed accordingly."

The currency decline has failed to stem the gush of red ink in the trade area for a number of reasons:

- Even though the dollar dropped 40 percent against the Japanese yen, the trade deficit with that country has continued to deteriorate, partially because Japanese suppliers "have been willing to hold down prices and accept lower profit margins to protect" their growing share of the U.S. consumer market.
- There has been little or no decline against the currencies of such nations as South Korea, Taiwan, many Latin American countries and Canada, all of which "have been or are becoming major exporters to the United States."
- Many Asian and Latin American countries link their currencies to the American dollar, "and with cheap labor and more competitive currencies they are displacing Japan as a source of machine tools, cars, steel and electronics."
- The dollar's depreciation doesn't address "the whole array of unfair trade practices used by other nations to close their own markets while they promote their exports to the United States."

Aggravating the trade problem still further, Oswald said, is the huge wage gap between American workers and those in Third World nations—a differential which can't be overcome by pay cuts in this country to achieve the Administration's goal of international "competitiveness" without causing "a substantial deterioration in U.S. living standards which in turn would disrupt worldwide economic growth."

IMF policy hit

Oswald pointed out that the insistence by the International Monetary Fund and the banking industry that debtor nations restrict their imports in order to pay at least the interest on their loans continues to "impede improvement in the U.S. trade balance."

The gloom that has settled over the economy at the start of the new year is evident in the most recent Commerce Dept. data showing that American businesses generally plan no increase in real investment spending in 1987. The reasons, Oswald said, are the continued sluggishness in demand, the low utilization of existing industrial capacity and tax reform provisions dealing with investment tax credit and reductions in depreciation allowances.

Despite Reagan Administration claims that "supply-side economics" would lift the nation out of the doldrums, the fact is that it was consumer spending—demand-side economics—that fueled what little growth took place in 1986.

But installment debt is now at a historic high and that will tend to curb purchases in the months ahead. And workers face a slow advance in personal income because of the loss of better-paying industrial jobs, deregulation, import competition and high unemployment. All of these add up to continued sluggishness in economic growth.

Moreover, there is the specter of a step-up in inflation next year to about 4 percent, the result of anticipated higher oil prices—now that the squabbling seems to have ended between the members of the Organization of Petroleum Exporting Countries—coupled with upward pressure on import prices because of the decline in the dollar's foreign exchange value.

The bottom line in all the optimistic predictions that this year will mark a turnaround in the ailing economy, Oswald said, is the "assumption that the trade balance will improve significantly in 1987." It is an assumption, he declared, that simply isn't borne out by the facts.

EDITORIALS

Cure for a Sick Economy

JOBS PAYING at least a decent living wage are the key to a sound economy and to a healthy society. Low-wage jobs are not a solution to this nation's economic problems.

Plant shutdowns and layoffs resulting from massive trade deficits and waves of unregulated corporate mergers and takeovers are adding to the elimination of jobs that have been the foundation of America.

The shift from goods production to service and sales is leading to fewer middle-income jobs and more low-wage jobs.

Too often, workers are expected to adjust and adapt to the workplace. We are told to cooperate, to make concessions, to be flexible, to be restrained, to work harder.

But the worker alone cannot solve all the nation's problems and make us competitive. Human sweat is not the only component in productivity.

Education, training, research, investment, new technologies, rebuilt plants and a safe and healthy workplace all are components needed to make the worker's arm longer and stronger.

It's time for everyone—employers, the federal government and wage earners—to pull together.

If we don't do what needs to be done, there will be a permanent underclass of 4 to 6 million unemployed in a polarized two-tier society with America's middle class disappearing and everybody's standard of living sinking lower and lower.

—From testimony by AFL-CIO Sec.-Treas. Thomas R. Donahue before the Senate Committee on Labor & Human Resources, Jan. 13, 1987.

Remembering a Friend

THE YEAR was 1961. The occasion was the Fourth Constitutional Convention of the AFL-CIO. It was the afternoon of the third day of the convention and, as is the nature of such occasions, the delegates had sat through quite a few speeches.

They had heard memorable addresses from such notables as President John F. Kennedy and Eleanor Roosevelt. And they heard a memorable address from a young black minister who had come to public attention as the leader of the now famous bus boycott in Montgomery, Ala.

George Meany introduced Dr. Martin Luther King Jr. as a courageous fighter for human rights, and he was welcomed with polite applause. When he concluded, it was to a standing ovation.

Dr. King spoke of the "duality of interests" that unite the labor and civil rights movements, making "any crisis which lacerates you a crisis from which we bleed."

He acknowledged that the labor movement "has done more than any other force in American society" to advance Negro rights. But he had no apologies for black impatience with the pace of labor's commitment. The black community expects more from the trade union movement "exactly as a member of a family expects more from his relatives than he expects from his neighbors."

He spoke of his "dream of equality and opportunity," of his "dream of a land where men will not argue that the color of a man's skin determined the content of his character."

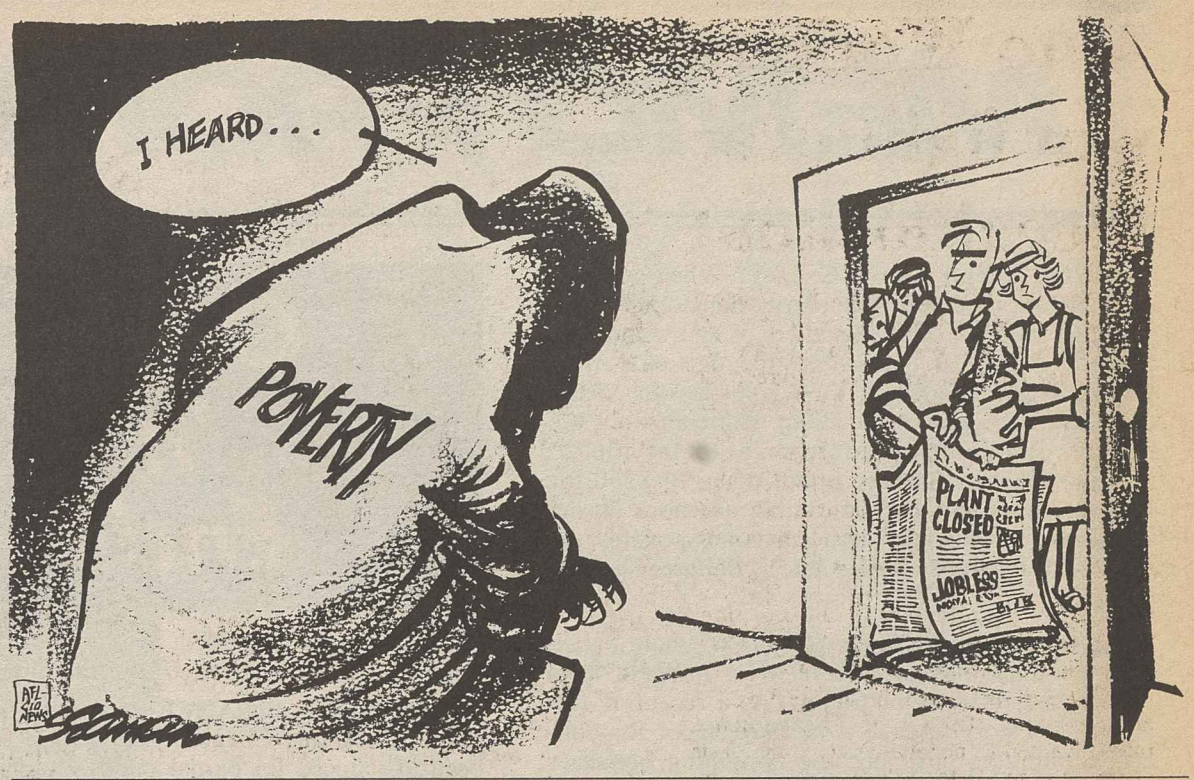
And with a prophecy that so sadly came to pass, he told that AFL-CIO convention:

"Some of us will have to get scarred up, but we shall overcome. Before the victory of justice is a reality, some may even face physical death. But if a physical death is the price that some must pay to free their children and their brothers from a permanent life of psychological death, then nothing could be more moral."

Dr. King met his death from an assassin's bullet while in Memphis to support the strike of sanitation workers, members of the State, County & Municipal Employees.

Is it any wonder that the trade union movement supported the campaign to declare his birthday anniversary a national holiday?

In his too brief lifetime, Martin Luther King Jr. was our warm friend and staunch ally. We cherish his memory.



Washington Window

Spotty economic recovery leaves neediest out in cold

By Press Associates

"Increases in hunger and homelessness in recent years are evidence that the 'economic recovery' has had little perceived impact for the better. Rather, rising housing costs, waiting lists for public housing and the continuing lines at food pantries provide the best argument to the contrary."

This comment is from the U.S. Conference of Mayors' recent report on the rising number of hungry and homeless Americans in the nation's cities in 1986.

The quote is from Boston, which enjoyed relatively strong economic growth during the last few years. Other cities that also reported general economic improvement agreed that gains are not trickling down to the hungry and homeless.

San Francisco: "Generally, the business climate has improved. This improvement, however, has not been experience by all segments of the population, with many individual situations becoming even worse than in previous years. For many, the gap is widening."

Detroit: "While the city has experienced growth . . . for those with no skills, for those with minimum educational background, and for those who have been displaced from jobs because of changing technology, there are not enough training programs and job opportunities. Jobs secured are often at substantially lower salaries than those previously held."

Other cities said that economic conditions have not improved much for any sector of the population, much less for the poor.

Louisville, Ky.: "We see less unemployment, but the positions are usually part-time and without benefits. The statistics show that a family of four needs a wage earner that makes at least seven dollars an hour . . . Because families cannot meet the basic needs on their salary, we are seeing an increase in shelter needs."

Portland, Ore.: "What economic recovery? If poor people have been helped, it is because of the commitment and concern of many in the city, not because of any economic recovery."

Denver: "Our economy has relied on oil and gas, mining and high tech. It is a classic situation of the rich getting richer and the poor getting poorer . . . What economic recovery?"

Of 25 cities included in the survey, all but three reported an increased demand for emergency food assistance averaging 25 percent.

In 24 of 25 cities, requests for emergency shelter rose an average of 20 percent. Low-income households asking for housing assistance increased an average of 40 percent in all but three cities, where it remained the same.

Families needing aid

A significant change in the situation, according to the cities, was the sharp rise in the number of families with children requesting assistance. Four out of five cities reported an average increase of 24 percent.

Reasons cited by the cities for the growing number of hungry and homeless include continued high employment, low-wage jobs, lack of low-cost housing, and cuts in assistance.

The survey demonstrates that, contrary to the Reagan Administration's insistence, charities and local services cannot carry the burden for national recession-level problems.

Most cities reported that nearly one-fourth of the requests for emergency food and shelter were turned down in 1986 due to lack of resources. And 21 cities said they expect the demand for assistance to continue rising in 1987.

The Reagan Administration, however, proposes to kill programs that help state and localities provide emergency food and built low-income housing. The President also wants more cuts in nutrition programs for the poor and children, in community services and in the Medicaid health care programs for the poor.

The Mayors' report confirms what organized labor has been saying for years: There has been no economic recovery for the millions of unemployed, underemployed and poor Americans. Since the President does not fathom the depth of the problem, Congress must act to restore decent living standards for all Americans.

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MEMO FROM COPE

Odds 'n Ends

WHEN DOES LOSING PAY? When you're a staff member of the Republican Senatorial Campaign Committee. The 87 staffers of that committee received $255,250 in *bonuses* the day after their party's Senate candidates took a shellacking at the polls and lost eight seats—along with control of the Senate. Bonuses ranged from $90,000 top to Finance Director Rodney Smith down to $250 for most of the peons. One of the big questions during campaign was how Republicans could possibly get rid of all the money they had. "Bonuses" is one answer.

ANOTHER ANSWER IS, hire a whole bunch of consultants and make sure a lot of them have well-placed relatives or friends. As a recent *Washington Post* story reveals, "The three major Republican committees have become consulting bonanzas for a network of (their own) former employees, White House aides and close relatives of major politicians." Contracts for such consultants start at $3,000 a month and soar from there. President Reagan's daughter, Maureen, collects $5,000 a month. So does daughter of retired Sen. Paul Laxalt. A former Reagan Administration advance man set up a PR shop and collected $220,000 in 1985-86 election cycle. Ed Rollins, Reagan's one-time political aide, got $101,000 for his firm in that same period. Richard V. Allen, Reagan's first national security adviser, is on GOP National Committee tab for $3,500 a month. PR firm of Charles Black, erstwhile RNC political director, pulled in $278,000 in 1986-86, and another former RNC political director was paid $130,000. Apparent champ, however, is Linda DiVall, former high-level employee of GOP House campaign committee. She left that job, set up polling firm, and hauled in $1.2 million in business from GOP committees.

CAMPAIGN FINANCE is expected to be center stage during this Congress. Legislation already has been introduced for partial public financing of U.S. Senate campaigns and for spending and contributions limitations. Other bills will be filed.

LOOKING TO 1988, it appears presidential nominating process will be telescoped even more than originally thought. So-called "Super Tuesday," with primaries/caucuses in 19 states is scheduled March 8. Another large cluster of states might schedule their primaries/caucuses one week later, March 15. Whole shooting match starts February 8. Thus, in five short weeks, nominations conceivably could be locked up in each party.

MONEY HELPS, but it's no guarantee in a political contest. GOP's Marc Holzman spent $1.1 million by October 15 in effort to unseat incumbent Rep. Paul Kanjorski (D) in Pennsylvania's 11th District. He got only 29 percent of vote—46,639. That figures out to $22.77 per vote, and cost will be higher when all accounts are closed out. His opponent spent less than half that.

REAGAN ADMINISTRATION boasts of 9.1 million new jobs created, so don't worry about millions of jobs that have been lost. Administration flacks don't point out that new jobs are mostly in service, technology areas and pay an average of $272 a week, while jobs lost—basically in major industries—paid average of $444. Also, benefits don't measure up in newly created jobs.

WHO'S-IN-CHARGE-GATE brings spate of confessions from journalists who treated President Reagan with kid gloves for years. Many now say they knew all along his "limitations." One who wasn't so easy on the President, but who didn't take the gloves off as often as he now thinks he should have, is *Washington Post's* political columnist Dave Broder, who recently wrote: "Nearly every reporter in Washington—and politician too—knew Reagan had only a fleeting interest in the day-to-day policies and operations of government. But too many of us convinced ourselves that it made no difference, that it was enough to be lucky and popular. Even those of us who were not so bemused generally decided not to make pests of ourselves by harping on our concerns about Reagan's limited intellectual energy."

GOP Sets Targets for Upcoming State Legislative Control Fights

Republicans have started their drive for major state legislative gains in 1988 and 1990 elections. They seek to increase dramatically the number of legislative bodies they control. They want to be the ones to draw the new lines for congressional and state legislative districts following the 1990 Census.

They call it their 1991 Plan. Their ambitions got a hefty boost from the pick-up of eight governorships in 1986, bringing them to a narrow 26-24 deficit in statehouse control.

The GOP aims to hone its program in the few elections scheduled in 1987—gubernatorial and state legislative contests in Louisiana, gubernatorial contests in Mississippi and Kentucky, and legislative races in Mississippi, New Jersey and Virginia.

Planners recently identified targeted states in a publication of the GOP National Committee and noted the number of seats they need to add to win control. These follow:

State Senate—Wisconsin, 4 seats; Washington, 2; Vermont, 5; Texas, 10; Tennessee, 7; Oregon, 3; Oklahoma, 8; North Dakota, 1; New Mexico, 1; New Jersey, 4; Montana, 1; Missouri, 5; Maine, 3; Iowa, 6; Illinois, 2; Florida, 6; Delaware, 3; Connecticut, 8, and California, 5.

State House (or Assembly)—Vermont, 2; Wisconsin, 5; Pennsylvania, 2; Oregon, 2; Michigan, 10; Nevada, 9; Illinois, 9; California, 5, and Alaska, 5.

The party will spend millions of dollars implementing the 1991 Plan by, according to its publication, assisting state and local party bodies, with emphasis on organization at the county level.

Republicans aren't alone in the field. Democrats also got wind of the fact redistricting and reapportionment will follow the 1990 Census and launched their own Project 500 to defend, and gain, control in state legislative houses.

In fact, Democrats were encouraged by recent completion of the count of state legislative results in 1986. The numbers are better for Democrats than they looked in the weeks immediately after the election.

About 7,500 state house and senate seats were up. Both the GOP 1991 Plan and Democrats' Project 500 operated. The most recent count shows Democrats gaining about 180 seats nationally. Overall, Democrats now control 68 of 98 partisan state legislative bodies (Nebraska's legislature is nonpartisan), an increase of five as a result of 1986 voting.

Senate TV Gear Foreign-Made

Trade will be a major issue debated in Congress this year. In the Senate, passionate speeches will be made (for and against improved trade arrangements). The speeches will be telecast now that the Senate cable-beams its sessions.

It's a pity the equipment that's used in the Senate is not American-made. The six cameras and lenses that record the Senate's proceedings were made in Japan, according to an item in the *Wall Street Journal*. The equipment that controls the cameras was made in England.

Only the speeches will be made in America.

Buchanan Boomlet

Move over Jack Kemp, Bob Dole, Pat Robertson, Howard Baker, George Bush, Pete DuPont and others openly interested in the 1988 Republican presidential nomination. You might have unexpected company:

Pat Buchanan.

Pat who?

Pat Buchanan is President Reagan's director of communications. He has a mean bite. He wrote for President Nixon some years back, and is said to have provided Spiro Agnew with some of that pugnacious Vice President's most aggressive lines. He is a political pit-bull with an instinct for the jugular.

He contends Nixon's Watergate mess, and now Reagan's Iran mess, were grabbed by Democrats as an opportunity for "ruination of a Republican presidency," not conceding that the Presidents involved brought on their own troubles.

His presidential boomlet is fueled by right-wing groups and leaders who are all over the map on other potential GOP candidates but seem able to unite behind Buchanan. One of them, a top Jesse Helms operative, even says Buchanan "may be the Churchill of our times." Rightists think they could scrape up $12 million for a Buchanan primary campaign and get $12 million in federal matching funds, certainly enough for openers.

Buchanan himself has not publicly discussed a nomination try, but he's reported to be interested.

Few Last Words For The Dear Departed

"Realignment" died last November 4 at the polls. Many question if it ever existed at all . . . that is the massive and long-term shift of allegiance to their party that Republicans interpreted the 1984 election as representing.

Whether or not realignment ever was, it ain't no more. Post-election surveys demonstrate that among most major voter groupings, a majority voted in November 1986 for Democratic House candidates—or there was a 50-50 split.

Among all voters, the margin was 52-48 Democratic, among males 51-49, among women 54-46. Whites voted 51-49 Republican, blacks 86-14 Democratic and Hispanics 75-25 Democratic.

Union *households* voted 63-37 Democratic, according to the New York Times/CBS poll whose figures follow, but AFL-CIO union *members* exceeded 70 percent.

Apart from the 51-49 GOP edge among whites, the only grouping covered in the Times/CBS survey that favored GOP candidates were persons over $50,000 yearly income.

The figures below demonstrate forcefully that the notion of any long-term realignment was, at best, fanciful. (They demonstrate, as well, that Democrats don't have such a lock on the electorate that they ought to get heady about it.)

1986		DEM.	REP.
100%	TOTAL	52%	48%
48	Men	51	49
52	Women	54	46
87	Whites	49	51
8	Blacks	86	14
3	Hispanics	75	25
16	18-29 years old	51	49
32	30-44	52	48
24	45-59	54	46
28	60 & Older	52	48
26	East	52	48
37	Midwest	53	47
12	South	56	44
25	West	51	49
15	Under $12,500	56	44
26	$12,500-$24,999	53	47
21	$25,000-$34,999	51	48
21	$35,000-$50,000	53	47
17	Over $50,000	47	53
27	Union household	63	37
29	Professional/manager	50	50
14	Other white collar	54	46
14	Blue collar	55	45
2	Agricultural worker	56	44
13	Homemaker	50	50
2	Full-time student	57	43
11	Government employee	62	38
2	Unemployed	63	37
19	Retired	52	48

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Balanced trade policy pressed

Lane Kirkland testifies at Senate foreign trade hearings with Research Director Rudy Oswald, left, and Legislative Director Robert McGlotten.

Kirkland calls for tough bill to curb rampant import glut

By David L. Perlman

AFL-CIO President Lane Kirkland pressed for early passage of a "tough, effective trade bill" to close the gap between exports and imports and to regain lost production, jobs and paychecks.

Any bill that doesn't reduce the trade deficit would be merely "a hollow shell," Kirkland told the Senate Finance Committee. He warned that America's massive trade deficit is a "clear and present danger" to the economy.

Nations that have used unfair tactics to run up a big trade surplus with the United States should be required to reduce exports to this country or buy more American-made products, Kirkland insisted.

Such a deficit-reduction formula was a key provision of the trade bill the House passed in the last Congress, which died when the Senate failed to act. The bill has been reintroduced with a multitude of sponsors and House hearings will soon get under way.

Kirkland, joined by Auto Workers President Owen Bieber and Steelworkers President Lynn R. Williams, made clear labor's expectation that in this Congress the Senate will no longer be the graveyard for House-passed trade legislation.

The start-of-the-session trade hearings reflected the agenda set by the new Democratic majority of the Senate. But committee members from both parties indicated in their comments and questions that they shared many of labor's concerns about trade imbalance.

American workers are the world's most productive, Kirkland noted. But they shouldn't be expected to compete with foreign workers "making a buck-and-a-half a day" in countries that maintain a price advantage by denying workers the right to organize, by using child labor, or by refusal to abide by "even the most minimal health and safety standards."

No country that defies internationally accepted labor standards should be given most-favored-nation trade advantages in selling to the U.S. market, Kirkland insisted.

Falling standards

Kirkland, Bieber and Williams stressed in their testimony and response to questions the human impact of a trade policy that has sacrificed millions of manufacturing jobs and forced down America's standard of living.

"For the first time in our history," Kirkland said, "we have a generation of Americans who cannot reasonably be expected to do as well as their parents did. The middle class is shrinking. Scores of American industries and millions of American workers have been left defenseless against an onslaught of imports."

A collapse of the nation's industrial base would be a hollow victory for the nations that have based their economies on penetrating the U.S. domestic market, Kirkland warned. "If we go down, the entire world economy will go down with us."

Continued on Page 3

USX accord reached on six-month lockout

By Candice Johnson

Strong language on contracting out and a profit-sharing plan with a guaranteed minimum payment are key points of a tentative agreement reached between the Steelworkers and USX Corp.

If ratified by the USWA members, the four-year agreement will end a nearly six-month-long lockout, the lengthiest work stoppage in steel industry history.

Local union presidents representing locked-out USX workers at 25 locations approved the settlement by a 38-to-4 vote, with one official absent. The USWA's 31-member executive board also approved the agreement, authorizing mail ballots to be sent to 33,000 active and laid-off workers who are eligible to vote on the proposal.

Under guidelines established by the USWA's Basic Steel Industry Conference, workers who have been laid off for more than two years cannot participate in contract ratification. The ballots will be counted at USWA headquarters on Jan. 31. The union will hold regional meetings in eight states prior to the vote to give workers an opportunity to discuss the proposed settlement.

Pact's provisions

At a news conference in Pittsburgh, USWA Treas. James McGeehan, the chief union negotiator, outlined the proposed settlement, calling restrictions on the steelmaker's use of outside contractors a central issue in the dispute.

The agreement prohibits contracting out new work inside or outside the plant unless the union agrees or USX can prove that the work is covered by a few exceptions. Work contracted out since March 1983 will be awarded to USWA members unless the company meets 11 criteria proving that contracting out a given job is more "reasonable." The proposed pact eliminates comparative cost and efficiency as valid reasons in most cases and requires the company to give notice to the union of all work to be done by outside contractors.

The settlement would cut the base wage rate by $1.12 an hour, suspend cost-of-living payments, reduce Sunday overtime rates and eliminate three holidays. This adds up to an average hourly wage and benefit reduction of about $2. Workers would give up one week of vacation in the first contract year only, accepting one less holiday and reduced shift differential pay during the first two years of the agreement.

But a negotiated profit sharing plan "gives employees an opportunity to recover their full sacrifices," the union said, with a guaranteed minimum in the form of lump sum payments. Under the plan, workers will earn 10 percent of the first $200 million of pre-tax income reported by the USX steel unit and 20 percent of additional income.

Under the agreement, USX can eliminate 1,346 jobs. But the union won pension improvements and "sweeteners"—including removal of a cap on benefits and eligibility after five years of service—that will allow nearly 2,700 workers to retire. USX also agreed to recall one laid-off worker for every two who choose the early retirement pension plan.

Continued on Page 6

Congress rebuffs veto threat to pass clean water measure

The first substantive legislation to pass the 100th Congress put back on President Reagan's desk the clean water bill he vetoed last fall after the previous Congress adjourned.

Both the House and Senate passed the identical bill Reagan had vetoed by margins big enough to assure that a second presidential veto will be easily overridden. The Senate passed the measure, 93-6, after having rejected a Republican-sponsored compromise by an 82-17 margin. It had passed the House, 406-8.

The legislation is intended to complete the program that was begun in 1972 with the passage of the Clean Water Act to provide federal aid to state and local governments for construction of sewage treatment plants. The labor-supported law has forced cities and industries to purify wastes to acceptable standards before discharging them into waterways.

Funds for the program had been slashed by budget cuts imposed in the first year of the Reagan Administration, but Congress balked at continued White House efforts to downscale the program.

Funding levels

The bill that both the House and Senate passed unanimously last October authorized $18 billion over eight years for sewage treatment, with construction grants gradually being replaced by low-interest loans.

That was three times what the White House had proposed for the phaseout. The vetoed bill also authorized an additional $2 billion for other anti-pollution programs. It included an "anti-backsliding" provision to

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Attack on health care options scored

Reagan scheme would destroy workers' dual choice concept

By Gene Zack

The Reagan Administration is undermining health maintenance organizations by proposing to relieve employers of their present responsibility to give workers freedom of choice in picking health care providers, the AFL-CIO charged.

Under existing law, employers offering health benefit plans to their workers must give employees the right to choose between either the private insurance company chosen by management or an HMO that offers comprehensive doctor and hospital services for a prepaid fee. Management's contribution to the HMO must be at least equal to what it pays to a private insurance company.

The Administration scheme would "destroy the dual choice concept," said Bert Seidman, director of the federation's Dept. of Occupational Safety, Health & Social Security. He charged that the proposed change, published in the Federal Register, was "inconsistent with the Administration's campaign for cost effectiveness in the delivery of health care services."

Seidman said the Administration proposal grows out of Reagan's "ideological opposition to any form of government regulation" in the health care field. Congress enacted legislation in 1973 requiring dual choice to prevent employers from discriminating against health maintenance organizations.

If the Administration removes this requirement, as it proposes to do, it would put "a major financial burden on the backs of workers who want to take advantage of the full range of medical services that HMOs offer," he declared.

In the absence of a dual-choice requirement, Seidman warned, some employers might not only discourage HMO enrollment but also take "a new look at the entire range of health care coverage with

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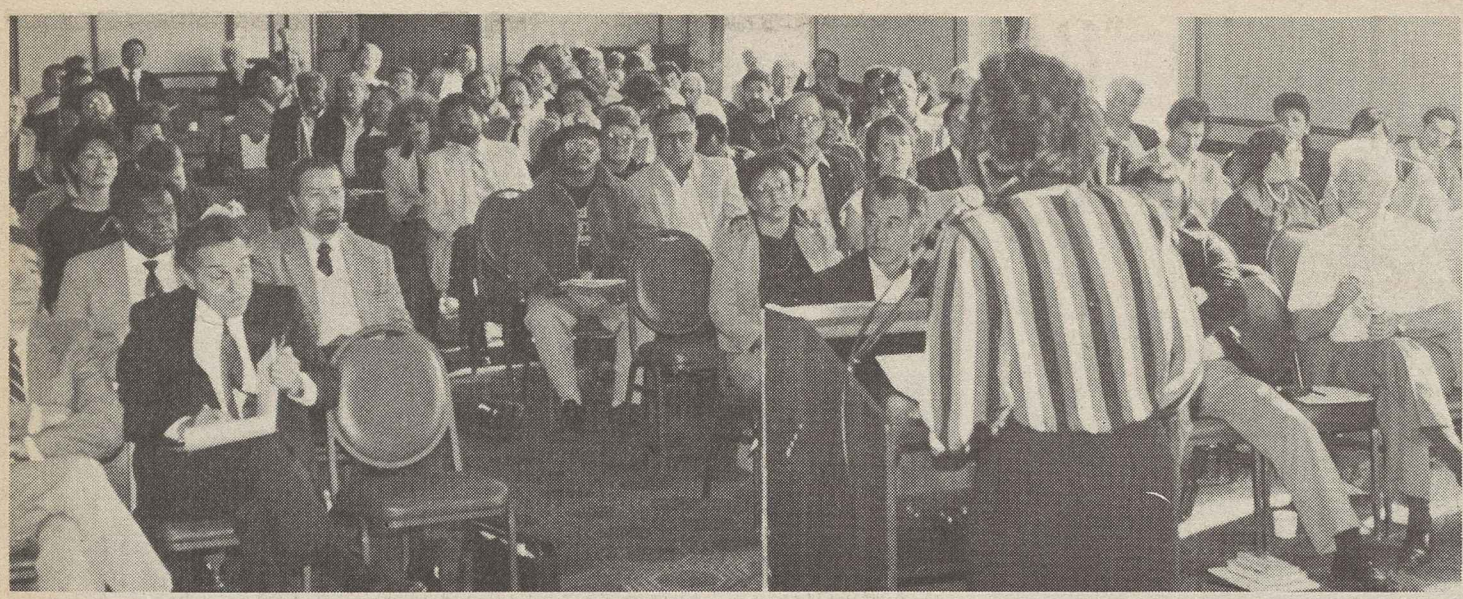


Beth Zacovic of the National Center for Immigrant Rights explains amnesty program for undocumented workers to 300 union delegates at a Los Angeles County AFL-CIO planning session.

Labor seminar

New immigration rules explored

Los Angeles—A major effort to help undocumented aliens qualify for amnesty under the new immigration reform law was kicked off by the Los Angeles County AFL-CIO.

At the national level, labor has committed substantial resources to the immigration assistance program, Federation Organization & Field Services Director Charles McDonald told a conference here.

The AFL-CIO will work through local and state bodies, McDonald said, praising the 300 participants for their "enthusiasm and energy" in extending aid to members and their families who qualify for legal resident status under the new law.

Steve Nutter, regional director of the Ladies' Garment Workers and chairman of the assistance committee, said the program is in keeping with labor's long-standing commitment to help ease "economic and social dislocations."

With a million of the potential new citizens concentrated in the Southern California area, said Director David Sickler of AFL-CIO Region VI, the committee will hire a full-time coordinator to help with the amnesty applications.

"There's never going to be enough money, enough staff or enough time to satisfy the need to help immigrants in the Los Angeles area," Sickler said. "But there could never be more passion and commitment to bettering their lives and to expanding our labor family."

Nationwide program

The federation will invest substantial funds to underwrite the nationwide program, McDonald said, and has taken these additional steps to help ease the transition of workers from undocumented status to citizenship:

- Creation of a task force chaired by Research Director Rudy Oswald to coordinate the activities.
- Preparation of a summary of the law by Associate Legal Counsel Janet Kohn, who is working with the AFL-CIO Lawyers Coordinating Committee to advise local unions and their members.
- Distribution of a new pamphlet summarizing the new law for undocumented workers and employers. It will be available in Spanish, Korean, Cantonese and other languages.
- Application by the Human Resources Development Institute for designation as a voluntary agency that will receive federal funds in return for counseling undocumented workers and processing their applications for citizenship.
- Appointment of Kevin Kistler of the organizing department to coordinate distribution of training materials, amnesty assistance kits and audio-visual materials developed by the Labor Council for Latin American Advancement.

Taking part in immigration conference are, from left, AFL-CIO Organizing Director Charles McDonald, Los Angeles AFL-CIO President J.J. Rodriguez, ILGWU's Steve Nutter, Region IV Director David Sickler and County Federation Executive Sec.-Treas. William Robertson.

Executive Sec.-Treas. William Robertson of the county central body told conferees labor has a "debt and duty" to help immigrants achieve decent working and living conditions, and to be free from fear of exploitation.

"For a century, organized labor has been a gateway for welcoming immigrants to the freedoms and benefits of American life," Robertson said. "As our grandparents and parents were helped, so unions must pull together now to help this newest wave of legalized aliens and future citizens."

INS outlines strict policy on new hires

Employers will be required to verify the citizenship or legal alien status of all new employees within 24 hours after they're hired, according to preliminary rules drafted by the Immigration & Naturalization Service.

The proposed regulations, intended to carry out provisions of the new Immigration Reform & Control Act, would mark the first time that Americans will be required to present proof of citizenship when applying for jobs.

Applicants would have to show two documents that could include a driver's license bearing the individual's photograph and a social security card. Employers would be required to examine these documents and certify that they "reasonably" appear to be genuine.

The new law subjects employers to civil fines ranging from $250 to $10,000 for each illegal alien hired, depending on the number of prior violations. The proposal to include all new workers in the procedure was designed to prevent discrimination against job applicants based on race, color or ethnic surname.

Proof needed

Undocumented aliens seeking amnesty will have to show proof of "continuous residence" in the United States since Jan. 1, 1982. Such evidence could include pay stubs, utility bills, letters from employers, school or hospital records, rent receipts, bank statements or motor vehicle registration certificates.

A draft of the new regulations indicated that the government is considering imposing application fees on those seeking legal status. The fee would be $100 for each application and $50 for any appeal from an INS denial of amnesty.

Agency officials made clear that this and other provisions are still in a "highly preliminary" stage. The INS will be accepting comments on the draft until Feb. 5 before publishing a final version in the Federal Register.

The requirement for documentation does not apply to present employees. But new job applicants must fill out a government form that requests biographical information and requires the applicant to certify, under penalty of perjury, that he or she is a citizen or an alien legally entitled to work in the United States.

The employer must also sign the form and list the documents examined to establish the worker's identity and eligibility. The employer must keep the form for three years or for a year after the worker has left the job, whichever is longer.

Several AFL-CIO affiliates, including the needle trades, Service Employees, Carpenters, Farm Workers and Hotel Employees & Restaurant Employees have established counseling and legal assistance programs to help undocumented workers achieve legal status.

Donahue calls for U.S.-Japan trade cooperation

Tokyo—American and Japanese trade unions must work together to assure "growth and economic expansion" that will enable workers in both countries to improve their living standards, AFL-CIO Sec.-Treas. Thomas R. Donahue asserted here.

Addressing the 23rd national convention of the Japanese Confederation of Labor (Domei), Donahue called for "labor solidarity across political borders" to solve the vexing problem of international trade.

Donahue conceded that dealing with the "particularly painful issue" of trade is not easy for the respective trade union centers.

"It is one thing to agree on the need to speak out or take action on some question of morality or human rights, such as South African apartheid or Soviet aggression in Afghanistan," he said. "It is quite another matter to speak with one voice on matters of international trade policy and competition."

This is because the problems of employment and unemployment are "national problems . . . which touch on sensitive issues of national pride and prosperity and members' jobs," Donahue told convention delegates.

But the AFL-CIO and Domei have already made progress in this area, through the Trade Union Advisory Committee of the Organization of Economic Cooperation & Development. Last year, Donahue recalled, the two labor centers issued a joint plea to their respective governments to take specific action to spur full employment and economic growth.

"The United States faces a national crisis resulting from our enormous trade deficits, which have increased steadily over the past six years to reach $173 billion in 1986," Donahue declared.

Deficit burden

"No nation can accept such deficits, and the international system of trade will be threatened by it," he continued. "No other nation in the world would have allowed this situation to reach these serious proportions. No other nation in the world would have left its markets as open as we have, to our detriment and at the expense of U.S. workers' jobs."

The toll has been devastating, Donahue said. Unemployment has been stuck at 7 percent for more than six years. More than 2 million manufacturing jobs have been lost. Average weekly earnings have declined 9 percent since 1977. And 60 percent of the new jobs created in retail trades and services pay less than one-third the average manufacturing rate.

He reminded his audience that of the total $173-billion trade deficit last year, one-third—or $58 billion—was with Japan. That's nearly five times the $12-billion trade shortfall of six years ago and "some strong and definitive action must be taken to cut that deficit" drastically this year.

Donahue expressed pleasure that Domei and the Japanese government are about to launch a "serious effort" to reduce the standard workweek to 40 hours. He pointed out that there is a belief that the American workweek must drop to 35 or 32 hours "if we are ever to provide full employment."

He acknowledged that Japanese workers and their unions have had to wrestle with "grave dangers" in the past year. Among the problems have been enormous and rapid technological changes, the development of trade competition from many other countries and the hardening of the yen on the international money markets. All of these developments, he agreed, "create difficulties for Japanese workers."

American workers "have no desire to make things harder for Japanese workers or for themselves," Donahue told delegates, "but we must insist that our movements and our governments work to find rational solutions to these problems immediately. A failure to take prompt action will make the eventual solution even more painful."

Exploiting workers

The current trend, in which both Japanese and American employers "seek to exploit the cheapest labor force they can find anywhere in the world, is no answer for anyone," he emphasized, adding:

"In the long term, there is no alternative to economic expansion. Unless the world economy can sustain greater economic growth, the crisis will worsen and trade relations will further deteriorate.

"It is only in growth and economic expansion that the workers will receive a more equitable share and be able to improve their living standards. And it is only through growth of internal economies that workers in less-developed countries can hope to improve their conditions."

Economy fizzles in '86 as real earnings plunge

GNP growth slips to four-year low

The nation's sputtering economy, tethered to a soaring foreign trade deficit, posted a recession-threatening 1.7 percent growth for the final quarter of 1986, ending the year with an anemic 2.5 percent rate. That was the lowest level of economic growth since the 1982 Reagan Recession. The gross national product represents the value of all goods and services produced during the year.

The GNP bombshell came close on the heels of a report showing that the real earnings of American workers nosedived nine-tenths of 1 percent in December.

This left workers' families stuck in an economic rut, with the purchasing power of their earnings an insignificant one-tenth of 1 percent ahead of where it was in December 1985.

As a result of Reagan Administration policies, particularly in the area of a gaping foreign trade deficit, the buying power of workers' paychecks has been driven down a sharp 4.8 percent since 1979.

Hours fall

The December loss resulted from a one-tenth of 1 percent drop in hourly earnings and a sixth-tenths of 1 percent decrease in average weekly hours. These factors were accompanied by a two-tenths of 1 percent rise in the consumer price index.

AFL-CIO Research Director Rudy Oswald said the economy's poor performance in the closing months of 1986 "further dampens the chances of a pickup this year." The nation's foreign trade deficit has become an anchor on the economy, Oswald said.

The slump in the economy in the fourth quarter confounded Reagan Administration economists, who had predicted an upturn. The 2.5 percent GNP growth for the entire year contrasted with the Administration's prediction a year ago that the growth rate would be 4 percent for all of 1986.

Instead of rebounding from the 1985 growth level of 2.7 percent—which was considered a subpar performance—the slump worsened. The result was the poorest showing since the GNP declined 2.4 percent at the recession's height.

The Bureau of Labor Statistics reported that 1986 saw the biggest respite from inflation in a quarter-century, as consumer prices rose only 1.1 percent.

But the figures were distorted by a 60-percent plunge in crude oil prices that followed last winter's collapse of the Organization of Petroleum Exporting Countries' cartel. This translated into a 30.7-percent drop in retail gasoline prices over the year and a 29.9-percent decline in home heating oil costs.

Except for energy, consumers found little relief from inflation. Prices rose 5.8 percent for new automobiles, 3.7 percent for food, 1.8 percent for housing and nine-tenths of 1 percent for clothing. And the cost of medical care still raced ahead of all other components in the marketbasket of goods and services—up a steep 7.7 percent in the past 12 months.

In other economic news:

- The Federal Reserve Board reported a five-tenths of 1 percent gain in industrial output for December. The increase was primarily in the production of consumer goods, defense equipment and nondurable items.

While the Administration took a rosy view of the third successive monthly increase in output, most economists were wary. At least some of the spurt, they said, was generated by pressure on consumers to make major purchases before the repeal of the sales tax reduction as part of the new income tax structure.

Slowdown forecast

The result, analysts said, could be a slowdown in growth in the first quarter of 1987.

- The government reported that the operating rate of the nation's factories, mines and utilities rose two-tenths of 1 percent between November and December. But the latest rate was still 1 percent below the level for the same month in 1985.
- Housing construction jumped sharply in December, helping to give the industry its best year since 1978. The figure was 13.7 percent higher than for November—the first monthly increase in housing starts since August—and was a 3.7 percent improvement over 1985.

For the entire year, the Commerce Dept. said, construction began on 1.8 million homes and apartments. It was the highest annual total since the 2-million mark set eight years earlier.

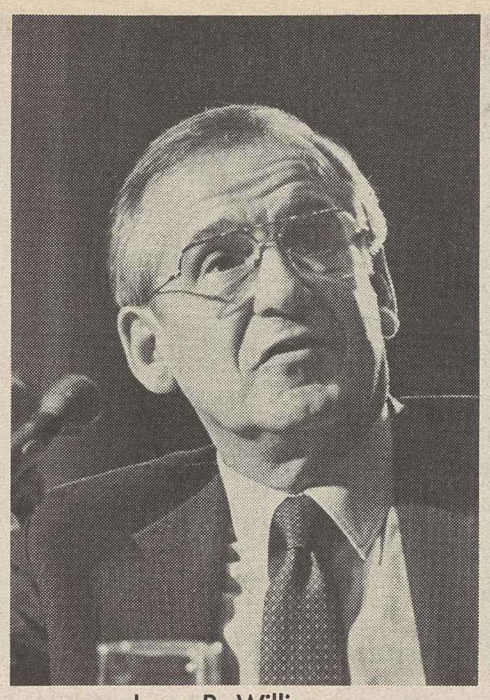
- Applications for building permits, considered a good sign of future construction industry activity, shot up 17.4 percent in December. It was the biggest monthly increase in more than six years. However, government analysts pointed out that much of the spurt was concentrated in California where builders were trying to beat higher permit fees that took effect Jan. 1.

AFGE suit blocks random drug testing

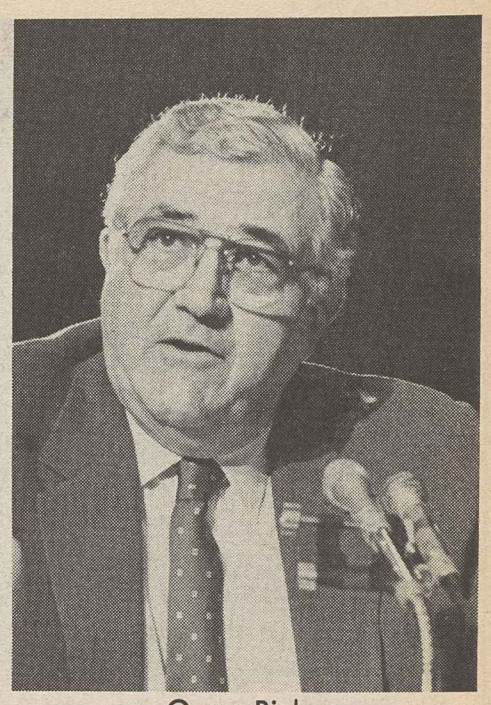
Savannah, Ga.—A suit by the Government Employees has blocked imposition of a random urinalysis drug-testing program at the Ft. Stewart-Hunter Army Airfield complex in Georgia.

District Court Judge D. Avant Edenfield issued a preliminary injunction to halt the program pending further court consideration. The AFGE suit challenged the constitutionality of the random testing program, which had been put into effect for civilian police officers represented by the union.

The court order bars the Army from further testing of Ft. Stewart police officers without reasonable suspicion of drug use and stops the facility from requiring consent to such random testing as a condition of employment.



Lynn R. Williams



Owen Bieber

'Tough trade bill' pressed to curb job-gutting imports

Continued from Page 1

Williams said U.S. steel companies can't compete with foreign producers that have used unfair trading practices to capture a large share of the U.S. market.

Steelworkers have made "painful" wage concessions to help their employers stay in business, Williams reminded the panel. But wage cuts without a new direction in U.S. trade policy merely "lower our standard of living," he pointed out. And efficiencies in production haven't kept steel employment from plunging from more than 400,000 production workers to a current level of about 172,000.

Bieber said the opening of the U.S. market to unrestricted auto imports has had an impact that has spread through the entire economy, with the threat of worse to come. Yet another half-million U.S. jobs may be lost in the absence of a policy shift, he warned.

The Administration's "commitment to the policies of the past," Bieber said, has translated into higher unemployment and greater income inequality. U.S. trade policy should seek to strengthen domestic production, he urged.

Kirkland noted that neither the Administration's "rhetoric" nor two years of declining dollar exchange rates have kept the trade deficit from rising. And any relief through the lengthy process of multilateral negotiations is "years away" at best, he warned.

No solution

While any trade relief is welcome, he testified, the focus of the Administration's effort "leaves something to be desired." America's trade deficit with Korea isn't going to be reduced significantly by making it easier for U.S. firms to sell insurance in Korea, Kirkland suggested.

Kirkland and the other labor witnesses opposed Administration proposals to end the vestiges of the trade adjustment assistance program that Congress established to help workers hurt by the nation's liberalized trade policies. When originally instituted, it provided a higher and longer level of unemployment compensation for workers whose jobs were wiped out, along with retraining and job search assistance. Benefits have since been cut back.

The Reagan Administration, which has sought for several years to end the program entirely, is now proposing to substitute an expanded program of job assistance for dislocated workers, regardless of the cause of a plant closing or major layoff.

In response to a question from Committee Chairman Lloyd Bentsen (D-Tex.), Kirkland said trade adjustment assistance should be restored to its original level, not brought to an end.

Broken promise

He said the AFL-CIO would welcome additional funds and resources to deal with the problems of the unemployed, "regardless of the cause of unemployment."

But he reminded the panel that trade adjustment was part of the "bargain" that led to approval of the original trade liberalization bill back in the Kennedy Administration. All the news and editorial comments at the time, Kirkland noted, emphasized the "generous" trade adjustment provisions.

That promise should be redeemed, he urged. As for the cost of the program, Kirkland suggested that it would be fair to require that "a major share of the cost of trade adjustment" should be borne by "those who exploit American markets." An import tax to fund adjustment assistance came close to enactment in the last Congress.

Kirkland said countries that have relied on exports to the United States to support their expanding and often subsidized industries should be encouraged to enlarge their own domestic markets for the goods they produce.

"That means expanding consumer purchasing power—higher wages," Kirkland said. "One sure way to do that is by recognizing the legitimate rights of labor," he insisted.

"American workers are not too well paid, and the American standard of living is not too high. Foreign workers are too often too poorly paid, and their standards of living are too low," Kirkland asserted.

Raising standards

Kirkland endorsed legislation introduced by Sen. Bill Bradley (D-N.J.) to reduce the heavy debt burden incurred by less-developed nations. That would ease the pressure on these economies for expanding exports and holding down domestic living standards, he noted.

"The task is not to reduce the quality of life in America to the lowest common denominator but to raise it—and to raise the world to that higher level. Let us do that by exchanging our goods with other countries, and not our standard of living," he urged.

It's up to Congress to "exercise its responsibility," Kirkland insisted. "We need legislation that recognizes the magnitude of the problem, and takes the steps needed to bring about a solution. Anything less is just smoke and mirrors."

Trade privileges lifted for rights abuses

The Reagan Administration ended special trade privileges for Nicaragua and Romania and "suspended" Paraguay from receiving preferential treatment because the three countries systematically violate workers' rights.

At the same time, Special Trade Representative Clayton Yeutter indicated he would continue to review the workers' rights issue in Chile for another year.

When Congress voted an eight-year extension of the Generalized System of Preferences—which grants duty-free status to imports from less-developed countries—it directed the trade representative to make sure that beneficiaries adhere to the International Labor Organization's criteria for workers' rights.

These include the right of association, the right to organize and bargain collectively, prohibitions against forced or compulsory labor, an end to child labor and acceptable standards for wages, hours of work and occupational safety and health.

The trade representative began a two-year study of compliance in 1985. At that time, the AFL-CIO called for ending the preference for ten countries with the worst workers' rights records. In addition to Nicaragua, Romania, Paraguay and Chile, the list included South Korea, Suriname, Taiwan, Guatamala, Haiti and the Philippines. The federation detailed working rights violations in each of these countries and called for effective enforcement of the new law.

Decisions delayed

Since then, there has been a change of government in the latter three countries. The federation asked that the decision on those countries be suspended to give them a chance to put fair labor programs in place.

The Administration gave no explanation of what it meant by "suspension" of Paraguay. Nor did it indicate that it would continue to review the practices in any of the offending nations except Chile.

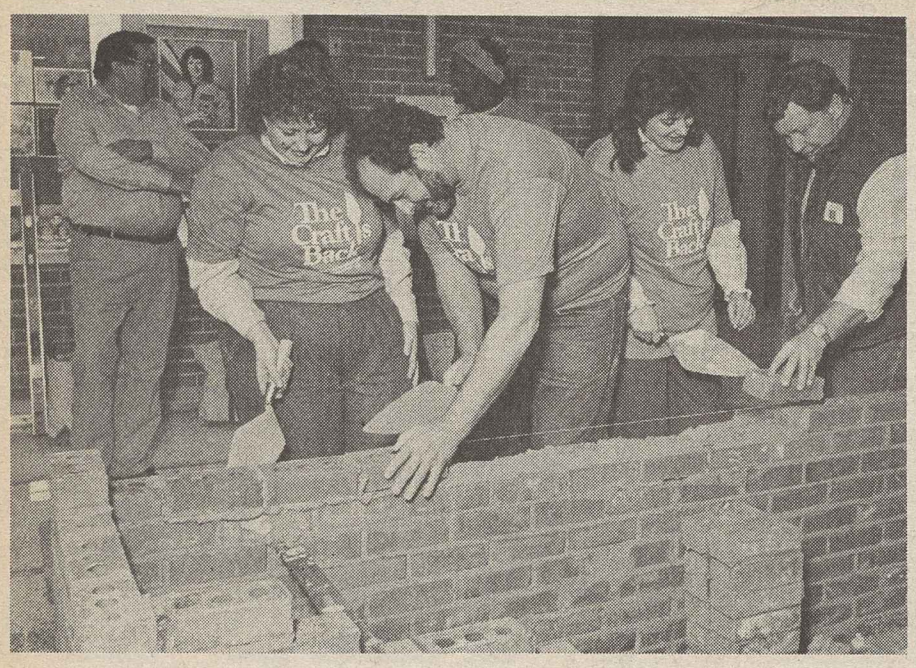
In a related action, the Administration reduced by some $3 billion the amount of trade from the 140 countries currently eligible for duty-free treatment under GSP. But it accompanied this decision with an open-ended "waiver" that could mean as much as $2 billion more in imports—primarily from Singapore, Malaysia, the Philippines, Hong Kong, South Korea and Taiwan.

Among imports being given a free hand under this procedure will be telecommunications equipment.

Testifying before the Senate Finance Committee on the need for strict trade legislation, President Lane Kirkland made clear the irony in granting the waiver to Singapore.

In 1985, Kirkland told the committee, American Telephone & Telegraph Co. announced the closing of a telephone equipment plant in Shreveport, La., throwing more than 1,000 American workers out of their jobs.

At the same time, AT&T disclosed it was opening a similar production facility in Singapore. The output from that plant will now be admitted to the United States without restrictions as a result of the Administration action.



Teachers Pat Mangum, left, and Donna Thompson lay brick with BAC's Rod DuChemin and Bruce Voss for Christa McAuliffe memorial.

'Friends of Christa' honor fallen astronaut-teacher

Lanham, Md.—Several AFL-CIO affiliates are building a memorial to astronaut-teacher Christa McAuliffe, who died a year ago in the NASA Challenger space shuttle disaster.

The memorial, a brick and glass display case, is being erected in the lobby of the Thomas Johnson Middle School in Lanham, where McAuliffe worked from 1971 to 1978 as an active member of Teachers Local 2150.

The teamwork to build the memorial involves members and officers of the Teachers, Bricklayers, Painters and the State, County & Municipal Employees.

Following the Jan. 28, 1986, explosion of the National Aeronautics & Space Administration Challenger seconds after blast-off, the "Friends of Christa" was formed to raise funds for the display case to preserve the memory of McAuliffe's ideals for future students at the school.

The display case will include an astronaut's flag with black border, a letter from the President, and pictures and other mementoes of McAuliffe's, showing her dedication and her life's work.

McAuliffe, a staunch union supporter, was on the local AFT bargaining committee and was instrumental in getting fellow teachers at the Johnson school to join the union. It was because of her strong union sympathies that her friends sought labor support for the memorial.

Journeymen Bricklayers and apprentices from BAC Local 6 in Washington, along with several members of the union's international staff, built the brick base that will support the display case. The BAC volunteers worked on the project along with two of McAuliffe's close friends, Pat Mangum and Donna Thompson, who laid the final bricks on the monument's base.

"It is really appropriate to have apprentices working on this project," said Mangum. "Christa was so involved in teaching the young, and she had a hands-on philosophy of trying to bring the two kinds of education together—the practical and the theoretical. She would have liked to see these young people working."

Union painters are preparing the display case that will be installed on the brick base.

The AFT has established a scholarship program at Maryland's Bowie State College in memory of McAuliffe where she earned a graduate degree while teaching at Lanham.

Astronaut-teacher Christa McAuliffe aboard the shuttle craft.

Injury logs 'sanitized'

Union says Iowa Beef fakes OSHA reports

By Arlee C. Green

The Food & Commercial Workers charged that the nation's largest beef packing company, Iowa Beef Processors Inc., "willfully and knowingly" deceived the Occupational Safety & Health Adminstration by keeping two sets of books, one of which "sanitized" the injury and illness logs in 1985 and 1986 at its Dakota City, Neb., plant.

UFCW Local 222 which represents 2,800 workers at IBP's flagship packinghouse filed a complaint with OSHA against the firm, citing "extensive evidence" of dual record-keeping, including proof that the log with the "sanitized" figures was presented to OSHA inspectors. Local 222 Business Agent William Schmitz called the injured IBP workers "victims of a lawless workplace."

IBP, which had sales of $6.5 billion in 1985 and profits of $144 million, locked out its Dakota City employees after the Local 222 members voted 2,250 to 50 to reject a take-back contract offer in December. The company proposed to freeze wages for four years, end time-and-a-half after eight hours work, raise worker costs for health insurance, and set up a two-tier wage scale.

IBP workers have not had a general wage increase in five years, and in the last contract, pay was cut $1.07 an hour. Wages now range from $5.90 an hour to $8.20.

Tip of iceberg

UFCW Vice President Lewie Anderson, head of the packinghouse division, said the union's complaint rests squarely on IBP's own injury and illness records. He explained that local union officers asked for and received the records for 1985.

In response to a later request, the company provided a different set of records to the union. The first set, Anderson said, showed 1,800 injuries and illnesses occurring in a portion of the plant over a three-month period. The second set showed only 160 incidents for the same period.

Pointing out that the records cover only a portion of the plant, Anderson said, "We believe OSHA will find the UFCW's complaint against IBP and our evidence of fraudulent record-keeping to be the tip of a hideous iceberg.

"We demand that OSHA immediately conduct a detailed investigation of IBP, and that evidence of illegality be turned over to the U.S. Attorney's office for possible criminal prosecution."

Further, the union called on OSHA to abandon its policy of relying on employer-maintained injury and illness logs to conduct inspections. "This misguided policy is an invitation to employer abuse of workers' rights to a safe workplace," Anderson said. The last full wall-to-wall inspection of the meat packing plant was in 1983.

Most concealed

Stressing that even if the company had erred by providing records kept at just one of the two nurses' station, a careful comparison of the two logs "proves that IBP grossly underreported injuries and illnesses in its 'official' submission to OSHA, and there may be thousands more," Anderson said.

The complaint cites a number of cases not reported in 1985 that should have been and incidents recorded on one set, but not the other. "The first set of logs shows a typical week at IBP," Anderson, while the "logs that OSHA got did not."

In analyzing the sets of records, the UFCW found 117 separate incidents registered in one week. Of this, 21 cases or 18 percent were reported to OSHA, while 30 others should have been, bringing to 21 the number of recordable incidents—44 percent. The union lacked enough information on 21 cases to classify them, and 45 others were not required to be reported under OSHA standards.

In addition, a mathematical error on the "sanitized" log lowered the recorded lost workdays by 100, thereby improving the lost workday rate, Anderson noted.

"How do you explain injuries ranging from knife cuts causing nerve damage or requiring stitches, dislocated wrists resulting in months of restricted work, back injuries from which workers never recover, and illnesses like carpal tunnel syndrome that have permanently crippled young workers not being reported to OSHA at all, or being trivialized because IBP underreports the number of lost workdays that results?" Anderson asked.

The union has signed affidavits from workers testifying in all these cases, "yet OSHA never hears—or reads—of their pain," Anderson said.

Reagan health care proposal attacks options for workers

Continued from Page 1

the objective of reducing the level of benefits they now provide their workers."

The Administration's plan to issue regulations undoing the will of Congress could mean the loss of millions of dollars in payments to HMOs, he pointed out.

"This could force these health care providers either to raise their premiums substantially or make drastic cuts in the comprehensive care they now provide," Seidman warned.

HMOs have enjoyed a rapid growth in recent years, Seidman noted, precisely because they have been more cost effective than the fee-for-service plans offered by private insurers. Some 23 million Americans currently are members of health maintenance organizations.

Dr. William L. Roper, administrator of the Health Care Financing Administration in the Dept. of Health & Human Services, defended the Administration decision on the ground that the present law "unduly restricts the ability of employers to manage their employee benefits."

Roper called it an "unnecessary intrusion" by the government in the health insurance business and contended that dual choice has "the potential to increase considerably an employer's overall health benefit costs."

Seidman sharply disagreed. "The employer is not required to put one more cent into prepaid health insurance plans than he does in the fee-for-service policies he now buys in the marketplace," he declared.

Moreover, HMOs offer coverage at, or below, the rates charged by private insurers, he emphasized, and therefore act as a spur to the insurance industry to keep its prices at reasonable levels.

The government has recognized the value of HMOs in connection with Medicare. They offer beneficiaries the opportunity to have their Part B payment channeled into health maintenance organization plans.

Nearly 1 million Medicare beneficiaries have opted to go this route in order to keep their out-of-pocket medical costs from skyrocketing.

Veto-proof clean water bill passed

Continued from Page 1

prevent the weakening of existing pollution control standards. And it set up a new program to identify and clean up toxic pollutants in water.

Reagan sought to mobilize the Republican votes he would need to prevent a second veto from being overridden.

Despite the bill's bipartisan sponsorship, the President used his weekly radio broadcast to the nation for a political attack. If the Democratic leadership of Congress continued to push the legislation, Reagan charged, it would send "a clear signal that they've sided with those who want to raise your taxes."

That didn't scare the Democratic leadership, nor did it win many Republican votes.

In the Senate, newly switched from Republican to Democratic control, GOP Leader Robert Dole tried to save face for Reagan with a $12 billion substitute that included fewer federal controls.

But a majority of his own party joined with all 55 Democrats to defeat the substitute and in effect serve notice that they were also prepared to override a veto.

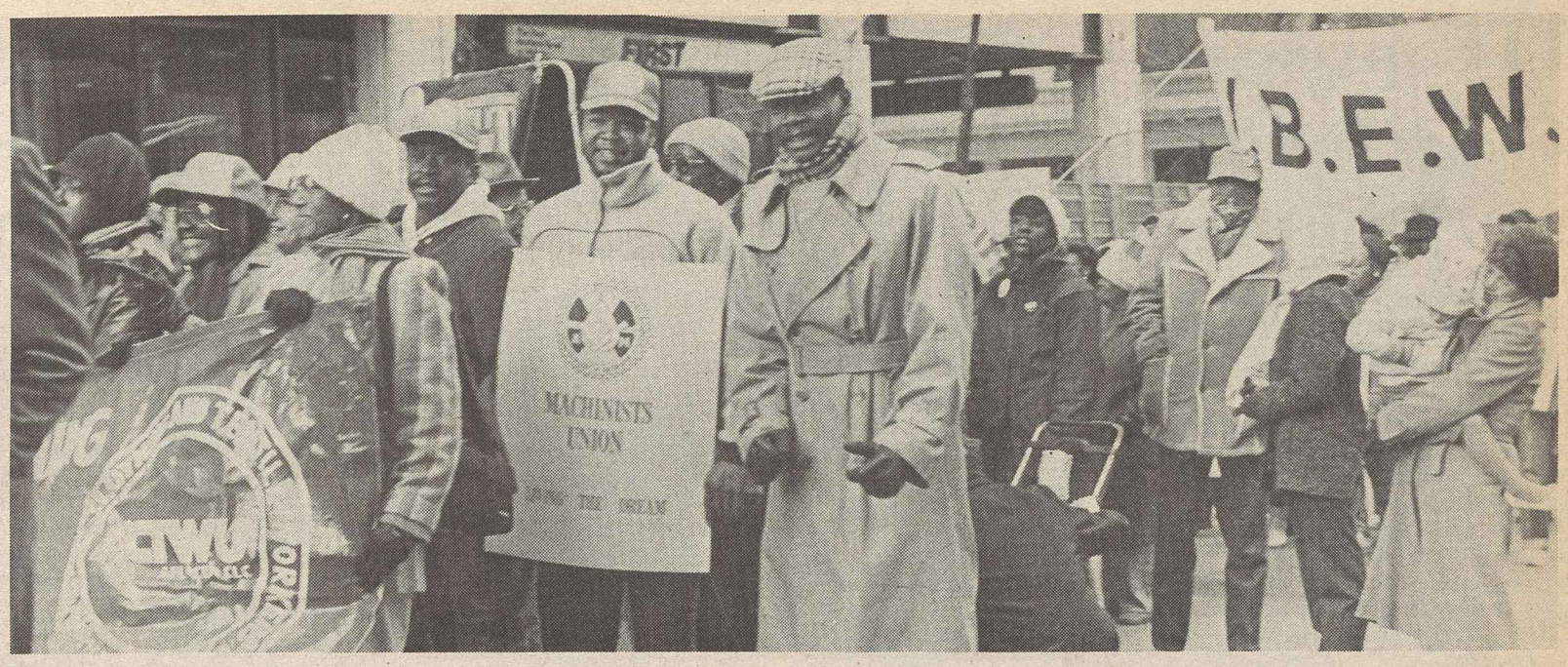
Dole read some prepared remarks about federal funds for sewage treatment plants being "poisoned with federal controls" and warned that Congress would be giving the Environmental Protection Agency "more power than a king."

But when his substitute was defeated, he joined in voting for the once-vetoed bill, leaving only a corporal's guard of hard-core Reaganites to oppose the legislation.

The clean-water bill carried the priority designation, H.R. 1, a coveted number assigned by the House leadership. As the Senate was approving H.R. 1 intact, sending it to the White House, the House passed another high-priority bill, H.R. 2.

That measure renews funding for labor-supported highway and mass transit programs. It had been derailed in the closing days of the last Congress by a House-Senate conference dispute over easing the 55-mile-an-hour speed limit and some other differences.

For the record, the House leadership gave the designation H.R. 3 to the trade bill it passed last year which died in the Senate when Congress adjourned. Hearings on the measure are expected in early February.



Union members on the march in Atlanta.

Sharing King's dream

Across the country, union members and civil rights activists joined in community celebrations and paid tribute to the dream of Martin Luther King.

In speeches, marches, religious rites and other observances, Americans joined hands to honor the civil rights leader who was slain in Memphis, Tenn., where he went to lead a peaceful march of striking sanitation workers.

In Memphis, union members, church leaders and the civil rights community joined in a sad march to the Lorraine Hotel—the place where King was shot nearly 19 years ago—then gathered at the State, County & Municipal Employees' union hall for an afternoon tribute to the civil rights leader.

A weeklong celebration in Atlanta was organized by the King Federal Holiday Commission—a coalition of labor, management and government organizations—and the Martin Luther King Jr., Center for Nonviolent Social Change, headed by Coretta Scott King.

Awards and discussions

Activities included a breakfast, where Farm Workers President Cesar Chavez and Georgia AFL-CIO President Herb Mabry received awards from the King Center, and a social responsibility seminar, where Sec.-Treas. Jacob Sheinkman of the Clothing & Textile Workers spoke of labor's commitment to public education as a means to achieve a fair and just society.

And on Jan. 19, a week of gray skies gave way to sunshine as the day's tribute to King began with a wreath-laying ceremony at his grave and an ecumenical service at the Ebenezer Baptist Church, followed by a parade through the city with floats, bands and marchers.

Despite freezing weather, residents of Phoenix were on the march Jan. 19, to protest the cancellation of the King holiday by incoming Republican Gov. Evan Mecham.

Last year, the Arizona Senate designated the third Monday in January as a state holiday, but the effort was defeated in the House by one vote. Gov. Bruce Babbitt (D) then issued an executive order proclaiming the state holiday, but his order was rescinded by Mecham earlier this month.

Candlelight vigil

Union members joined in an evening candlelight vigil honoring King, then marched to the state capitol the following day with more than 50,000 petitions demanding recognition of the national holiday.

In Mobile, Ala., Columbus, Ohio, and Miami, union members joined in community marches honoring King, while rallies and religious observances marked the day in Chicago, New York and Baltimore.

Special labor programs celebrating King's memory were held in Philadelphia, St. Louis and Bloomington, Ind., while Los Angeles-area union members joined in a labor breakfast.

In Detroit, the Teachers paid tribute to King with a $10,000 contribution to three scholarship funds that help students who are planning to become teachers.

As part of the celebration, the AFL-CIO distributed posters, flyers, pamphlets and a video on King's life to affiliates and union members. Many labor newspapers paid tribute to King in editorials and special editions, some reprinting King's "I have a dream" speech, others recalling his visits to their communities.

Coretta Scott King

Teachers and students

Labor veterans remember early days of King and civil rights struggles. From left, Henry Brock, Laborers; Arline Neal, Service Employees and William Pollard, executive deputy director of the NAACP and former AFL-CIO civil rights director.

Letter Carriers ride on union-sponsored float in Atlanta parade.

Phoenix residents send a message to Republican Gov. Evan Mecham.

Arizona public employees march to state capitol, seeking recognition of the King holiday.

ITC pressed to keep lid on steel imports

The Steelworkers and management called for a three-year extension of import restraints on specialty steel imports to restore jobs and help the industry get back on its feet.

Battered by competition from abroad as the result of overt subsidies by foreign governments, employment in the industry has plummeted 26 percent since 1979—from 48,000 jobs to 34,000 jobs. Imports claimed 19.3 percent of the domestic market in the first 10 months of 1986. A year earlier, foreign shipments of stainless and tool steels took only 16.5 percent of the market.

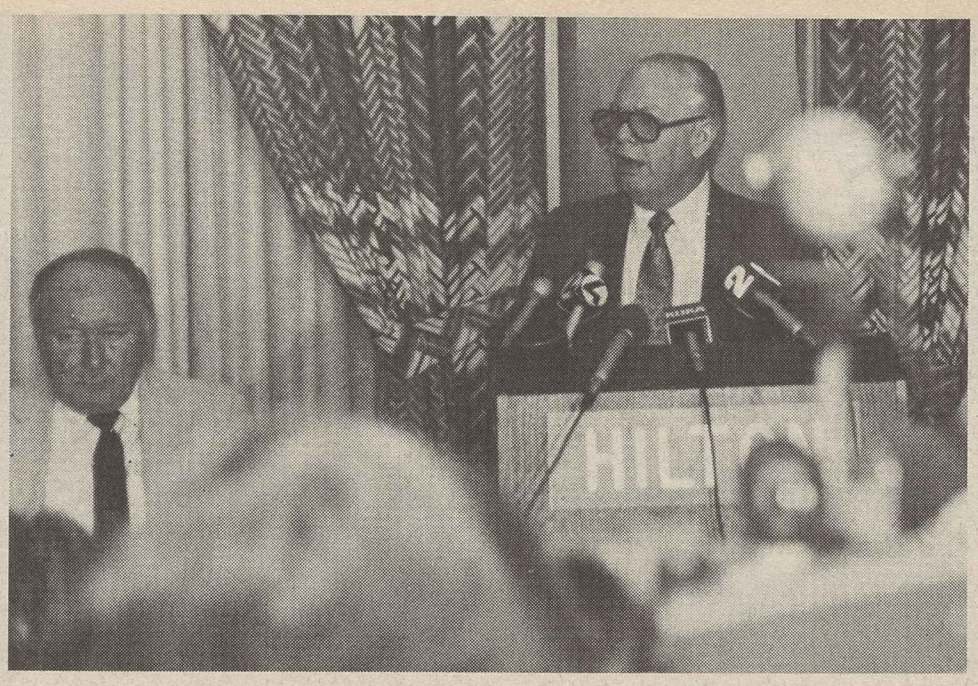
"Loss of markets is more than a numerical abstraction," said USWA President Lynn R. Williams. "In human terms, it has cost thousands of specialty steelworker jobs and drained the lifeblood of proud communities" in key industrial states, he said.

Imports are "the root cause of the problem," Williams asserted, and workers and their employers "have paid a steep price for our nation's failure to enact new and more effective trade legislation, let alone to aggressively enforce the laws now on the books."

The union and industry asked the U.S. International Trade Commission to renew limitations due to expire July 19. They were originally imposed by President Reagan in 1983.

The import relief program has "proven beneficial" in curbing the worst abuses caused by the massive surge of imports in 1982 and 1983, the ITC was told. But jobs, production and the utilization of American capacity remain well below 1981 levels.

An additional three-year respite from "unfairly traded imports," the USWA and management said, will help the industry "recover from years of depressed profits."



USWA Treas. James McGeehan answers questions on USX settlement.

Steelworkers to vote on pact ending 6-month USX lockout

Continued from Page 1

In other highlights of the proposed settlement:

- USX pledged in a written, binding agreement to spend nearly $1 billion to modernize its Monongahela Valley and Fairfield, Ala., plants, the work to begin by the end of the contract period.
- Workers won improvements in medical and dental coverage and establishment of health care cost containment measures.
- The steelmaker will officially close several of its idle facilities, allowing more than 4,000 USWA members to collect early pensions or severance pay.
- Under an expedited grievance and arbitration process, the company must respond to grievances within strict time limits and add interest to back-pay awards and settlements if it has not made the payment within 45 days.

If ratified, the new contract will run through Jan. 31, 1991.

In other steel industry developments, the USWA is seeking to overturn a court order that terminated two pension plans for hourly workers at LTV Corp.

In a motion filed in U.S. District Court for the Southern District of New York, the USWA challenged the Pension Benefit Guaranty Corp.'s assertion that LTV cannot make the minimum contributions to the funds and disputed the agency's failure to give advance notice of the terminations. The PBGC is the federal agency that guarantees basic retirement benefits.

Following the PBGC's testimony, the court terminated three plans, including one covering salaried workers.

Wage rules welcomed by public unions

Federal regulations regarding coverage of state and local government workers under the Fair Labor Standards Act have a "few minor problems," but generally "reflect Congress's intent and strengthen employee rights," said President Gerald McEntee of the State, County & Municipal Employees.

Final action implementing the Labor Dept. regulations came this month nearly two years after the Supreme Court ruled that employees of state and local governments are protected by FLSA's wage-hour provisions.

The Labor Dept. estimated 13.8 million public workers were brought under FLSA coverage by the court decision and that 266,000 were earning less than the federal minimum of $3.35 an hour before the amendments went into effect last Apr. 15.

McEntee said the amendments, passed by Congress in November 1985, strengthen employee rights in the workplace. He pointed out, however, that there is a "serious problem" concerning how much a volunteer may earn in wages and benefits before being considered an employee subject to the overtime requirements.

"We believe it is outrageous," McEntee said, "for the regulations to suggest that comprehensive benefits, such as health and life insurance, can be paid to individuals without affecting their status as volunteers."

Concern raised

He warned that some employers may be encouraged to stretch the rules "beyond any reasonable interpretation and deny employees their overtime rights under the law."

Service Employees Research Director Peggy Connerton said the final regulations "for the most part embody the spirit of Congress's intentions." She added, "We are sorely disappointed to see the Labor Dept. has chosen to ignore congressional intent that employees in the public sector be able to designate a representative to negotiate with management over the form of payment for overtime."

She explained that because the provisions regarding worker representatives must be consistent with state laws, in some states, the state and local governments will be able to set the rules governing compensatory time off unilaterally.

The regulations were drawn up to ease the financial burden on governments, while preserving some of the benefits accorded to public workers. The amendments allow governments to award compensatory time off at a time-and-a-half rate to employees who work overtime. The arrangement is permitted only when employees have agreed in advance to accept "comp-time."

Public safety, emergency and temporary workers can accrue up to 480 hours of comp-time before their employers are required to pay overtime. All other government workers can accrue up to 240 hours before cash payments are required.

Supreme Court denies review

HERE successor clause upheld

An appellate court ruling that a former Las Vegas, Nev., casino operator was bound by the conditions of a hotel workers' contract, even after the firm went out of business and sold its property, became final as the Supreme Court rejected a second petition for review.

The ruling issued last August by the 9th Circuit U.S. Court of Appeals upheld a lower court decision, in which Royal Center Inc. was ordered to arbitrate two grievances with Hotel Employees & Restaurant Employees Locals 226 and 165.

RCI closed its casino-hotel operation in March 1982 and later sold the property to a limited partnership, 305 Convention Center Drive Associates, which reopened the complex in November 1983. The union then filed unfair labor practice charges with the National Labor Relations Board against RCI. Those charges were dismissed and the union's appeal to the NLRB General Counsel was later denied.

Meanwhile, the local unions sued RCI charging it violated a successorship clause of the collective bargaining agreement, and ignored hiring and other contract conditions when the complex reopened. The U.S. District Court for Nevada ordered RCI to arbitrate the matters, and the appellate court upheld that ruling.

Precedent cited

The Supreme Court vacated that ruling and ordered the 9th Circuit to reconsider its decision in light of the recently issued ruling in AT&T Technologies v. Communications Workers, defining the scope of arbitration.

The appellate court reaffirmed its initial decision last August. Judge Jerome Farris observed that a successorship clause would be of little value to the union unless it remained in force following the shutdown of the employer's business.

The union noted that RCI continues to operate the gaming devices at the casino, employing about 50 workers, not all of whom are in classifications covered by the collective bargaining agreement.

HERE Local 226 Sec.-Treas. Jeff McColl Jr. said the local would try to organize the current workers. The local's attorney, Richard McCracken, said that in the arbitration, the union would be trying to win a backpay for those workers who should have continued in their jobs with the casino reopened and "also union pay and conditions for those workers who have been filling those jobs."

Sugary Rose Bowl float

Bakery, Confectionery & Tobacco Workers sponsored this delectable float in the Rose Bowl parade at Pasadena, Calif. Titled Sweet Switzerland, the BCT entry featured a gingerbread cottage set in a spring garden of daffodils, irises, roses and tulips with snow-capped mountains of mums. The 50-foot-long entry marked BCT's 38th year of participation in the annual event.

Profit-sharing called secondary issue

Madison, Wis.—Profit-sharing plans have some potentially attractive aspects for workers, but should be the smallest part of any total economic package negotiated at the bargaining table, union officers and staff members agreed here.

The 65 unionists attending a conference sponsored jointly by the University of Wisconsin School for Workers, the Wisconsin AFL-CIO and the federation's Dept. of Economic Research heard specialists stress that workers must be assured of adequate basic wages so they can meet the responsibilities of home mortgages, food, utilities and other necessary expenses.

Failure to de-emphasize employee stock ownership plans or other forms of profit-sharing at the bargaining table could leave workers in the position of having too much of their basic income dependent on the uncertain rise and fall of management's corporate decisions.

Profit-sharing often is promoted by employers whose economic outlook is threatened by imports—as in the steel, automobile and textile industries—or the predatory competition that exists in the airline industry.

But, experts told the unionists, profit-sharing schemes are unlikely to save firms threatened by economic downturns in the absence of other measures taken by the employer, nor are they likely to assure increased employment opportunities for union members.

Accountants cautioned union negotiators to be on the lookout for management efforts to manipulate the books for tax purposes or to enhance the value of their stock—actions that could adversely affect the share of profits to which workers would be entitled.

Drug treatment added to AFTRA program

New York—The Radio & Television Artists expanded alcohol counseling and rehabilitation services to include treatment for drug dependency.

The AFTRA-Industry Program for Alcoholism and Drug Abuse—a joint project of AFTRA, the three major television networks and the radio industry—provides for treatment and referrals of union members needing help through AFTRA's 40 local unions.

EDITORIALS

No Hiding Place

NO SECTION of the economy is immune. The trade deficit and the terrible swath of destruction it has left in its wake is not confined to the so-called Rustbelt, the tier of states where America's industries were born and flourished for so many years.

It has afflicted the Sunbelt and communities from coast-to-coast. At its grimmest, closed plants have turned union halls into welfare centers, where proud workers come in for bags of groceries or to check out job training opportunities. In other areas, there are jobs to be had—at half the wages of the jobs lost.

These were some of the things that AFL-CIO President Lane Kirkland told the Senate Finance Committee to convey the urgency the trade union movement assigns to the task of bringing down the nations's trade deficit.

Ironically, the American marketplace that is so attractive—and so open—to the nations of the world is built on the middle-income purchasing power generated by America's workers. Yet there are those who lecture workers on the need to reduce their living standards to stay "competitive."

It is up to Congress to act, because a large portion of the world's trade is controlled by multinational companies, because capital can flow overseas and take with it technology to create new products, but workers are not articles of commerce.

DOES AMERICAN labor's concern for the jobs of the workers it represents amount to turning away from the international worker solidarity that has for so long been a part of the trade union mission?

In Japan, AFL-CIO Sec.-Treas. Thomas R. Donahue gave the answer in a fraternal address at the convention of that nation's trade union federation.

"Labor solidarity is just as important today," Donahue said, while acknowledging that it is easier to agree on opposition to South African apartheid or Soviet aggression in Afghanistan than on the impact of trade policies.

He spoke to the representatives of the Japanese workers of the effect of the trade deficit on jobs and living standards in the United States. And he noted that Japanese employers, like American employers, "seek to exploit the cheapest labor force they can find, anywhere in the world."

The only rational solution, Donahue said, is worldwide growth and development of internal markets that have the buying power to absorb a large portion of a nation's productive capacity.

That's what Lane Kirkland was telling the Senate Finance Committee back in Washington.

Lives at Stake

THE UNFINISHED business of the 99th Congress included a labor-supported bill to set up a federal program that would identify, notify and offer medical counselling to workers whose health may be at risk because of past on-the-job exposure to cancer-causing substances or other highly toxic materials.

Its enactment remains a task for the new Congress. The legislation is still needed.

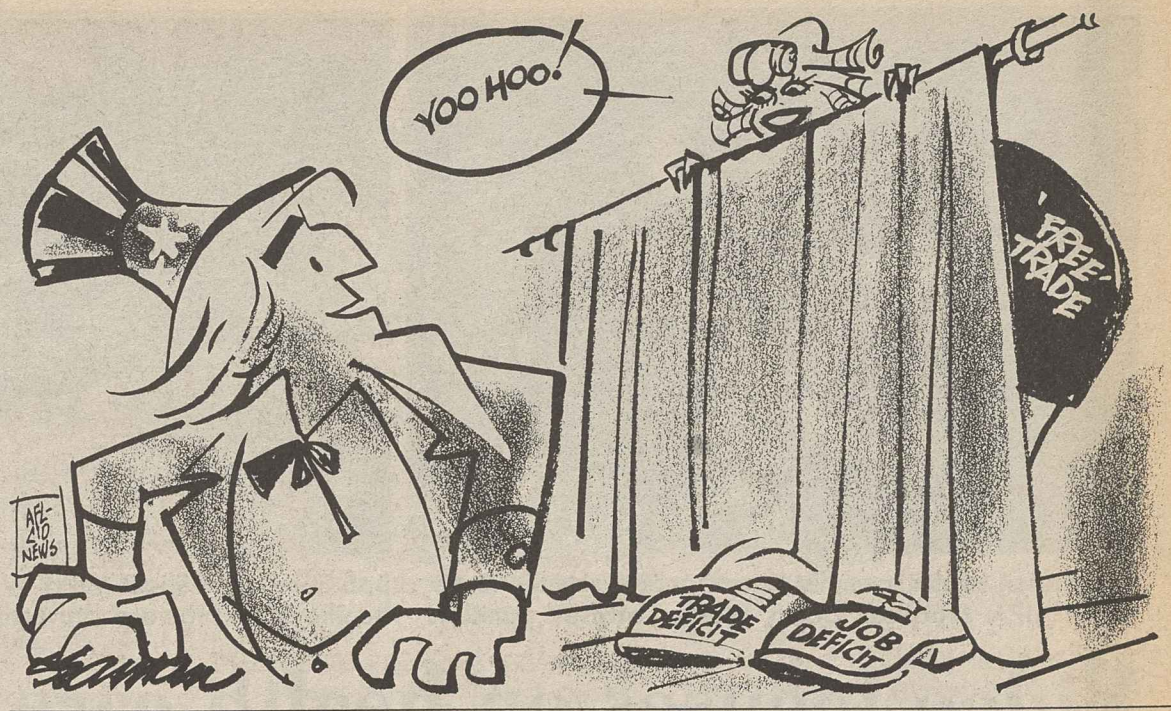
Each year, some 100,000 workers die and another 340,000 are disabled because of work-related diseases. Too often, realization of a particular hazard comes only after years of unknowing exposure. Many whose health is at risk have moved on to other jobs or other locations.

New bills have been introduced by Rep. Joseph M. Gaydos (D-Pa.) in the House and by Senators Howard M. Metzenbaum (D-Ohio) and Robert T. Stafford (R-Vt.), with numerous co-sponsors.

The legislation envisions a relatively small-scale program to be run by a nine-member Risk Assessment Board in the Dept. of Health & Human Services. Through a medical followup, the goal would be to prevent illness where possible, and detect symptoms at an early and curable stage.

It wouldn't take many such cures to make such a program one of the best investments government can make.

The early start by the sponsors is welcome. Lives are at stake.



Washington Window

Gap in health insurance leaves millions lacking

By Press Associates

No decent job, no health insurance.

That, in a nutshell, is why 37 million people in families without a wage-earner or with a member in a low-paying job are without health insurance, health experts told Congress.

"We cannot be complacent, when America ranks 17th in the world in infant mortality," declared Sen. Edward M. Kennedy (D-Mass.) at Senate Labor & Human Resources Committee hearings on ways to extend health care to all Americans.

Kennedy, who chairs the committee, pointed out that "37 million of our fellow Americans, including more than 11 million children, lack basic health insurance. Millions of senior citizens, despite the promise of Medicare, are vulnerable to the high cost of catastrophic illness."

What's more, witnesses stressed, the nation's patchwork health care arrangement is shrinking as high-paid workers in the eroding manufacturing sector lose their jobs and health coverage while the growing service sector offers little or no health insurance.

Robert M. Ball, Social Security Commissioner under Presidents Kennedy, Johnson and Nixon, declared that "things are getting worse, not better."

Ball said some people think that group health insurance tied to the job takes care of workers and their families, while those lacking such protection are covered by the federal-state Medicaid program for low-income people. "This is not the case," he said, adding:

Many uncovered

"Group health insurance for workers is widespread, but many in low-paying or part-time jobs or who work for small employers are not covered. And things are getting worse, not better. Between 1978 and 1984 the number of persons without health insurance has increased from 28 million to more than 37 million."

In the great recession of 1981-82, when the unemployment rate went up to 10 percent, Ball said, the growth in the uninsured group rose quickly. But even with the spotty economic recovery, health insurance coverage failed to increase, he noted.

"If we face another recession in the next several years, the number of uninsured could easily rise to 50 million," Ball said. "And we should add to the number of uninsured some 10 million more whose health insurance is woefully inadequate."

Ball also said "the vaunted safety net of the means-tested Medicaid program is full of holes," available to less than 50 percent of those below the official rock-bottom poverty line of $10,989 for a family of four.

Lack of care

Ball made the point that people without insurance tend not to seek care when they need it because they can't afford it. He said many high-risk pregnant women go without care and infants are exposed to permanent damage.

Ball spent the bulk of his testimony on Medicare for the elderly where, he said, "here, too, things have been getting worse." He noted the hospital insurance deductible has soared from $40 when the program began to $520 today. Hospital coinsurance is up from $10 a day to $130 a day for 61 to 90-day stays and up from $20 to $260 a day for covered days above 90.

Beyond such a "major burden" on the elderly, Ball said, Medicare has deteriorated as a result of Reagan cutbacks of $14 billion over the past five years as well as his new budget proposals for cuts that will cost beneficiaries an additional $15 billion.

Ball praised Health & Human Services Sec. Otis Bowen, as did Kennedy, for calling national attention to two major gaps in Medicare: catastrophic protection against acute care costs and the nearly total lack of protection on the cost of long-term care.

Ball proposed a number of reforms to improve Medicare. His major proposal was for federal long-term care insurance. Only 10 percent of the elderly will stay more than a year in a nursing home, with costs averaging $100,000, he said. Insurance is the ideal answer, he explained, because a large number of elderly face the risk, but few will experience it.

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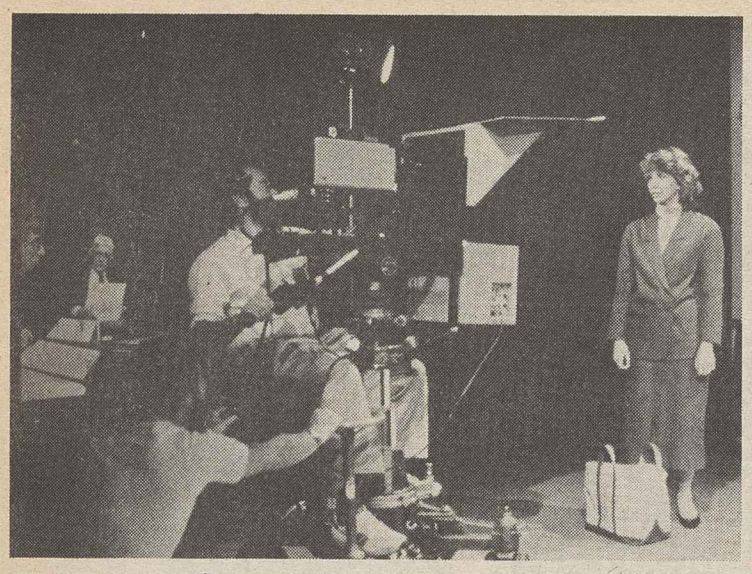

Federation health specialist Karen Ignagni sets the scene while LIPA Producer David Weiner advises panelists

Bob Spinney of Sheet Metal Workers Local 17 and Judy Bentkover of Harvard University.

Video focuses on health care options

How-to-do-it series aids unions at bargaining table

Beating the health care cost containment crisis is the focus of a continuing video series produced by the AFL-CIO.

The program, a project of the Dept. of Occupational Safety, Health & Social Security, the Labor Institute of Public Affairs and the George Meany Center for Labor Studies, was designed to help local unions meet management demands for concessions with alternatives for better, more effective health care options.

The latest program in the series, "Beyond the Bargaining Table," examines the need for community and legislative action in keeping down health care costs while maintaining benefiits for workers.

Shows negotiations

The video continues the drama of health care negotiations underway between a fictitious retail clerks' union and "Mammoth Stores." Health care experts from 12 unions play management and labor roles, with others cast as insurance company representatives, a legislative assistant and consultants.

Meeting nine months before their contract is set to expire, the labor and management teams debate benefit levels, mandatory second opinions, insurer policies, alternative health care systems and other concerns before reaching an agreement.

In addition to the bargaining drama, union and state federation officials examine concerns and alternatives in health care in discussions with Karen Ignagni, assistant director of the Dept. of Occupational Safety, Health & Social Security, focusing on the role of community coalitions and legislative action.

Alberta Johnson, coordinator of the Meatcutters Health & Welfare fund in Cleveland, stressed that a community coalition has been an important part of monitoring and offsetting rising health care costs there since 1977.

A 20-union coalition in New York has developed a health care program serving 50,000 retired workers, said Dan Tilson, marketing director for the plan. He called the program a tool "not only to help people but a good tool for organizing as well."

Union representatives also discussed the immediate need for health care coverage for the more than 35 million Americans who have no protection and improved benefits for the 50 million with inadequate coverage.

Panelists examined the growth of for-profit facilities and the need to compensate those mostly public hospitals that provide care for the needy.

Federation Legislative Director Robert McGlotten called comprehensive health care an "important priority for the whole labor movement," noting that some members of Congress still look on health benefits as "a charity issue."

Strategies examined

The series gives local unions a good idea of strategies that employers often use in their efforts to cut health care costs. A discussion guide includes detailed information on how to analyze a health plan, how to combat employers' efforts to shift costs onto workers and what actions union negotiators can take at the bargaining table to contain costs.

The newest video will be distributed by LIPA in its Labor Video Bulletin series and also will be available through the Dept. of Education.

The AFL-CIO has called for a national health care system, that will make "access to basic health care services a right for all Americans." Expressing strong opposition to the views of "those who claim that the access problem can be solved through a competitive health care market," the federation has outlined responsibilities of employers, insurers, providers and the government in a public-private sector strategy to meet the health care needs of all Americans.

Toxic material called factor in hotel deaths

Governments at all levels must improve fire protection, limit toxic construction materials, stiffen building codes and require post mortem examinations of fire victims, Fire Fighters President John A. Gannon emphasized.

Gannon issued this assessment of responsibility after returning from a fact-finding mission to San Juan in the wake of the tragic Dupont Plaza Hotel fire that killed 96 persons.

He said that lives probably would have been saved if the hotel had been equipped with proper fire alarms and sprinkler systems. He also said synthetic building materials fueled the inferno and might have spewed toxic fumes into the air, killing or incapacitating some victims before they had a chance to escape.

Gannon told a press conference that he and other IAFF members who interviewed firefighters and others were dismayed to learn that the city was able to only turn out fewer than 60 on-duty firefighters. Even with equipment borrowed from the military, they had less than 20 breathing apparatus at the fire.

Gannon commended the firefighters and civilians for their bravery, but stressed that "a fully equipped, well-trained and fully staffed fire fighting department is essential in San Juan and every other community that does not wish to have its own Dupont Plaza story." Effective fire fighting should "save lives, not risk them," he added.

Years of neglect

IAFF member Victor Rosario, fire chief at the Navy's Sabana Seca Communications Station, said that morale among firefighters on the island is low, and fire prevention and protection have been badly neglected by the government for many years. It will take more than the $4 million in improvements recently proposed by Puerto Rico's governor after the fire to improve firefighting conditions, Rosario said.

Keying on the building materials used in the hotel, Gannon noted the IAFF brought up this same point following fires at the MGM Grand Hotel in Las Vegas, Nev., the Beverly Hills, Calif., Supper Club, and aboard an Air Canada aircraft. "Some materials do not belong in building construction in the forms used today," he said.

Construction with an eye to retarding fires coupled with better knowledge about how fires kills, "betters our chances of designing, building and protecting against it," Gannon said.

The IAFF fact-finding team learned that island officials refused to allow military forensic specialists to examine victims of the fire. Gannon said this means "we will have no further knowledge of how they perished or how we might protect others from the same fate." He urged establishment of official post mortem procedures for fire fatalities.

Court affirms benefit cutoff on pregnancy

The Supreme Court ruled that a woman worker who did not get her job back after taking a leave of absence to have a baby was not entitled to unemployment compensation under Missouri law.

The unanimous decision held that the state's denial of unemployment benefits did not violate a federal ban on discrimination on the basis of pregnancy.

But just a week earlier, the court in a 6-3 ruling upheld a California law that requires employers to grant women workers the right to take time off without pay during and after pregnancy—with a guaranteed right of reinstatement.

As the Supreme Court saw it, the Missouri law was not discriminatory since it did not single out pregnancy as a cause for disqualification. It disallowed benefits to anyone whose reason for leaving a job was not caused by anything connected with their work or the action of an employer.

Most states do not have such blanket disqualifications and would probably not be affected by the Supreme Court decision in the Missouri case. It was because so many causes of unemployment were ruled out that the court concluded there was no attempt to discriminate on the basis of preganancy.

In the case that reached the court, a cashier at a J.P. Penney Co. store took a pregnancy leave two months before giving birth and sought to return to work three months later. The employer did not have a policy of guaranteeing reinstatement and the woman was told that no job was available for her.

Benefits denied

The state denied unemployment benefits on the ground that the employee had voluntarily left her job without "good cause attributable to the work or her employer." An intermediate court sided with the worker, but the state's highest court agreed with the denial of benefits

Justice Sandra Day O'Connor, who wrote the Supreme Court decision, termed the state unemployment compensation law "neutral" and therefore nondiscriminatory since it didn't single out pregnancy.

She noted that during the congressional consideration of the 1976 amendment to the Federal Unemployment Tax Act the legislative history indicated that the goal was to ban such clearly discriminatory laws as that of Utah which disqualified a woman from receiving unemployment benefits for 12 weeks prior to the expected date of childbirth and for six weeks thereafter.

Screen Extras reject slash in wage scales

Los Angeles—The Screen Extras Guild overwhelmingly rejected a contract proposal from the Alliance of Motion Picture & Television Producers that would have cut wage rates and eliminated overtime pay.

By a 2,765-to-315 vote, the extras spurned the management package and called on the union's executive board to hold a strike authorization vote. SEG members have been working under an agreement that expired last May.

Study finds elderly still losing war on poverty

At least 42 percent of the nation's aged live in or on the fringes of poverty, according to a study by the Villers Foundation, a Washington-based philanthropic organization.

Some 3.5 million of the nation's elderly have incomes below the official poverty threshold of $5,156 for an individual or $6,503 for a couple—$99 a week for an individual and $125 for a couple.

Another 8 million seniors are "economically vulnerable," the study pointed out, because their incomes are less than twice the poverty line.

The report "shatters any suggestion that we are winning the war against poverty among our nation's elderly," said Rep. Claude Pepper (D-Fla.), chairman of the House Rules Committee and a Select Subcommittee on Aging. "It underscores the sad truth that the sickest and most fragile live out their last days in economic fear," Pepper said.

Joining him in making the study public was Sen. John Heinz (R-Pa.), ranking minority member of the Senate Special Committee on Aging. Heinz noted that escalating medical costs fall heavily on the elderly, who pay the same 15 percent of their incomes on health care as they did before enactment of Medicare and Medicaid.

Budget victims

"For over 20 years we struggled to make high quality health care available to all older Americans," Heinz observed. But that drive has been thwarted by "compulsive budgeteers" in the Executive Branch, he charged, and Congress must "reaffirm the right to essential health care."

The Villers report—titled "On the Other Side of Easy Street; Myths and Facts About the Economics of Old Age"—presented this profile of the problems of the nation's elderly:

- Elderly women have a poverty rate nearly twice that of men and account for 72.4 percent of the economic injustice suffered by those over 65.
- The 31.5-percent poverty rate for elderly blacks is three times that for elderly whites.
- Almost three-quarters of the nation's black elderly are either poor or economically vulnerable. That's because so many of them held what the foundation called "second-class jobs," suffered more frequent unemployment, received "fewer if any pension benefits" and ended up with lower savings.
- The "safety net" for seniors is full of holes: Only 32 percent of those below the poverty line receive Supplemental Security Income benefits; Medicaid reaches a mere 36 percent of them; only 29 percent get food stamps, and only 16.5 percent live in federally assisted housing.

Living in poverty

"Our findings underscore the basic fact that, although significant progress has been made in the past quarter century, a very large number of elderly Americans are living in poverty or dangerously close to it," said Ronald F. Pollack, executive director of the foundation.

"We clearly have a long way to go before we can declare victory against poverty and economic vulnerability among older Americans," he added.

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Mexican connection devours American jobs

By Gene Zack

The "maquiladora" program, under which American plants have migrated to Mexico with the blessings of the U.S. government, is "the biggest con job" that has been foisted on American workers.

That's the view from Texas of Victor Munoz, president of the El Paso AFL-CIO, who pointed out that the program was promoted as a "twin plant" concept that would provide jobs for "the same number of employees" on each side of the border.

But the program hasn't worked that way, Munoz said, citing these statistics:

- In the neighboring city of Juarez, Mexico, 80,000 people work in the maquiladoras; the supposed "twin plants" in El Paso have only 5,000 employees.
- The annual payroll for Juarez employees is $160 million; for the El Paso workers it's $60 million.
- The Mexican workers average less than 40 cents an hour; the American jobs pay $5 to $6.
- Although American firms exploit the low-wage climate in Mexico and take advantage of customs regulations that give them a break on import duties, "the price of the final product remains the same."

In short, Munoz stressed, the maquiladora program is "a monster that every day devours our jobs, closes our plants and adds to our trade deficit."

The central body president pointed to a consistent pattern of the destruction of American jobs. Zenith Corp. laid off 1,400 people at its Evansville, Ind., plant, hired thousands of low-wage Mexicans and provided jobs for only 40 people at its El Paso warehouse.

The same thing happened with Westinghouse, General Motors, General Electric, United Technologies, General Instrument, Ford "and dozens of other corporations that have laid off thousands and thousands of workers in their plants across the country," Munoz said.

They built new plants in Juarez and hired "the cheapest and most repressed labor" across the border, he said. Then they threw a bone to El Paso's workers by hiring "a dozen or two local folks" to handle warehousing of the products assembled in Mexico.

The outrage over the maquiladora program isn't confined to border communities like El Paso.

It has been expressed in Washington, where Congress prohibited the Commerce Dept. from using taxpayers' dollars to promote the migration of American firms abroad. Two House committees have already held hearings, and the General Accounting Office is continuing an investigation into the extent of this practice within the Reagan Administration.

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Congress to set own legislative priorities

Response to Reagan stresses trade gap

By David L. Perlman

House and Senate leaders gave courteous applause to President Reagan's State of the Union address but quickly served notice that Congress has its own agenda, topped by measures to reduce the trade deficit and restore American jobs.

House Speaker Jim Wright and Senate Majority Leader Robert C. Byrd came on national television moments after the President's address to give the Democratic Party response.

More significantly, it was also the congressional response. Last November's election gave the Democrats firm control of the Senate as well as a strengthened majority in the House.

Reagan's State of the Union message was rich in rhetoric, skimpy in program and virtually devoid of specifics.

He touched on foreign trade in only two of the 83 paragraphs in his speech. The President said he is "as opposed as ever to protectionism," but wants trade to be "fair" as well as "free."

Wright, who focused on domestic issues while Byrd dealt with world concerns, put trade concerns and a modernization of America's industrial plant at the top of the congressional agenda.

Over the past four years, he reminded Reagan, the trade deficit "robbed us of 3 million American jobs" and transformed the United States from "the world's largest creditor nation" to "the world's largest debtor."

Last year, Wright noted, "the House passed a comprehensive trade bill with a huge bipartisan vote." Administration opposition bottled it up in a Senate that was then under Republican control.

Action assured

With Senate Majority Leader Byrd at his side and nodding agreement, Wright pledged that this year majorities in both bodies "are determined to act."

It's a "scandal," Wright said, that the biggest U.S. exports from the Port of New York are scrap metal and waste paper that "is shipped to the Far East and made into cardboard boxes for the foreign-made clothing and shoes they sell back to us."

Reagan called for improving education and a drug-free learning environment.

Worthy objectives, Wright agreed. But "the sad truth," he said, is that the budget Reagan sent to Congress "would actually cut our educational commitment by about

Continued on Page 3

UAW staves off takebacks to end long Deere strike

Moline, Ill.—Some 13,000 Auto Workers beat back all management demands for takebacks as they hammered out a tentative settlement with Deere & Co. The accord could pave the way for an end of a five-month labor dispute at the farm implement manufacturer.

The agreement, scheduled to be submitted to members at 13 plants in Illinois and Iowa, meets the UAW's target of job security and income security, a union spokesman said. It also provides significant improvements in the pension program.

Union committees were still meeting with management at the various plants on the resolution of local issues, but the UAW anticipated the three-year contract would be ready for ratification by Feb. 1.

Full details of the settlement were not available, pending its submission to the

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Tossing out imported stainless steel flatware on Capitol Hill are, from left, Jack Sheehan, Steelworkers' legislative director; President Richard P. Simmons of Allegheny Ludlum Steel Co., House Speaker Jim Wright, and other members of the House and Senate.

House junks import flatware

"Made in the U.S.A." became the motto of the House of Representatives, as Speaker Jim Wright junked foreign-made stainless steel forks, knives and spoons used in the members' dining room and replaced it with American-made products.

The symbolic scrapping of flatware imported from Japan, Taiwan and Korea took place at a Capitol Hill luncheon sponsored by the Steelworkers and American steel manufacturers.

As several hundred congressmen, union members and industry officials looked on, waiters gathered up the imports and replaced them with new flatware donated by the USWA and the specialty steel industry.

"I bent mine a bit before I threw it into the box," said Rep. Austin Murphy (D-Pa.).

The USWA and industry officials met with members of Congress to focus attention on the current import restraint program, which President Reagan may not extend beyond its July 19 expiration date.

The union and industry have filed a petition urging a four-year extension of the program.

Continental Can guilty of pension rigging

Philadelphia—Continental Can Co. violated the federal pension protection law by manipulating its workload and workforce to avoid paying early pension benefits, the 3rd Circuit U.S. Court of Appeals ruled.

That's what the Steelworkers have been contending in a series of legal challenges to a computer-driven strategy of basing business decisions, at least in part, on the pension status of employees. Evidence that has come to light in this and other court cases show plant closings, layoffs and recalls influenced by the potential pension cost to the company.

Besides the case considered by the appellate court—involving a Pittsburgh steel container plant—the union has suits pending in federal courts in California and New Jersey.

While issues such as statutes of limitations and the jurisdiction of federal courts have been involved, the heart of the union's legal challenge is that Continental's actions violate a provision of the Employment Retirement Income Security Act.

ERISA prohibition

Section 510 of ERISA prohibits employer actions that are intended to prevent an employee from attaining any right to benefits under a pension plan.

The evidence showed that Continental barely waited until the ink was dry on a contract liberalizing early pension rights before undertaking a "liability avoidance" program to ensure that as few people as possible qualified for the early payments.

Continental Can agreed to liberalize its early retirement plan in 1977 negotiations with the Steelworkers. In case of a plant closing or a layoff lasting at least two years, workers with various combinations of age and service would receive employer-paid benefits to carry them until they would normally be eligible to retire. The issue was important because the can industry was in a period of retrenchment that would mean fewer jobs and fewer plants.

But according to documents obtained by the Steelworkers in the course of the court

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1/31/87

Long struggle for justice

Workers Defense League marks 50th anniversary

General Electric workers and WDL allies clash with Philadelphia police in the turbulent '30s.

By Burt Beck

Looking back to 50 years ago, it seems to have been a different civilization and a different time.

It was at the depths of the Great Depression and opposition to the labor movement was fierce. In Terre Haute, Ind., Gov. Paul V. McNutt used martial law to break a strike. When the unemployed tried to fight back in Tampa, Fla., one of them was murdered by Klansmen and local police.

The most embattled of all were the farm workers, whose only supporters were the Southern Tenant Farmers Union. Farm workers were virtual slaves, flogged by the bosses who were completely supported by the local authorities.

It was a situation—for both industrial workers and the poor farmers—that cried out for help. And there were no answers except from politically inspired people who wanted to use these people for their own partisan propaganda reasons.

What was needed was a new organization, an honest broker who would speak out in public and fight in the courts, free from any political agenda.

And so, in the offices of a law firm whose main activity was on behalf of labor unions, a small group of activists and attorneys, led by Socialist Party spokesman Norman Thomas, met to build that new organization.

The year was 1936 and the organization was the Workers Defense League.

One of the activists was David L. Clendenin, a Socialist Party member and a strong advocate of democratic trade unionism. During the 1930s, he was an organizer for the maritime unions. With family money, he was able to support the initial efforts of the WDL. He became the league's first treasurer and later was its national secretary.

Others in that original group were Francis Heisler and Max Delson, attorneys who already had formidable reputations as advocates of civil rights and civil liberties, and Aaron Gilmartin, an ordained minister cast in the same mold.

Fine legal minds

They were joined over the years by what would become a roster of the finest legal minds in the nation, all serving in the WDL tradition of "expenses only." They included David Carliner, Wilbur Daniels, Patricia Eames, John Finerty, Curtis F. McClane, Ernest Fleischman, Basil Pollitt, Carl Rachlin, Joseph L. Rauh Jr., I. Philip Sipser, Stephen C. Vladeck and A. L. Swerdling.

One of the attorneys who became part of the legal team was Rowland Watts, who has served the WDL in many posts and won many precedent-setting cases. His career was crowned in 1984 when he

Cesar Chavez leads striking farm workers.

Burt Beck, for many years was editor and public relations director for the Clothing & Textile Workers. He retired in 1983.

was awarded the $25,000 Durfee prize, given under the auspices of the California Western School of Law for enhancing "the dignity of others through processes of law or legal institutions."

In its efforts for workers, the WDL has never sought to place itself in the role of a trade union. It is built on the principle that the struggle for economic and social justice and the protection of workers' rights has been—and will continue to be—fought by workers themselves through their own institutions. But in the beginning, those institutions needed help and the WDL was a valued ally.

In accepting the WDL's David L. Clendenin Award last month, AFL-CIO President Lane Kirkland lauded the organization for "helping the helpless and defending the defenseless."

For a democratic society to exist, Kirkland said, "we need a common ground of principle and belief." The underlying premise, he continued, is that "no human being has a right to kick other human beings around and that we are all responsible for doing what we can to prevent it."

That belief brought the WDL into being, he noted, and sustains it today in pursuing "justice in all its forms—legal, social and economic," and in being concerned about "humanity in general—and of flesh-and-blood human beings in particular."

Early battles

The work of the WDL in the beginning was devoted strictly to the cause of labor organization and the Southern Tenant Farmers Union—later the National Farm Labor Union—whose leader was a dedicated farmer himself, H.L. Mitchell.

Although the league did much in supplying legal talent for workers and farmers and their cause, it was not until 1938, when the CIO challenged Jersey City, N.J., Mayor Frank "I Am the Law" Hague, that the organization got much recognition.

Ordered by the mayor to stop distributing organizational material in Jersey City, the CIO staged a mass demonstration in Journal Square. Norman Thomas and the WDL were there. Thomas was stoned, pelted with rotten eggs and run out of town. Many WDL members and union members got to know the inside of Jersey City jails. But Hague was forced to retreat, and organized labor was able to make inroads in that section of New Jersey.

The industrial union movement of the 1930s welcomed the assistance of the WDL. Major legal battles fought on behalf of union organizing included the defense of 10,000 striking pecan shellers in Texas; fighting a Griffin, Ga., anti-leafleting ordinance all the way to the U.S. Supreme Court; pressing for the prosecution of Ku Klux Klansmen for numerous assaults on union organizers; Norman Thomas and other WDLers interposing themselves between striking National Biscuit Co. workers and mounted New York City policemen to avert a massacre and then defending the strikers in the courts, and the early assistance given by WDL adherents in various cities around the nation when the Textile Workers were building their organization.

As historical circumstances changed, so did the needs of the unions. By the mid-40s and from then on, unions established firm foundations, won legislation legitimizing their efforts and built their own legal departments.

Since unions had less need for outside aid in their everyday efforts, the WDL turned its attention to the unorganized and to those who had no one to take up their defense. In these efforts, the league has had the support of the trade union movement.

On the farm labor front, the biggest case the WDL handled in the formative days was in the field of civil rights. It involved, in simplest terms, the right to a fair trial. But it epitomized the economic plight of black workers in farm communities, particularly in the rural south.

Odell Waller, a black sharecropper, and Oscar Davis, a white tenant farmer, had a dispute in the spring of 1940 over the sharing out of a crop of 208 bushels of wheat. It was in rural Gretna, Va., and both families were in dire poverty. In the heat of the dispute, and under circumstances strongly suggesting self-defense, Waller shot Davis, who died two days later after surgery. Waller was sentenced to the electric chair, in good part due to the non-efforts of his court-appointed attorney and to the injustice of the poll-tax jury which excluded sharecroppers.

The WDL took his case on appeal. After a two-year battle through the courts, Waller died in the electric chair. But his death was not in vain. The defense work in the case brought to light the harsh life and cruel injustices faced by sharecroppers and the powerlessness of black families against the white man's law. One of the eight black ministers officiating at the funeral service, to which only one white person was invited—the WDL national secretary—thanked the league for having "taught Gretna Negroes to fight."

H. L. Mitchell, whose historic role in the organization of farm workers is secure, defined the role of the WDL in the years of the struggle: "Down through the years, whenever there was injustice being done to farm workers, you could find the Workers Defense League."

During this period, the WDL took on cases where those convicted of even minor crimes were hired out to friends of the authorities and forced to work on the notorious "chain gangs" of that era. After the WDL fought a case up to the U.S. Supreme Court, the exposure given chain-gang "justice" brought about the abolition of the system.

In the more recent past, the WDL has continued to raise strong protests for those needing help. In 1949, the league organized a Commission of Inquiry into Forced Labor that exposed slavery in the Soviet Union, Soviet satellite states, China and South Africa, as well as debt-peonage in the United States. With the support of the trade union movement, this led to a United Nations inquiry into forced labor.

Challenge to illegal firings

Again, when employers used the fear and despair of the McCarthy era terrorism to dismiss union activists, the WDL repeatedly mounted a challenge to the practice of firing people based on unsubstantiated allegations and brought about reform of the National Industrial Personnel Security Program.

The league responded to discrimination in the construction industry by organizing the WDL Apprenticeship Program—in cooperation with unions in the field—that created training classes for minority youngsters to prepare them to pass apprenticeship entry tests. More than 300,000 young minority men and women have benefitted and obtained jobs.

But the WDL has more than a proud past.

Under its current leadership of Chairman Harry Fleischman and Executive Director Catherine Lewis, it has a vibrant and useful future. Its programs include representing unemployed workers who have been unjustly denied jobless benefits, supporting a work-sharing program to spread work in slack times with the time off paid for in unemployment compensation, and fighting for migrant farm workers and their families.

The WDL continues to welcome the difficult tasks. It continues to make a difference and its close alliance with organized labor continues to be beneficial to the whole fabric of American life.

Reagan's economic report scorns federal role

President Reagan sent Congress an economic report that prescribes less government spending on nonmilitary programs as a principal cure for the nation's huge trade deficit and seeks a further downgrading of already neglected job safety and occupational health enforcement.

The President's recommendations, spelled out in the annual report of his Council of Economic Advisers, would continue the pattern of high unemployment, low economic growth and big trade deficits, AFL-CIO Research Director Rudy Oswald stressed.

Oswald said the report reflects the Administration's "ideological dependence on the magic of the marketplace" and deep hostility to government. Its confident assumption that problems will disappear if left to fester amounts to "economic faith healing," he suggested.

While the report claims a prosperity stemming from the "longest peacetime expansion in the nation's history," Oswald noted the reality that economic growth in each of the past two years has been close to stagnant—and far below the predictions of Reagan's economic advisers.

But even if its basically rosy expectations are fulfilled, the President's council doesn't see unemployment dipping below the 6 percent level until the 1990s.

As required by the Humphrey-Hawkins Full Employment & Balanced Growth Act, the report includes long-term projections of the path to the 4 percent unemployment level set by the 1978 law. But by 1992, the final year of the projection period, it sees unemployment no lower than 5.5 percent.

While the Administration remains "dedicated" to full employment, the report asserts, "there are no quick fixes" and "government best serves these goals by allowing private enterprise to flourish."

Attack on job safety

The anti-government bias comes through especially strongly in the report's approach to the regulatory role of the Occupational Safety & Health Administration.

It demonstrates "a shocking disregard of the law's mandate for a safe and healthful workplace," said AFL-CIO job safety expert Margaret Seminario.

The report argues that government regulations should be minimal because the economics of the marketplace "provides strong incentives for employers to improve safety." If a job is hazardous, the report reasons, employers will have to pay higher wages to get workers and therefore have an incentive to reduce the hazards.

It is precisely because such a marketplace incentive didn't work that Congress enacted the federal job safety law in 1970. Seminario said.

The cost-effective concept that the President's report advocates, such as substituting ear plugs and cheap respirators for engineering controls to keep down noise levels and screen out cancer-causing air contamination would sacrifice lives and health of workers, she charged.

The trade section of the President's Economic Report also reflects the Administration's "blame-the-victim" ideological tilt.

"The deterioration of the U.S. trade balance over the past four years is a macroeconomic phenomenon," the report asserts, rather than the result of any specific actions by the countries that have swarmed onto the U.S. market.

The plight of the nation's import-shrunken steel industry and the workers whose jobs have been wiped out is, in the words of the report, "an instructive example" of wages rising higher than productivity.

By letting the marketplace alone, the report suggests, things will right themselves because "in the absence of government intervention, investment in new plant and equipment and in research and development tends to concentrate in the most efficient sectors of the economy."

Skewed outlook

To put money into reviving and modernizing basic industries, according to the Reagan economic prescription, would produce "distortions" in the economy.

Besides, the report assures, there are "political gains from free-trade policies" because countries that trade with each other "are more likely to settle international disputes through negotiations rather than hostile action."

A chapter devoted to women in the labor force manages to avoid the issue of comparable worth and warns that "regulations to mandate wages or benefits" would "restrict the ability of markets to adapt."

Bieber sees jobs key to achieving bishops' objective

The recent Catholic bishops' pastoral letter on economic justice "points the way to progressive renewal" of the trade-battered American economy, Auto Workers President Owen Bieber asserted.

Bieber hailed the historic document for its defense of trade union rights, its concern for the poor and its "clarion call for full employment as the most important unmet need on our nation's economic policy agenda."

He made his remarks as 500 diocesan leaders gathered in Washington under the auspices of the U.S. Catholic Conference in the first step toward putting the aims of the pastoral letter into practice.

The letter, issued by the National Conference of Catholic Bishops, was five years in the making. It called for intensified government efforts to deal with the twin evils of poverty and joblessness.

Bieber, the principal lay speaker at a conference that brought together religious leaders and key diocesan lay people, was harsh in his criticism of the Administration for promoting "an excess of self-interest" in the country.

"Without expressly saying so," the UAW president declared, "the Reagan Administration has made greed respectable. And sanctioning greed ultimately encourages the financial chicanery of an Ivan Boesky or the blatant self-dealing of a Michael Deaver."

Tainted dealings

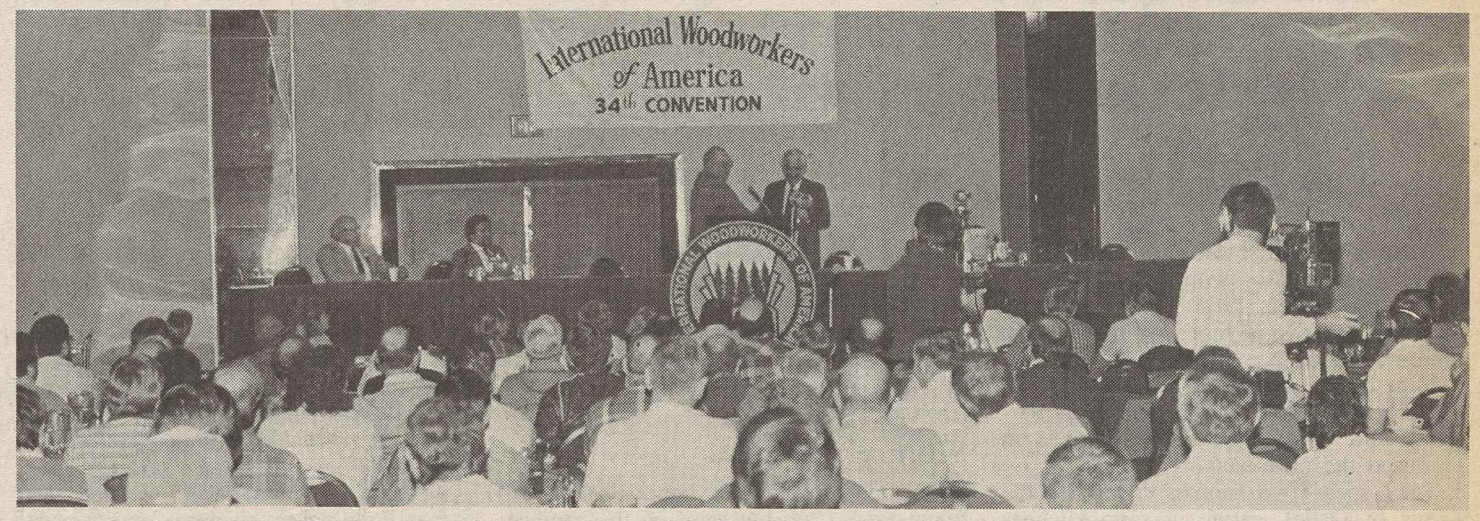
Boesky is the multi-millionaire Wall Street manipulator who was fined $100 million and suspended from stock dealings by the Securities & Exchange Commission for illegal insider trading. Deaver, a former Reagan aide, is under investigation for alleged violation of conflict-of-interest laws in representing foreign governments since leaving the White House.

The bishops' letter, Bieber observed, is a recognition that "somewhere deep down in the heart of the American establishment, there is the still small voice of conscience. The Reagan Revolution tried to smother it. They almost succeeded."

The pastoral document—titled "Economic Justice for All: Catholic Social Teaching and the U.S. Economy"—called the current jobless level "intolerable" and branded poverty in America "a social and moral scandal."

Bieber applauded these views. "The bishops offer the question, 'What do they do for the poor?' as a fundamental ethical principle for judging the economic policies of the country," he noted. "The bishops know the best anti-poverty program of all would be to give everyone in this country who is willing and able to work a decent and well-paid job."

Bieber praised the bishops for their unequivocal support of workers' rights abroad. This, he said, must be a key element of an "active trade policy," since many of the imports flooding the domestic market result from "exploitative labor conditions" abroad.



IWA President Keith Johnson and Western States Sec.-Treas. John Ball open the convention.

Two national unions

Woodworkers plan reorganization

Portland, Ore—The Woodworkers 34th convention voted to establish separate organizations in the United States and Canada in an effort to resolve a critical financial situation and declining membership.

The resolution will be submitted to the 70,000 members in the form of a referendum. The vote will be tallied in mid-March.

The 30,000 U.S. members will also vote on whether to merge the IWA's western states and southern states regional councils as the first step toward creating a national union in this country. It would be headquartered in Gladstone, Ore., with an administrative office in Memphis, Tenn.

The 40,000 Canadians are already united in a national union with headquarters in Vancouver.

The decision to establish two national unions can strengthen the IWA's economic and political action, "undiluted by issues of national identity," IWA President Keith Johnson said in his opening address.

"The significant differences in the history and political structures of our two countries," Johnson pointed out, "have made it difficult to establish a single political arm. But our untapped reservoirs of political energy may now become available to a degree never before realized."

Union commitment

The change in structure does not mean any retreat from the determination to improve the wages, hours and working conditions of woodworkers, he stressed. Nor is the IWA abandoning the concept of international unionism.

"Through existing international labor organizations we will be able to plan and execute plans to deal with an industry that knows no national or continental boundaries," Johnson emphasized.

Chartered by the CIO in 1937, the IWA's membership peaked at about 125,000 in the 1970s. Its ranks have been savaged by the Reagan Recession that triggered plant closures, corporate takeovers, and management's union-busting schemes involving abuse of bankruptcy proceedings.

The Woodworkers have always operated a three-level structure, with total autonomy placed at the local union level. Locals were grouped into regional councils which were, in turn, under a loose international structure.

In other actions, the 209 delegates called for state and provincial governments to suspend all trade, commerce and communications with South Africa until it ends its racist policies and establishes a true democracy.

The convention also opposed the Reagan Administration's role in Nicaragua.

Congress rejects do-nothing policy

Continued from Page 1

28 percent" and end federal aid to vocational education.

The $5.5 billion proposed to be cut from education would be spent "on research for just one new weapon," Wright noted.

As for the President's recently proclaimed "war on drugs," Wright pointed out that Reagan's budget would cut in half funds for anti-drug education in schools and for battling drug dealers "in the streets of our cities."

"This is the kind of gap between rhetoric and reality that we just can't tolerate and maintain people's trust in government," Wright insisted.

He said Congress is prepared to work with the White House to shape a fair system of welfare reform and "we'll enthusiastically embrace an insurance plan to indemnify Americans against the sudden financial ravage of a catastrophic illness."

Administration sources said the White House has still not decided on the shape of a catastrophic insurance plan.

Wright took note of the first substantive legislative actions of the new Congress—including reenactment of the clean-water bill Reagan vetoed after the last Congress adjourned, passage of a highway funding bill and House passage of a program of emergency help for the homeless.

Reagan veto

This Administration "put up $4.5 billion of public money to bail out one big bank in Chicago," Wright noted. "But the President vetoed a much smaller bill of loan guarantees that would have allowed local banks to give many thousands of America's farm families a breathing spell to save themselves from foreclosure. Because of that veto, thousands of families have lost their farms."

To Reagan's assertion that the huge budget deficits piled up in his Administration stem from too much spending, not too little tax revenue, Wright retorted that "for the six years of this Administration, Congress actually has appropriated less in total spending than Mr. Reagan asked us to appropriate."

To the President's glowing account of the nation's economic progress, Wright noted the "disturbing new reality" of "downward mobility," with paychecks worth less today than a decade ago.

As did President Reagan, Wright and Byrd expressed a preference for cooperation rather than confrontation in dealing with America's problems. But the two congressional leaders also injected a touch of reality to bring Reagan's soaring rhetoric back to earth.

Byrd spoke of the damage done to America's credibility by the secret sale of arms to Iran, and the need to dispel "a gathering sense of mistrust." He reiterated a Democratic commitment to a strong defense and to "really getting our money's worth" from the billions so spent.

Wright spoke of areas of agreement and of reasonable compromise. But he made clear that there are also some "fundamental differences between the White House and the Democratic Congress."

A battered car is the Dallas home of Meagan Roberts, 3, her brother Joshua, 2, and their parents. The photo by David Leeson was the cover illustration of a special 16-page section on the hungry and homeless that won the Heywood Broun award for a five-member team from the Dallas Morning News.

For stories on homeless

Dallas News wins Broun award

A special report on the hungry and homeless in Dallas won the Newspaper Guild's prestigious 1986 Heywood Broun award for a five-member team from the Dallas Morning News.

Four reporters—David Tarrant, Melinda Henneberger, Leslie Pound and Dan Barreiro—and photographer David Leeson produced the prize-winning entry.

They spent two months living on the streets of Dallas, eating in soup kitchens and sleeping in shelters in the course of producing their 16-page chronicle of suffering and struggle.

In the process, the Broun award judges said, the team of journalists "put faces on the anonymous and revealed an unhidden but invisible world." The story was published on Thanksgiving day, and brought a deluge of contributions for the homeless.

The $1,000 award is made annually for outstanding individual journalistic achievement in the spirit of the Guild's founding president. Broun's daily columns published in the 1920s and 1930s reflected his concern for the underdog and the underprivileged.

Winners honored

The Dallas team was honored at a National Press Club luncheon on the opening day of the winter meeting of the Guild's executive board.

An honorable mention went to reporters Mike Kelly and Mary Kane and photographer Mel Grier, members of Guild Local 9, for their series in the Cincinnati Post documenting the plight of 74,000 slum residents. The articles resulted in housing code enforcement changes. Kelly's father, Tom Kelly, is a former president of the Washington-Baltimore Newspaper Guild.

Steve McGonigle and Ed Timms of the Dallas Morning News also received an honorable mention award for their series of news stories that disclosed the systematic exclusion of blacks from court juries in Texas.

Judging this year's 153 entries were James Polk, an investigative reporter with NBC News; Juliet O'Neill, senior correspondent in the Canadian Press Washington bureau, and Ray Jenkins, editor of the Baltimore Evening Sun's editorial page.

Hugh Harrison, a longtime leader of the Pacific Northwest Newspaper Guild and a former member of the TNG executive board, chaired the contest but did not participate in the judging.

Equity raises negotiated in Seattle accord

Seattle—City workers will share $2.3 million in salary increases this year under a pay equity agreement reached between the Professional & Technical Engineers and the city council.

The settlement stems from the 1983 round of contract bargaining between the IFPTE and the city during which the parties agreed to continue negotiations on the pay equity issue.

The tentative agreement calls for hourly wage increases for nearly 1,100 secretarial and clerical workers of 13 to 43 cents. The raises are retroactive to January 1986 for mostly clerical workers—whose classifications were part of the 1983 contract negotiations—and November 1986 for all others. IFPTE Local 17 represents 2,000 of the city's 10,000 workers.

Mike Waske, business manager for IFPTE Local 17, said the union was not completely satisfied with the methodology used to calculate the pay equity raises and won agreement from the city that an independent consultant—agreed to by both the union and the city council—would be hired to review the next phase of wage increases.

Under the settlement, workers in jobs paying below 85 percent of the average male-dominated salary line will receive a pay equity increase. Washke added that the union is seeking additional pay increases for all victims of gender-based wage inequities.

Union role

Local unions including the Service Employees and unaffiliated Teamsters and a nurses' association took part in writing the standards and specifications that determine the point rating of each job classification. Included in the rating system are such criteria as work hazards, exposure to dangerous substances or contagious diseases and education.

But the application of the standards to specific job classifications by city officials met with some disagreement from the local union, Washke said. For the first round of increases, the city omitted some higher-wage, male-dominated occupations from the system, including fire fighters and police, that the union believes should be included in the classification system.

The local also is continuing negotiations for a new collective bargaining agreement, replacing the contract that expired last September.

Can company guilty of pension rigging

Continued from Page 1

proceedings, Continental management devised a secret scheme to keep employees from qualifying for special benefits or receiving them if they already were eligible.

The appellate decision, written by Judge A. Leon Higginbotham Jr., explains how management sought to do this. The chief means was to adjust business volume from plant to plant, so as to pay the lowest amount of benefits.

The goal was to keep work coming into a plant with a large number of senior employees so that persons eligible for benefits wouldn't have their jobs abolished.

A corresponding goal was to avoid recalling laid-off workers who would be able to achieve benefit eligibility by coming back on the payroll, even briefly. That was especially important because a worker laid off continued to gain years of eligibility for early benefits for the two years after layoff. A rehiring would entitle the worker to an additional two years of qualifying time.

Continental programmed its computers to produce a "red-flag" alert if a worker on the no-recall blacklist was rehired.

Initially, a federal district court ruled that Continental's actions did not violate ERISA, even though it found that Continental's decision to shut down the production of steel container pails at the Pittsburgh plant was motivated in part to prevent employees from attaining eligibility for early benefits.

The Steelworkers appealed and won. The appellate court also rejected a company claim that a two-year or six-month statute of limitations should apply. It found that the district court properly applied a six-year period as provided under state law in cases of employment discrimination.

It also rejected the company claim that the dispute should have gone to arbitration, not the courts. The appellate decision noted that the dispute was over a claimed violation of federal law, not whether a particular worker was entitled to a pension under the service and age provisions of the contract. It sent the case back to the trial court to determine the appropriate relief for employees who were unlawfully laid off before attaining eligibility for benefits.

In a related case involving the closing of a Continental plant in Los Angeles, a federal district court found the company's actions illegal but has not determined an appropriate remedy. The USWA also has a class action suit pending in a New Jersey court on behalf of Continental employees elsewhere who may have been similarly deprived of benefits or eligibility status.

Record companies agree to pact with Musicians

New York—The Musicians reached a tentative settlement with major record companies on a three-year agreement covering nearly 7,000 AFM members.

The new pact preserves both the Music Performance Trust Funds, which pays musicians for admission-free performances, and the Special Payments Fund, which provides royalties to recording musicians, the union said.

The ratification vote will be held by mail balloting and the votes will be counted Feb. 19.

Rubber Workers official Donald Tucker retires

Akron, Ohio—Donald C. Tucker retired Jan. 31 as secretary-treasurer of the Rubber Workers. Tucker, 58, was first elected secretary-treasurer at the URW 1978 convention.

URW President Milan Stone said he will appoint an acting secretary-treasurer to complete Tucker's term, which ends in October.

Wage increases tumble lower in 1986

Bonus payments in union contracts not counted in BLS data

American workers received wage increases averaging 3.5 percent in 1986, down from the 4.4-percent average a year earlier, the Bureau of Labor Statistics reported.

But the AFL-CIO pointed out that the figures were skewed because BLS didn't count in lump-sum bonuses that increasingly mark union-negotiated contracts.

Last year, said federation economist John Zalusky, nearly 1 million union members received bonuses that ranged as high as $4,000 each. "If the government factored those payments into its calculations," he declared, "there would have been a significant gain in the compensation figures."

BLS reported that, for the fourth year in a row, nonunion workers won larger percentage wage gains than union members. The former won increases averaging 3.6 percent while the gain for unionized members was 2.1 percent.

But Zalusky said the statistics mask the reality that there is a significant dollar gap between the wages of union and nonunion workers.

In 1985, he pointed out, weekly pay of union members averaged $419, while unorganized workers received only $315. That's a differential of $104 per week. Figures on those comparisons for 1986 have not yet been released by the government.

Union advantage

"The wage gap between union and nonunion workers is so large," Zalusky pointed out, "that even if this trend were to continue, it would take nonunion workers 20 years to catch up to union members."

BLS said that workers in the manufacturing sector fared better last year than those in the rapidly expanding service sector. Industrial wages rose 3.2 percent last year while pay in service industries went up only 3 percent.

This is just the opposite of what occurred in 1985, when service industry increases averaged 4.7 percent as compared to 3.5 percent in manufacturing.

Regional data showed that the largest wage gains occurred in the Northeast, where increases averaged 3.9 percent. The rate was 3.2 percent in the South, 2.7 percent in the Midwest and 2.4 percent in the West.

BLS gave this preview of activities for the first quarter of 1987:

- Some 470,000 workers will be affected by 82 contracts that expired or were reopened but had not been renegotiated or ratified before Jan. 1.
- Another 262,000 workers are covered by 110 major agreements scheduled to expire or reopen for wage negotiations between now and the end of March.
- About 689,000 workers will receive deferred wage changes averaging 2.4 percent under agreements negotiated earlier.
- Nearly 1.5 million workers are scheduled for cost of living reviews during the three-month period.

New court action

Brock hit for delay on job hazard rule

By Arlee C. Green

A labor-citizen coalition asked a federal appellate court to enforce its 18-month-old order that the federal job safety agency expand coverage of its hazard communication standard to all workers.

The petition to the 3rd Circuit U.S. Court of Appeals in Philadelphia was filed by the AFL-CIO, the Steelworkers and the Public Citizen Health Research Group. It also asks that Labor Sec. William E. Brock be found in contempt of court for failing to obey the terms of the judgment.

Instead of complying with the court order, the suit says, "the Secretary has undertaken to consider at his leisure, in a new full-blown rulemaking proceeding—which, incredibly, is still at the beginning stage—whether and to what extent to broaden the scope of the standard."

There is "no indication that OSHA has taken previous court actions seriously," declared Margaret Seminario, associate director of the federation's Dept. of Occupational Safety, Health & Social Security. The 18 months of inaction shows the agency has "no intention of moving in a timely fashion on this matter."

Once again, labor and other groups have been forced to return to court to compel OSHA to do its job, Seminario said. The last indication was that OSHA "would not have a final standard until Spring 1988, nearly three years after the court decision ordering it to expand the standard."

Seminario stressed that the Administration has often pointed to the hazard communication standard as proof it cares about workers, but the truth is that "Reagan's OSHA is hiding behind the standard. What it comes down to is all talk and no action."

12-year battle

Organized labor has been pressing the agency for a comprehensive hazard identification rule for a dozen years. A standard proposed in the final days of the Carter Administration was withdrawn by the Reagan Administration, which proposed a less onerous rule in 1982.

In November 1983, the agency issued a final standard that limited coverage to a narrowly defined group of workers in the manufacturing sector. Labor's court challenge of this final standard resulted in the July 1985 ruling that directed OSHA to expand the standard's coverage to all workers unless it can "state reasons why such application would not be feasible."

In the year-and-a-half since that ruling, Brock "has failed to comply with this court's directive," the suit states. In November 1985, OSHA requested additional comments on expanding the rule's coverage. Since then, the agency has received over 200 written responses which it said are "in the final stage of review."

But before it can act, OSHA contends, it must publish another "notice of proposed rulemaking," set for this March, and additional hearings.

Fast track cases

Labor's court petition points out the speed with which OSHA acted in limiting the definition of a trade secret, as it was directed by the court in the July 1985 order and in expanding access to trade secret chemical identities by workers and their bargaining agents. In those cases, OSHA published an interim final rule, invited written comments, held no hearings, and chose not to delay implementation of the changes until the close of the comment period.

This response "contrasts sharply with the Secretary's recalcitrance in extending the scope of the standard beyond manufacturing or stating why extension is infeasible," the suite states.

It adds that the "resort to further, time-consuming rulemaking proceedings is but a bald attempt to circumvent the plain terms of this court's judgment."

In pressing for a contempt-of-court finding against Brock, the petition details the reasons for delay in expanding the safety measure. It concludes: "The Secretary has stubbornly sought to accomplish indirectly what this Court has foreclosed him from doing directly."

Senators pressed to correct defects in civil rights law

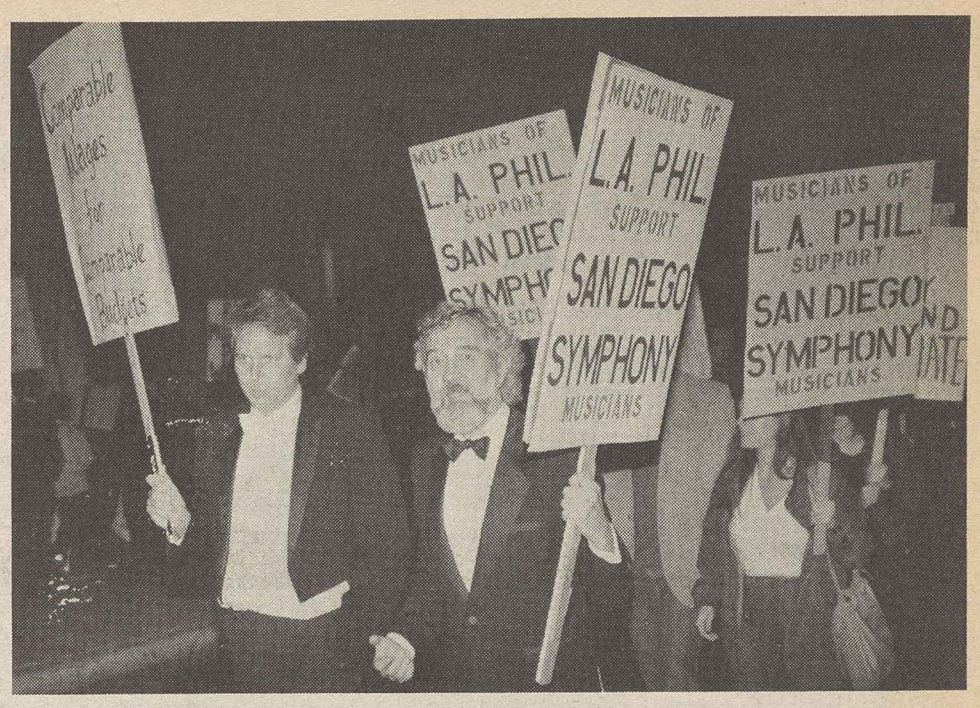
The AFL-CIO has urged senators from both parties to cosponsor the Civil Rights Restoration Act, a measure needed to overcome the Supreme Court's narrow reading of anti-discrimination laws affecting federal funding.

At issue is the scope of laws prohibiting discrimination because of sex, age or handicap in programs or activities that receive federal funds. In its controversial 1984 decision in the Grove City College case, the Supreme Court ruled that a ban on sex discrimination did not apply to college activities not using federal funds.

There is strong bipartisan agreement that Congress intended the ban on discrimination to apply to the institutions receiving federal funds, not just the specific activity in which the funds were used. But legislation to remedy the Supreme Court decision was sidetracked in the last Congress by a dispute over whether language dealing with abortion should be added to the bill supported by the civil rights coalition.

A letter from AFL-CIO Legislative Director Robert M. McGlotten urged restoring the original intent of Congress without burdening the legislation with "unnecessary controversies."

The proposed Civil Rights Restoration Act "simply clarifies the intent of Congress to ensure that federal funds would not be used to discriminate against minorities, women, disabled persons and older Americans," McGlotten said.



Damian Bursell-Hall of San Diego Symphony, left, is joined on picket line by Michael Nutt of the Los Angeles Philharmonic in a show of support.

San Diego musicians reject symphony giveback demand

San Diego—Symphony-goers here have endured a season of silence since the San Diego Symphony locked out members of Musicians Local 325 last Oct. 16. The musicians rejected contract demands for wage and artistic concessions.

As deadlines passed last fall for reaching an agreement, symphony management began cancelling its winter concert series in three-week segments. Finally under threat of bankruptcy on one hand and the promise of a mini-concert series this March, AFM Local 325 members rejected by a 52-to-2 vote the symphony's final offer.

That proposal would have left more than a half the members earning less in the 1988-89 season than in the 1985-86 season. Local 325 orchestra committee chairman Greg Berton said that the musicians were promised 45 weeks' work annually and major orchestra status. But instead, "they ended up cutting us down to 40 weeks and paying us one of the lowest wages of any major orchestra in the country."

The musicians' salaries average $482 a week. Management's final contract offer would have increased pay by up to $40 a week for an "electronic media guarantee" payment that would serve as advanced compensation on future audio and video recordings.

The union preferred to negotiate compensation on a per-project basis. Small scale increases were also offered, but with only 40 weeks' guaranteed.

Blind auditions, those carried on from behind a screen, have been conducted for years. Management sought to remove the curtain for the final phase of auditions. When the union reluctantly agreed to that, Conductor David Atherton then pressed to get voting power equal to the other eight members combined, Berton said.

Management also sought to get greater control on the review committee that hears appeals of musicians fired by the conductor. Atherton wanted the lion's share of appointees to the committee, the union said.

Frontlash rallies college janitors

St. Louis—Janitors and custodial workers at Washington University won contract gains with the strong backing from students and faculty members.

Through a petition drive and rally spearheaded by the local chapter of Frontlash, the federation's youth support group, university students, faculty and staff members expressed support for the school's custodial crew, members of Service Employees Local 50.

Frontlash volunteers collected 300 signatures supporting the union's drive for wage and benefit improvements, then presented the petition to SEIU Local 50 President William Stodghill at a rally organized by the youth group

During the rally, Stodghill outlined the demands of Contract Cleaners Association, the management firm negotiating with SEIU Local 40 for janitorial services at the university. The company wanted to freeze wages at $3.60 an hour and benefits.

Instead, the local won a wage increase of 25 cents an hour over the two-year term of the contract, Martin Luther King Jr.'s birthday as a paid holiday and improved health benefits.

Other improvements allow union representatives to visit job sites and require management to tell the union where members are working at any specific time.

Stodghill stressed that despite the pay raise, some Washington University janitors will be earning wages below the poverty level. Still, the settlement is "a step ahead for this group of workers," he said.

Mexican connection devours American jobs

Continued from Page 1

In Wisconsin, former Gov. Patrick Lucey (D) has come under fire for trying to persuade firms in that state to move to Mexico where there's a ready supply of cheap labor.

He's been promoting this program while serving as a consultant for Forward Wisconsin, a quasi-state agency charged with attracting new businesses to Wisconsin. Lucey insists that there's "no conflict of interest in my doing everything I could to help Mexico and the self-interest" of American business.

Lucey has been working on the Mexican connection since mid-1981, about a year and a half after resigning as President Jimmy Carter's ambassador to Mexico. Now he's taken on a new client—the Mexican state of Yucatan.

He defends the practice on the ground that a resurgent economy is vital to help Mexico pay off "a horrendous foreign debt of over $100 billion, most of it owned to U.S. banks." What he sees in the future is another $20-to $30-billion American investment in Mexico and the creation of several million new jobs in that country.

To date, at least 13 Wisconsin firms have shifted more than 5,000 jobs in Mexico. That concerns Sec.-Treas. Earl Lepp of the Milwaukee County Labor Council. "Clearly these plants have led to a loss of U.S. jobs and increases in unemployment and the welfare rolls," he declared.

Trade gap worsens

And Jack Reihl, president of the Wisconsin AFL-CIO, pointed out that the maquiladora program has aggravated the nation's trade crisis. "The U.S. had a $167.9-billion trade deficit this year and Mexico accounted for $5.8 billion of that," Reihl pointed out. Yet while American production is going south of the border, he added, Mexico is "one of the nations most closed to American goods."

Protests against the maquiladora program have also been raised by the Southern Arizona AFL-CIO, objecting to the support Rep. Jim Kolbe (R-Ariz.) has given the maquiladora scheme. Apparently not satisfied with the favored treatment given American companies that relocate to Mexico, Kolbe wants to give them further encouragement.

The Republican congressmen went to the posh resort city of Acapulco—scene of a maquiladora conference originally sponsored by the Commerce Dept. until Congress put its foot down—and told 600 American businessmen and Mexican promoters the U.S. government should be doing more.

What does Kolbe want?

- A quasi-government corporation that would sell tax-free bonds in the United States to purchase Mexican facilities.
- Having the Overseas Private Investment Corp. underwrite American investment in plants across the border.
- Accelerated depreciation allowances for runaway firms.

Kolbe insisted that, in the long run, the maquiladoras, or "golden mills," insure continued employment in this country. But President William H. Bywater of the Electronic Workers, disagreed.

"Anyone who says the maquila program gives the United States jobs is being deceptive," Bywater said. "We are losing jobs. We are the victims."

Bankers' bonanza

Rep. James J. Florio (D-N.J.), whose subcommittee was one of those probing the Mexican connection, echoed that view. "You can't tell someone who has just lost his job, 'Sorry, but you're a casualty to the higher purpose of allowing Mexico to pay off its debts to American banks.' That approach just doesn't wash."

And Rep. Ralph Regula (R-Ohio), who cosponsored the ban on Commerce Dept. participation in the maquiladora promotion, pointed out that people are losing their jobs because of the runaways. "I don't think it's the responsibility of the taxpayers to subsidize an effort to move jobs to Mexico," he stressed.

Oregon challenges unemployment data

Federal statistics on workforce dropouts and hiring disputed

Salem, Ore.—The state of Oregon won't issue an unemployment rate for December until its gets some straight statistics from the Reagan Administration.

Oregon's Employment Division is questioning the accuracy of Census Bureau data provided to the Bureau of Labor Statistics, which then transmits the figures to Oregon.

AFL-CIO Research Director Rudy Oswald attributed the inconsistencies to President Reagan's decision to cut funds for BLS economic data-gathering operations and to ignore the recommendations of an independent comission to enlarge the sample of households surveyed in order to improve the state and local statistics on unemployment.

Oregon's Employment Division administrator disputes the federal government's December estimates on the number of people who dropped out of the labor force and the number who re-entered the job market.

Federal officials estimate that 10,000 Oregonians returned to school in December and were no longer looking for work. But Oregon disputed that finding, claiming that the high figure for people entering school three months after the fall term had begun and at a time when schools were closing for the Christmas holidays did not make sense.

The state employment division also disputed BLS's contention that 16,000 workers dropped out of the labor force during the month, noting that December is a prime month for people seeking pre-Christmas employment.

BLS estimated that 7,000 Oregonians reentered the labor force during December, compared to 29,000 in November.

Statistical quirk

Oregon's jobless rate for November was 7.5 percent, the lowest rate in five years. Using the suspect BLS statistics, December's rate would have fallen even lower—to 6.7 percent, the employment division said. While 86,000 persons were officially out of work in November, calculations using the disputed federal figures show only 66,000 jobless for December, with new claims for unemployment benefits totaling 4,000.

Administrator Raymond Thorne of the Employment Division said the public would reject such a low figure when the state is experiencing so many layoffs and plant closings.

The controversy over the December calculations marks the first time the BLS information has been questioned by the state's employment division.

The Census Bureau estimates are based on a telephone survey of just 680 households, with a 25-percent margin for error, BLS said.

Oregon AFL-CIO President Irvin H. Fletcher charged that the artificially low jobless rate would keep thousands of jobless workers from qualifiying for six weeks of additional state-financed unemployment benefits and could jeopardize millions of dollars in federal allocations that on based on the state's official unemployment rate.

Fletcher noted that the trigger for additional benefits is an adjusted 4.5-percent jobless rate for those working at jobs covered by unemployment insurance, the equivalent of an overall rate of 7.5 percent.

But including discouraged workers and those who have accepted part-time work because no full-time jobs were available pushes up Oregon's real unemployment rate to nearly 12 percent, Fletcher said.

"Whenever the Reagan Administration makes an error, it never seems to be in favor of workers," he added.

Chicago Trib must arbitrate transfer issue

Springfield, Ill.—The Chicago Tribune as part of the Chicago Newspaper Publishers Association, has been ordered by a federal district court to arbitrate its dispute over mandatory transfers, hiring of substitute workers and jurisdiction with Typographical Union Local 16.

ITU Local 16 President Dave Donovan said the union filed suit against the newspaper to force it to arbitration. After the newspaper transfered workers out of the union's jurisdiction and introduced new technology in other departments that took away ITU work, the union voted to strike in July 1985.

Joining the walkout were Web Pressmen's Local 7 and Mailers Local 2, which were protesting managements's attempt to do away with the hiring hall. All three locals have been without a contract since January 1983.

The strike continues, even though the unions made an unconditional offer to return to work last February. For its failure to bargain in good faith, the Chicago newspaper was put on the AFL-CIO list of unfair employers.

Donovan said that the company wanted to transfer linotype operators to other jobs outside of the composing room where the ITU has jurisdiction. When the ITU local sought to arbitrate the matter, the Tribune claimed it wasn't a matter for arbitration.

Changing workplace

The jurisdictional dispute centered on the introduction of a computerized page make-up system to which the company planned to assign workers from other departments, although the union maintains that the work is strictly "ITU work."

The third issue concerned the hiring of substitutes to fill in for workers who took time off. "We wanted assurance that substitutes could be put on and the company reneged on it," Donovan said.

Cooling-off order shunts strike on Long Island line

New York—Some 6,600 members of 15 unions ended their 11-day strike on the Long Island Rail Road, returning to work for a federally mandated 60-day cooling-off period.

The unions acted after President Reagan signed the back-to-work order less than 24 hours after its enactment by voice vote in the House and Senate.

The strike began Jan. 18, one day after an earlier cooling-off period expired. Key issues have been wages, health benefits and pensions. The rail line, the nation's busiest commuter line, serves 110,000 people daily.

Congressional intervention marks the fourth time the government has tried to resolve the dispute. Two presidential emergency boards and the National Mediation Board have been involved at various stages of the contract dispute since it began in June 1984.

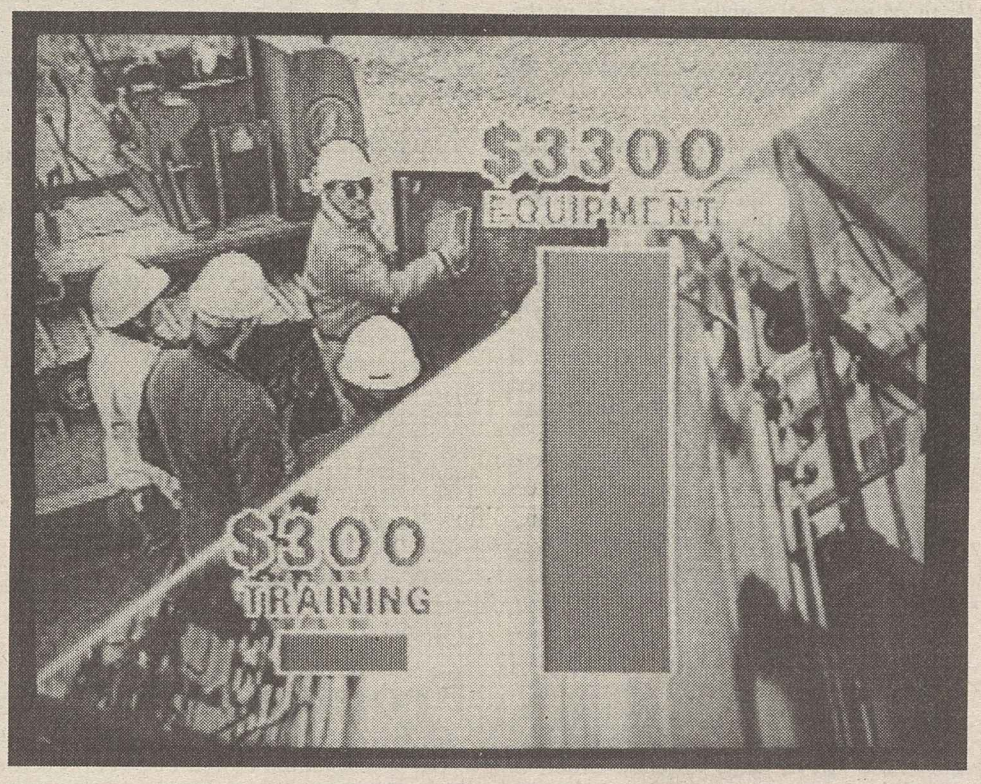
This time, however, the congressionally passed measure requires the federal mediation board to propose a solution to the impasse if mediation during the cooling-off period fails. Congress would then have to approve or revise the recommendations or the strike could resume.

The walkout began after some of the unions involved in the dispute charged the railroad with dragging its feet in contract talks.

Although 10 of the unions have either settled their contracts or agreed to arbitration, all of the union members stayed off the job to honor the picket lines of the unaffiliated Locomotive Engineers and the Patrolmen's Benevolent Association.

Negotiations have taken place sporadically since the start of the walkout. However, the five unions still without contracts accused rail management of pursuing a heavy-handed strategy that included taking items off the bargaining table.

The five unions still without contracts are the Railroad Signalmen, Electrical Workers, Machinists, Boilermakers and Plumbers & Pipefitters.



Segment of Operating Engineers' "Learning By Doing" video shows corporations are spending 11 times more on equipment than on training.

New video spotlights training as vital for tomorrow's job

American workers will continue to see their standard of living drop unless they are given access to new education and training systems that enable them to gain the skills needed for tomorrow's jobs. That's the strong message of a new videotape produced by the Operating Engineers under a Labor Dept. grant.

The IUOE video, titled "Learning By Doing" is a special report on American workers and the need for a greater corporate interest in worker training. The program, available in either 30-minute or one-hour versions, centers on a 1986 conference that featured former Labor Sec. Ray Marshall and other noted authorities.

The half-hour show keys on three segments—the threat of foreign economic competition, the skills workers will need to survive in tomorrow's workplace and the apprenticeship system as a premier methods of developing the skills through learning by doing.

The hour-long program includes those video segments along with discussions by the panel of experts.

UAW staves off Deere takebacks

Continued from Page 1

membership. However, the UAW hailed the agreement as "a major victory" because it staved off management demands for deep wage and benefit cuts.

The pact follows the pattern set last year in negotiations with Caterpillar Inc., although some of the provisions were different to address problems of specific concern to Deere employees.

The dispute dates back to Aug. 23, when 4,000 UAW members struck three Deere plants after their contract expired. The farm-implement manufacturer retaliated by shutting down production at its 10 other facilities, throwing an additional 9,000 UAW members out of work.

Negotiations between the two sides collapsed on Dec. 4. They were resumed this week after Rock Island County Judge David DeDoncker threatened to hold both sides in contempt of court unless they went back to the bargaining table.

The 159-day labor dispute was the longest in Deere's history. It far surpassed a 110-day UAW walkout in 1950.

Gene Upshaw named to NFL Hall of Fame

Canton, Ohio—Gene Upshaw, president of the Professional Athletes, was elected to the Pro Football Hall of Fame.

Upshaw, an AFL-CIO vice president and executive director of the National Football League Players Association, played guard 15 years for the Oakland Raiders. He is among seven former players who will be inducted to the Hall of Fame on Aug. 8.

The others—all NFLPA veterans—are Len Dawson, Kansas City Chiefs; Larry Csonka and Jim Langer, Miami Dolphins; John Henry Johnson and Joe Green, Pittsburgh Steelers, and Don Maynard, New York Jets.

Schedule of Labor Studies Center courses

The George Meany Center for Labor Studies will offer 10 workshops during February and March. The schedule:

Effective Leadership Styles, Feb. 1-6—An institute on leadership styles that teaches participants how to recognize their own style and modify it when appropriate. Individual coaching and video replays are provided.

Corporate Change, Feb. 2-4—A conference cosponsored with the Industrial Union Dept. on the impact of corporate mergers, acquisitions and takeovers on union members' rights, security and equity.

Negotiating Profit Sharing and ESOPs, Feb. 8-13—A new program for full-time officers and staff on how to design and write profit-sharing and ESOP programs and analyze financial documents.

Arbitration Techniques Feb. 8-13—A workshop on presenting mock cases before professional arbitrators. Sessions will be videotaped.

Basic Labor Law, Feb. 22-27—A workshop on labor law fundamentals, current trends and new decisions on bargaining, servicing and union administration.

Newswriting and Editing, Feb. 22-27—A course for union editors on the basics of publishing newspapers, journals and other materials.

Teaching Techniques for Labor Education, Feb. 22-27—A program to provide union staff with skills to teach educational programs.

Union Administrator and Business Agent, Mar. 8-13—An institute for full-time officers or business agents on identifying and solving problems, time management, monitoring finances and budgeting programs.

Organizing Techniques, Mar. 15-20—An introduction to basic organizing skills for new organizers and a refresher course for veterans.

Evolution of Work and the Labor Movement, Mar. 15-20—A course that examines union strategies for dealing with the new technology as well as the changing workplace and workforce.

AFL-CIO affiliates using the campus in February for their own staff training programs are: American Institute for Free Labor Development, Feb. 1-20; State, County & Municipal Employees, Feb. 8-13; Newspaper Guild, Feb. 13-19; Flight Attendants, Feb. 17-20; Professional & Technical Engineers, Feb. 18-20, and Teachers, Feb. 22-27.

More information about labor studies programs is available from Robert Pleasure, executive director, George Meany Center, 10000 New Hampshire Avenue, Silver Spring, Md., 20903. Telephone 301/431-6400.

EDITORIALS

Let the Worker Beware

THE CALLOUSNESS of the leave-it-to-the-marketplace ideology the Reagan Administration brings to the issue of workplace safety and health almost defies belief.

A chapter of the annual report of the President's Council of Economic Advisers makes grudging acknowledgment that Congress, presumably in one of its more pixilated moments, once passed a law to require employers to provide a "safe and healthful workplace," and set up a federal agency to enforce that law.

The best the report has to say for OSHA is that its "fines and enforcement activities are small." The real incentive for safe working conditions, the White House document insists, is the economics of the marketplace.

LET THE WORDS of the President's economic advisers deliver their own message about the nature of this Administration:

"The labor market provides strong incentives for employers to improve safety. In order to make a hazardous job attractive to workers, a firm must offer higher wages than it would have to pay otherwise. Wage premiums are a critical device for controlling job hazards because they provide employers with incentives to reduce hazards in order to reduce wage costs . . .

"In efficient labor markets, wage premiums result in appropriate matching of workers and jobs based on risk and other factors.

"Workers who are more risk-averse will demand higher wage premiums for risky jobs than workers who are less risk-averse, and thus will be less likely to take jobs with relatively high probabilities of injury.

"Similarly, the labor market offers incentives to both workers and employers to implement job matches based on differing personal vulnerabilities to job hazards.

"For example, if short police officers face greater risks of assault, smaller people will be less likely to take police jobs for a given wage. To some extent, however, legal prohibitions against discrimination limit the ability of firms to screen workers on the basis of vulnerability to job risks."

We Can Do Better

IN THE past few years, we've been hit by a staggering trade deficit. Last year that deficit represented a drain on our economy of more than $2,600 per family. It has robbed us of 3 million American jobs in four years.

Every few days, another factory closes or announces a big layoff somewhere in America. Just four years ago, we were the world's largest creditor nation. Today we're the world's largest debtor nation.

We can do better than that.

For three years, we have implored the President to take action. Last year the House passed a comprehensive trade bill, with a huge bipartisan vote. The bill died without any action in the then-Republican Senate. This year, large majorities in both houses are determined to act. And we will act.

DO YOU know what our Number One export is from the Port of New York? I'm almost ashamed to mention it. It's not machinery. It's not computers. It's junk. It's scrap metal —mostly junked automobiles.

Do you know what the second biggest export is? It's paper. Waste paper. Trash. It is shipped to the Far East and made into cardboard boxes for the foreign-made clothing and shoes they sell back to us.

We need strong incentives to invest in those things that modernize and improve our aging American industrial plants, make them more competitive. Then "Made in the U.S.A." once again can be the badge of quality and value throughout the world.

That is our Number One congressional objective this year.

—From response by the Speaker of the House of Representatives, Jim Wright, to President Reagan's State of the Union address, Jan. 27, 1987.

Big gaming table

Wall Street enjoys boom as Main Street goes bust

By Gus Tyler

The Dow-Jones stock index hit 2000 the first week in January. The media shouted, "Wow Dow!"

Meanwhile, back on his campus in California, Peter Drucker—highly touted oracle of the business world—was shrugging his philosophic shoulders as if to wonder silently, "So what?"

Drucker has been telling anyone who would listen that what is happening on Wall Street has little in common with what is happening on Main Street. The two avenues appear to be running in different, often opposite, directions: the weaker the economy, the stronger the stock market.

Facts are at hand to support his case.

Last year, the economy—the real economy in which people make things and render services —grew by only 2.6 percent, a dismal crawl. But this paper economy—the value of stocks—rose by 30 percent, a jubilant leap.

What happened in the United States happened in other countries as well. The Morgan Stanley Capital International Perspective World Index records that the world stock market was also going "wow." For 1986, the values rose by 30 percent at a time when growth was no better than in the United States. Even in vibrant Japan, the real economy grew by less than 2 percent last year, while the paper economy grew by 43 percent.

Distant worlds

From these puzzling facts it is clear that what happens in the world of stocks and bonds is not a reflection of what goes on in the world of goods and services. Indeed, the boom in the world of speculation may actually be caused by the bust in the world of production. The reason?

In a recent conversation with a well-placed banker friend, I put the question to him, "How come in slow times the Dow is running so fast and so far?"

His answer was very bankerish in its choice of words. "The world," he said solemnly, "is awash with liquidity."

Translated into plain English this means: "People have too much money."

You may object to this idea because it may not apply to you or your family or your neighbors. It certainly does not apply to about three billion people on the planet who are ill-fed, ill-clothed and ill-housed. You and your ilk may be "awash" with nothing but worries.

Capital glut

But those who have what is generally called "wealth" really do have it. And they don't know what to do with it.

They will not invest it in a steel mill at a time when there is too much steel in the world. Or auto making when there is an oversupply of cars. Nor in growing wheat or mining tin or drilling for oil. In these—as well as in other goods and services—there is a glut.

And precisely because of this glut in goods there is a glut of capital. Those "haves" really have and don't know what to do with what they have.

They could put the money into banks and draw 5 percent interest. But after allowing for inflation and taxes, that 5 percent ends up close to zero percent.

So—what to do with all that burdensome restless cash? The answer is to "play the market," get into that great big crap game called speculation, buy and sell pieces of paper.

Wall Street is that Vegas, that casino, that roulette table aslosh with billions of dollars daily.

The fewer real businesses in which to invest, the more money is there for the gambling table, for the street that is the beat of Dow.

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AFL-CIO news

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AFL-CIO LEGISLATIVE

ALERT!

AMERICAN FEDERATION OF LABOR & CONGRESS OF INDUSTRIAL ORGANIZATIONS

AFL-CIO Urges Relief For Workers And Their Families

The 1980s: The Decade Of Middle Class Decline?

For the first time in our history, we have a generation of Americans who cannot reasonably expect to do as well as their parents.

Lane Kirkland, January 20, 1987

Since the end of World War II, the United States has led the world's economy. Workers were employed to meet the needs of a war-ravaged world. These were mostly unionized manufacturing jobs, and they fed the expansion of a prosperous middle class. Middle class consumption, in turn, created a dynamic domestic market, which ensured more jobs and more prosperity. America was truely a land of opportunity, and hard work seemed to be all that was needed for the average citizen to be able to "get ahead."

The world -- and the country -- have changed:

* Between 1981 and 1986, 13.1 million workers lost their jobs due to plant closure, slack work, or layoffs. (Bureau of Labor Statistics)

* 58% of the new jobs created since 1979 paid less than $7,000 a year -- 36% below the poverty line of $11,000 a year. (JEC)

* Since 1981, the number of people employed in construction and manufacturing has declined by more than 500,000. (JEC)

* Nine million of the people who lived in poverty during 1984 were working, at least part of the year; nearly one-third of them were working full-time year-round. About one out of every six families in poverty had at least two workers in the labor force. (Census Bureau)

A recent study by the Congressional Joint Economic Committee (JEC) on the growth of low-wage employment states that,"The continuing decline in high wage manufacturing combined with the expansion in the low-wage retail trade and service sectors, have led to the popular perception that America may be on the verge of losing its middle class." They add that their findings (some of which are cited above) confirm this conclusion.

The AFL-CIO has called on the 100th Congress to take action to reverse this economic deterioration, and to lessen its effect on workers and their families. On January 13, during hearings on National Goals in Employment held by the Senate Labor and Human Resources Committee, AFL-CIO Secretary-Treasurer Thomas Donahue described the employment situation and detailed some of labor's legislative agenda for the coming year. Among the items called for were:

* New minimum wage legislation,

* Standards to be applied to mergers, acquisitions and bankruptcy filings which protect jobs, collective bargaining rights, health benefits and pension benefits,

* Plant closing legislation with advance notice requirements and other relevant protections for workers and local communities against "sudden death" shutdowns and mass layoffs,

* Legislation on issues such as parental leave and day care, which would protect job security and aid in the fulfillment of family responsibilities,

* Double-breasting legislation to prevent a construction contractor with a union contract from unilaterally taking action to siphon jobs away from union workers,

* Improved job training, not only for new workers and the persistently unemployed, but also for recently dislocated workers,

* More adequate unemployment insurance to strengthen this bridge over economic dislocation for all unemployed workers.

"It's time for everyone," Donahue told the Committee, "employers, the federal government and wage earners to pull together to put into effect government programs and policies that will do something to make the work environment, the economic environment, the social environment better for workers and their families -- better for America."

Opportunity For Fair Trade Legislation This Year

For the last two decades the AFL-CIO has been sounding the alarm about the evolving crisis in U.S. trade. In the last few years, U.S. trade deficits have been the largest ever recorded by any country, and in 1986 they will exceed $170 billion. With economists predicting a bleak economic future and an even larger trade gap -- a possible $1 trillion by the early 1990's -- it is more than time for action to be taken.

Last year, the House passed H.R. 4800, an AFL-CIO supported bill designed to address some of the country's most urgent trade problems; the Senate took no action. This year, an identical bill, H.R. 3, was one of the first pieces of legislation to be introduced in the House.

In the new Democratic controlled Senate, the Finance Committee has been holding hearings. AFL-CIO President Lane Kirkland, United Auto Workers President Owen Bieber, and United Steelworkers President Lynn Williams testified before the Committee on January 20th. Among other measures, labor leaders urged that the Senate adopt a bill with a trade deficit reduction provision and a provision to protect workers' rights in foreign countries.

The trade deficit, the dollar difference between the goods we export and the goods we import, has been a key factor in the erosion of our industrial base and the mass exodus of American jobs. For manufactured goods alone, the U.S. has gone from a surplus of $17 billion in 1980 to a deficit of $148 billion in 1986. During that period, imports have increased by 52%; exports have fallen by 2%.

The fact that nearly all other nations keep tight control over their domestic markets, means that many countries are enjoying huge trade surpluses at our expense. Many also engage in a number of unfair trade practices, such as dumping, industrial targeting and subsidies.

A provision in the House bill would require countries with excessive surpluses and unfair trading practices to begin an orderly reduction of their surpluses. Kirkland stated that any bill without such a provision would be nothing more than a "hollow shell."

One aspect of unfair trading practices which is also addressed in H.R. 3, is the exploitation of workers' abroad. As Owen Bieber testified, "the American sense of fair play is violated when products made under repressive labor conditions are exported to this country and displace our workers."

U.S. workers now find themselves in direct competition with child laborers and other workers in poverty stricken countries who have virtually no job protections or fringe benefits, work 12 or 14 hour days and are paid one-tenth as much as their American counterparts.

Just as an export subsidy lowers the cost of production, so too do restrictions on unions. Therefore, the application of worker rights to imports is an extension of the principle of fair trade.

The American labor movement has long held that the denial of tade union rights in any part of the world affects worker freedom everywhere. This month, it urged the Senate to adopt measures denying most-favored-nation trading preferences to countries such as Chile, South Korea, Nicaragua, Paraguay, Romania, Suriname and Taiwan, which violate internationally recognized labor practices.

"The country needs more than a process bill," Lane Kirkland concluded. "It needs legislation that recognizes the magnitude of our problem and implements recognizable steps to bring about that problem's solution. Anything less is just smoke and mirrors."

What You Can Do: Write to both of your senators and members of the Finance Committee. Tell them you want a fair trade bill like H.R. 3, with a trade deficit reduction provision and provisions to protect workers' rights in foreign countries.

AFL-CIO news

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MEMO FROM COPE
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Imports bloat '86 trade deficit

Kirkland asks quick action on remedies

AFL-CIO President Lane Kirkland took labor's case for a job-saving, deficit-reducing trade bill to the House Ways & Means Committee and welcomed assurances of expedited congressional action.

Committee Chairman Dan Rostenkowski (D-Ill.) said when he scheduled the hearings that trade legislation will get "priority consideration." Earlier, House Speaker Jim Wright (D-Tex.) promised to bring a committee-approved bill speedily to the House floor. He set an end-of-April target date for House action, which Rostenkowski said he would "try to meet."

The starting point for the committee's deliberations is the bill that the House passed last year to compel nations that have gained unfair advantages in the U.S. market to reduce their trade surpluses with the United States.

Hot issue

Kirkland welcomed its reintroduction. The Administration-opposed measure died without a Senate vote in the last Congress, but the political turnabout in the Senate has put trade issues on the front burner.

Kirkland, who testified last month before the Senate Finance Committee, was the first public witness at the House trade hearings.

The monumental trade deficit that has undermined the American economy can only be brought down by "tough, effective" legislation, Kirkland stressed.

If negotiations alone could remedy the

Continued on Page 5

Lane Kirkland testifies at House trade hearings with Research Director Rudy Oswald, left, and Legislative Director Robert M. McGlotten.

Clean water bill

Veto override sends message to Reagan

By David L. Perlman

Congress easily overrode President Reagan's veto of a labor-backed bill to fund the continued cleanup of the nation's water systems by bipartisan margins of 401-26 in the House and 86-14 in the Senate.

Despite the President's objection to the cost, the legislation authorized $18 billion over eight years for a final installment of federal grants for sewage construction facilities, and for transition to a state-administered revolving fund for low-cost construction loans.

It also bars backsliding on clean-water standards and sets up a $2 billion program to control pollution resulting from runoffs from farms or city streets.

Echoing right-wing ideologues, Reagan charged in his veto message that the runoff control program could become "the ultimate whip hand for federal regulators," enabling them to dictate to farmers what type of fertilizer to use and interfere with local zoning decisions.

The President pleaded with congressional Republicans to support his veto of the clean water measure. But on the motion to override, Republicans criticized the veto nearly as strongly as the Democrats, and the outcome was never in doubt.

No. 1 priority

Reagan had pocket-vetoed an identical bill passed near the close of the last Congress. The post-adjournment veto prevented an override vote, but House and Senate leaders gave the new bill fast-track priority at the start of the new Congress. It carried the symbolic bill number, H.R. 1.

Another high-priority measure—to reauthorize expired programs for federal highway construction and mass transit assistance—could also face a presidential veto even though the money to fund it comes primarily from the self-financing Highway Trust Fund.

But while there are differences between the House and Senate versions to be resolved in conference, the basic elements of

Continued on Page 6

Shortfall sets world record of $170 million

By Candice Johnson

The nation's trade deficit swelled to a staggering $170 billion last year, as American jobs and industries continued to be washed away by a flood of imports. The record-breaking shortfall spurred renewed calls from unions for congressional action to reduce the massive trade gap.

AFL-CIO economist Mark Anderson charged that the worsening of America's trade position clearly demonstrates the Reagan Administration's failure to come to terms with the trade crisis and the inadequacy of White House policies.

"The fates of scores of domestic industries and millions of American workers" rest in the willingness of Congress to enact strong, effective trade legislation, Anderson said.

While the overall trade gap in December fell to $10.7 billion from $15.4 billion the previous month, few economists took the sudden one-month drop as a sign that the record flood of imports to the United States last year was beginning to ease.

Record deficit

Anderson pointed out that although the value of the dollar against other currencies has been in decline for the past two years, "the 1986 trade deficit is the largest ever recorded."

The Commerce Dept. reported that for all of 1986, the merchandise trade deficit—which includes trade in agriculture, minerals and manufactured goods—ballooned to $170 billion, an increase of 14 percent over the 1985 record deficit of $148.5 billion.

U.S. goods sold abroad grew a scant 2 percent over the year, reaching just $217 billion, while imports—hitting a record $387 billion—jumped by 7 percent, fueled mainly by $294 billion in manufactured goods.

For December alone, the Commerce Dept. reported a level of $9.8 billion in the import-export gap for manufactured goods, down from a November rate of $16.8 billion. Manufactured imports included $3.9 billion in new autos; $1.8 billion in clothing & footwear; $1.6 billion in electrical machinery; $1.5 billion in telecommunications equipment, and $1.3 billion in office machinery.

U.S. factory exports in December totaled just $12.6 billion, which included $1.5 billion in office machinery, $1.4 billion in aircraft and parts and $1.1 billion in electrical machinery.

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Trade off on pay funding assailed

A Reagan Administration maneuver to cut needed domestic programs to fund pay raises for federal workers "is nothing more than a cheap public relations ploy," Government Employees President Kenneth T. Blaylock charged.

The 3-percent pay raise—substantially less than the comparability standard set by law and coming later than the due date—went into effect at the start of this year.

But instead of seeking supplementary funds to pay the added cost, the White House wants Congress to divert $258 million from some 25 program areas the Administration wants cut back. The list includes mass transit, food programs and occupational safety programs, the Office of Management & Budget said.

The Administration doesn't consider the programs it wants to eliminate necessary, OMB said.

The Senate served quick notice that it wants more money, not less money, for emergency food programs. It added to a bill earmarking $50 million for assistance to the homeless an amendment blocking an Administration proposal to shift $28 million from a program that funds distribution of food to needy households to offset the federal pay raise.

Blaylock termed the White House ploy "another example of the Administration's lopsided priorities."

Federal workers provide essential services to the American public, Blaylock said, and resent being put up as scapegoats. Government workers object to being "pitted against our friends and neighbors in this way," he said.

OSHA fines put low value on life

'Petty cash' penalties follow investigations of fatalities

By Arlee C. Green

What is a worker's life worth?

It depends on whom you ask, but workers agree that you shouldn't ask the Occupational Safety & Health Administration. Its price is often under $1,000—a "petty cash" fine.

OSHA recently reported that in 1985 there were 3,750 job-related fatalities in the 280,000 workplaces it surveyed. The federal job safety agency's responsibilities extend to more than 5 million workplaces across the country.

The fines meted out in worker deaths relate only to the infractions involved, such as unsafe wiring or lack of a machine guard. There's no connection between the fine for a safety violation and the death of a worker because of that violation. Further, OSHA is limited by law in the size of fine it can assess—$1,000 for a serious violation and $10,000 for a willful violation.

OSHA does not keep separate statistics on fines assessed in worker deaths, but in figures it provided to a House hearing, OSHA said that in 1983 it conducted investigations of 1,376 accidents where either a worker was killed or more than four workers were hospitalized. From that, it found 2,073 violations—1,022 that were serious, 30 willful, 26 repeat and 995 other than serious. The fines assessed for those violations totaled $589,422—an average of about $284 per violation and only 40 percent of the legal limit it could have assessed.

The Reagan Administration early on attempted to get OSHA "off the backs" of employers and off the shop floor. It slashed funding and the size of the agency's inspection force, but kept inspections figures artificially high by doing only "safety records checks" at many workplaces.

A rise in worker deaths, along with

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NLRB—R.S.V.P.

An employer who throws a party for strikebreakers and excludes union supporters is not only rude but violates federal labor law.

That's the message of the National Labor Relations Board to the Desert Inn Country Club & Spa in Las Vegas, Nev. The hotel and casino complex threw a party but not everyone came—because only the scabs in a 1984 strike were invited.

All but 20 of the 900 members of Hotel Employees & Restaurant Employees Locals 165 and 226 walked out in April 1984. However, as the two-month strike dragged on, about 200 workers crossed the picket line and returned to their jobs.

The hotel management later threw the party for the scabs while union members who honored the picket line had to serve the party-goers and clean up afterward.

The two HERE locals filed unfair labor charges with the NLRB. In a 3-to-1 decision, the board rejected the employer's claim that the party was intended to ease tensions in the workplace and ordered the hotel to pay each striker a sum equal to the value of the party—about $30.

The board termed the party a violation of federal labor law because it was a condition of employment given to workers based on their union activities and it discouraged workers from exercising their right to strike.

NLRB Chairman Donald Dotson objected, calling the party "a legitimate way to . . . put an end to the feuding." But the board majority disagreed, declaring, "we fail to see how the employer could accomplish that goal by an employer-sponsored function at which various former strikers worked, catering and cleaning up after their co-workers" who served as scabs.

Food workers get $9 million backpay award

Spencer, Iowa—At least 220 former workers at Spencer Foods will share a pot of $9 million under the terms of a settlement reached between the Food & Commercial Workers and Land O'Lakes, Inc.

The settlement award stemmed from the company's refusal to hire many UFCW Local 152 members when it purchased their plant from Spencer Foods. Of the 220 workers hired by Land O'Lakes, fewer than 40 had been working at Spencer.

The union filed unfair labor practice charges, but the National Labor Relations Board ruled that Land O'Lakes was not a successor company and therefore not required to rehire the Spencer Foods workers.

But the U.S. Court of Appeals for the District of Columbia disagreed, citing "shortcomings" in the NLRB analysis, and overturned portions of the 1984 board decision.

The appellate court directed the NLRB to reconsider its ruling, urging the board to order Land O'Lakes to hire the Spencer workers it passed over and to set back pay awards.

Seven-year battle

The $9 million settlement, reached through negotiations between the UFCW and Land O'Lakes, ends a legal dispute that began in 1979. Land O'Lakes sold the beef plant in 1985.

The back pay award will be distributed to union members over a five-year period, under a formula based on their seniority and outside earnings.

UFCW President William Wynn applauded the settlement. He said that while dollars do not fully compensate union members for their suffering when companies violate workers' rights, "large dollar settlements are understood by corporate executives who will change their behavior only when they learn that violating the law is more expensive than obeying it."

Chicago unions back re-election of Washington

Chicago—Incumbent Mayor Harold Washington won the endorsement of the Chicago AFL-CIO for the Feb. 24 Democratic primary election by a 231-115 vote of CFL delegates. Washington faces former mayor Jane Byrne for the party nomination.

"Washington won it the hard way and he deserves it," CFL President Robert M. Healey said. "We will inform all of our affiliates and members that we can that 'labor is behind Washington.' "

Healey said the CFL will do all it can to bring the story of Washington's labor record to union members and their families as well as providing financial support to the Washington campaign. The general election for mayor is Apr. 7.

For the first time in many elections, the CFL endorsed candidates for alderman. The labor body's endorsement committee and executive board made recommendations in most of Chicago's 50 wards. In some cases it took no position.

In other action, delegates at the monthly meeting elected Michael Bruton as secretary-treasurer. He was unopposed.

Bruton, 50, had been assistant to the president and served as acting secretary-treasurer since mid-January when Healey was elected president following the death of Edward F. Brabec. Bruton's term expires in 1990.

'Tribute' to Christa McAuliffe branded Reagan 'travesty'

The Teachers denounced the Reagan Administration's scheme to cloak an $11-million gouging of education programs for talented teachers under a proposal named for teacher-astronaut Christa McAuliffe. The former AFT member died in the explosion of the Challenger space shuttle last year.

"This is a travesty, not a tribute," AFT President Albert Shanker declared. "The Administration cuts $11 million from programs for talented teachers and then tries to hide behind the name of Christa McAuliffe the year after her death. She deserves much better."

Shanker stressed that taking money away from "worthwhile programs makes no sense." He noted that last year there was a total of $91.2 million for the separate teacher training programs. "Now they are merging the programs and offering $80 million," he said.

The Administration submitted its proposal to Congress on the anniversary of the Challenger accident. Education Sec. William Bennett, speaking at a high school near the U.S. Capitol, said the $80-million "Christa McAuliffe Teacher Training & Improvement Act" would be a fitting tribute to the first teacher-astronaut.

The proposal would consolidate several existing programs now funded at $91.2 million, including the $2-million Christa McAuliffe Talented Teacher fellowship program. This is only part of a larger $5.5-billion funding slash Reagan wants in the overall education budget.

McAuliffe's father wrote Reagan in January to protest the Administration's dropping of the fellowship program. Although the new package was named for McAuliffe following her father's letter, an Education Dept. spokesman denied the events were related.

Rubber Workers keep up campaign to save tire plant

Cumberland, Md.—Rubber Workers Local 26 hasn't given up its effort to save the jobs of nearly 1,000 workers still making Kelly-Springfield tires at a Goodyear-owned plant here.

The tire company, which was a principal employer for several generations of workers, was a casualty of the cash drain incurred by Goodyear last December when it used a costly stock buyout offer to fend off a takeover raid by a British financier.

The financier, Sir James Goldsmith, made an estimated $87.5 million on his stock transaction, according to Wall Street reports.

The victims were the Cumberland workers and employees of a Goodyear plant in Toronto, also an older establishment.

Goodyear gave the six-month notice required under the URW contract, but the union has sought to keep the plant open while pursuing the possibility of another purchaser. The company has agreed only to keep some corporate offices in the community.

A county judge, while expressing sympathy with the union effort, denied a temporary restraining order sought by Local 26 attorneys. Local President Clayton Oster said the union is considering further court action and continuing to explore other possibilities to keep the plant in operation.

"We'll do everything we can do for our members and explore every option," he said.

South Africans bone up on U.S. unions

Black trade union leaders from South Africa are in Washington for a month-long program sponsored by the AFL-CIO African-American Labor Center.

The seminar covers economics, labor relations, organizing strategies and collective bargaining techniques and includes a trip to New York for a meeting with labor representatives there.

Participants also will explore the civil rights movements in both South Africa and the United States, with emphasis on strategies and solutions to the problems faced by black workers.

After three weeks of course work, the 25 participants from 19 labor organizations will be assigned to internships with their American counterparts.

The AALC-sponsored program was developed in conjunction with the University of the District of Columbia Labor Studies Center, with classes held on the UDC campus.

Instructors include labor specialists from the university, as well as representatives from the AFL-CIO Dept. of Organization & Field Services and Dept. of Civil Rights, the George Meany Center for Labor Studies, the A. Philip Randolph Institute and affiliated unions.

The seminar is part of the federation's Program of Action in South Africa, in which American trade unionists offer support and assistance to black trade union leaders in South Africa who are striving to win better living and working conditions and full labor and human rights for black workers.

Washington welcome

The students were welcomed to Washington by AALC Executive Director Patrick O'Farrell, who explained that the purpose of the seminar is to offer advice from American union specialists in organizing and collective bargaining and to learn from the South Africans "what more we can do to help."

AALC Education Director George Martens called the seminar a valuable exchange medium for American trade unionists, providing an opportunity to meet and learn from their South African colleagues and setting the groundwork for a "union to union" network.

Graduation ceremonies will be held at Service Employees' headquarters on Feb. 26.

Black labor organizations participating in the program are: Black Health & Allied Workers; Chemical Workers; Electrical & Allied Workers; Laundry, Dry Cleaning & Dyeing Workers, the Urban Training Project; Black Domestic Workers; Brushes & Cleaners Workers; Building Construction & Allied Workers; Food, Beverage Workers; Insurance, Assurance Workers; Council of Unions of South Africa legal unit; National Union of Public Service; Wine & Spirit & Allied Workers; South African Chemical Workers; Steel, Engineering & Allied Workers; Textile Workers; Transport & Allied Workers, United African Motor & Allied Workers and Vukani Guard & Allied Workers.

African-American Labor Center's O'Farrell opens month-long seminar for South African trade union leaders.

Statistics no relief

Economic index rises but layoffs continue

A rush to cash in on year-end tax breaks pushed up the Commerce Dept.'s index of leading economic indicators 2.1 percent in December. But the statistical pickup provided no relief to workers who were served layoff notices.

Economists warned against viewing the one-month surge as evidence of an economy poised for strong growth, noting that unusual year-end conditions tied to tax reform and other factors played a major role in the increase.

December's increase marks the fourth consecutive month of rising indicators, following a revised nine-tenths of 1 percent rise in November, seven-tenths of 1 percent in October and two-tenths of 1 percent in September. Even so, the government reported earlier, the gross national product rose only 1.7 percent in the fourth quarter and ended the year with an anemic 2.5-percent rate.

Mounting layoffs

Thousands of workers were hit by impending layoffs in January. They include another 5,000 hourly workers at General Motors Corp. auto and parts plants in Michigan and Missouri; 1,500 at Grumann Corp. plants in Long Island, N.Y.; 1,000 at United Air Lines headquarters in Chicago, 324 at Quaker Oats Co. in Rockford, Ill. and a possible 3,000 workers at Fairchild Industries Inc.'s Farmingdale, N.Y., facility.

USX Corp announced it will "indefinitely idle" three steelmaking plants and will limit operations at a fourth, eliminating about 3,700 jobs. The Geneva Works in Orem, Utah, and two Pittsburgh-area plants will be shut down along with part of the Baytown, Tex. facility shut down.

The December economic indicators were bolstered by businesses and consumers stepping up purchases of autos and capital equipment to take advantage of tax credits, depreciation allowances and interest deductions that were phased out under federal tax reform.

Analysts noted that the December jump in building permits—which led the indicator index—was fueled by a rush of California builders seeking to beat higher state fees that took effect Jan. 1. Most termed the increase in the indicator index "temporary."

In other economic developments:

- The Labor Dept. reported that overall business productivity fell 2.3 percent in the fourth quarter while the manufacturing sector edged up two-tenths of 1 percent and 2.7 percent for the year. Overall, the productivity rate—the measure of output per hours worked—rose seven-tenths of 1 percent for the year, along the lines of a five-tenths of 1 percent increase for 1985.
- Orders for durable goods rose nine-tenths of 1 percent in December, the Commerce Dept. reported, with nondefense durable goods orders up 5.5 percent. Orders for machinery edged up seven-tenths of 1 percent, while transportation equipment orders declined, down two-tenths of 1 percent. Overall, durable goods orders rose just 1.5 percent last year, far below a 14.6—percent increase in 1984 and a smaller gain of 3.7 percent in 1985.
- Construction spending fell five-tenths of 1 percent in December, with declines in both residential and nonresidential outlays, the Commerce Dept. reported. Residential building fell 1.1 percent and non-residential spending plunged 3.6 percent, on the heels of a November drop of 2 percent. Overall, construction outlays in 1986 were up 2.8 percent from the year-ago period.
- With the closing of six banks in the Midwest and Southwest, the Federal Deposit Insurance Corp. reported that 17 banks failed so far in 1987. Last year, the FDIC closed 138 banks, up from 116 in 1985 and just 42 in 1982.

Contracts ratified for 45,000 at USX, 13,000 at Deere

Workers at USX Corp. and Deere & Co. ratified new contracts, ending record-long work stoppages at both companies.

The Steelworkers overwhelmingly approved a new four-year agreement, ending a six-month-long lockout of more than 22,000 active workers by USX. Another 23,000 had been laid off before the lockout.

The settlement restricts contracting-out and guarantees payment under a profit-sharing plan in exchange for wage and benefit sacrifices by union members.

The USWA members ratified the agreement by a 19,621-to-4,045 vote.

Maintenance workers have begun returning to work, and USX officials estimated that production start-up procedures would take about three weeks.

Meanwhile, Auto Workers members from 14 Deere locals approved a new contract by margins of 75 to 84 percent. Nearly 13,000 workers had been off the job since Aug. 23, when 4,000 UAW members at three plants voted to strike the farm and construction equipment manufacturer. Workers at 10 other factories then were locked out by the company.

The 20-month contract includes a "protected employee group" job security plan to protect workers from layoffs due to economic and technological changes and improvements in pension benefits, profit-sharing and health care.

The Deere workers also won Martin Luther King Jr.'s birthday as a paid holiday and maintained their cost-of-living payment.

Lt. Gov. Stanley Lundine joins New York State AFL-CIO President Edward J. Cleary, right, at "save our jobs and industrial base" rally in Albany.

New York state rally sounds labor's 'save jobs' crusade

Albany, N.Y.—Union members rallied behind the New York State AFL-CIO and called on the state legislature to "save our jobs" and "save our industrial base."

Nearly 1,000 trade unionists gathered for a noon demonstration putting state legislators on notice that their jobs will be on the line unless quick action is taken to revive the state's shrinking manufacturing industries.

State AFL-CIO President Edward J. Cleary urged state leaders to "provide for economic development throughout the state, so we can fill the void left by the hundreds of plant closings over the past few years" and to establish safeguards to protect workers from "hostile foreign competition in our domestic markets."

"If Washington won't act, we must," he declared.

Cleary dismissed claims that thousands of new jobs are available in the service sector, arguing that at the hourly minimum wage of $3.35, those jobs "leave $134 per week before taxes with which to house, clothe, educate and feed a family."

"We are witnessing the birth of a new impoverished society," Cleary declared, charging that the nation is creating a large class of families destined to live just below the poverty level. "The American dream has given way to the American tragedy."

Joseph Sciotti, president of the Steelworkers Local 2478, agreed, stressing that "not everybody can be a doctor or lawyer. It's these manufacturing jobs or poverty for most of us."

President Rand Connell of the Public Employees Federation blasted the planned layoff of 1,100 state Labor Dept. workers. "The very people who are needed now" to help job seekers and to distribute benefits "are being laid off next month," he charged.

Lt. Gov. Stanley Lundine outlined a $20-million initiative proposed by Democratic Gov. Mario Cuomo that would help retrain workers, develop new industries and make older industries more competitive.

Other speakers included President Ernest LaBaff of the Aluminum, Brick & Glass Workers; Sec.-Treas. Jack Sheinkman of the Clothing & Textile Workers; USWA District Director Norbert Liss, Regional Directors Louis Thomas of the USWA and Tom Fricano of the Auto Workers and President Sal Ingrassia of Electronic Workers District 3.

OSHA fines put low value on life

'Petty cash' penalties follow investigations of fatalities

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labor and public pressure, brought in focus the possibility that employers were not keeping accurate safety records. OSHA eventually found widespread recordkeeping problems and in a highly publicized action in 1986, OSHA assessed a record $1.37-million penalty against Union Carbide Corp. for 221 safety violations, including 129 willful record-keeping violations each assessed at the $10,000 maximum. The company is now trying to get the fine reduced before it pays.

In contrast, Virginia's job safety agency recently called for a $900 fine against Avtex Fibers Inc. of Front Royal, Va., for a death resulting from a serious safety violation. The firm, whose 1,300 employees are represented by Clothing & Textile Workers Local 371-T, was also told to enforce a regularly scheduled maintenance program on the type of equipment involved in the accident.

Worker deaths continue in part because federal and state government funding cutbacks for job safety programs. At the federal level, the number of OSHA inspectors has dropped severely under the Reagan Administration. The fiscal year 1988 budget request submitted in January seeks a $15-million increase—which would return its budget to the level of the Carter Administration funding.

Paper tiger

In addition, federal OSHA has set a pattern of inspecting just job safety records rather than doing wall-to-wall inspections. When it does issue citations, it usually groups several violations under one citation. Companies often get their fines reduced or wiped out following a consultation with OSHA officials or on appeal to the Occupational Safety & Health Review Commission.

In the Avtex case, Charles Samborsky, head of the plant's acid-recovery department, was killed last Nov. 11 after he was sucked into a pressurized tank that imploded while he was attempting to make repairs.

Avtex was cited by Virginia OSHA under the general duty clause requiring employers to maintain a workplace free from hazards. Samborsky's death was one of three at the plant in a five-week period.

Robert Kent was killed when a bale of pulp fell on his forklift. He reportedly had stuck his head through the protection cage bars. In the third accident, supervisor Clarence Conard died when overcome by fumes. He reportedly was not wearing a safety harness or a fresh air mask when the accident occurred.

Herbert Easton, business agent of the ACTWU local, said that since the accidents the company has held safety meetings with union members and has accepted "some of our ideas on improving safety. I feel the plant is now doing its part."

Easton, who sat in on meetings between Virginia OSHA and company officials, said he doubted citations would be issued against Avtex in the other worker deaths.

OSHA can and does on occasion refer its worker death findings to federal prosecutors for possible criminal prosecution.

And in Chicago two years ago, a Cook County court handed down 25-year murder sentences to three executives of Film Recovery Inc. for the death of a worker exposed to open vats of cyanide.

Ongoing investigation

OSHA has since referred to the U.S. attorney's office for possible criminal prosecution its investigation of a fatal accident that occurred Apr. 23, 1985, involving Kenny Construction Co. Inc. of Wheeling, Ill., a suburb of Chicago.

There, a foreman died of asphyxiation after he and another worker were lowered in a cage into an unventilated 20-foot shaft. The worker and three others, members of Laborers Local 2, were felled by a lack of oxygen in the subsequent rescue attempt, but all survived.

In that case, OSHA cited Kenny Construction with several serious and willful violations, and noted the firm "has an extensive history of similar violations of OSHA safety standards." The company has appealed those citations to the OSHRC.

Chrysler safety penalty reduced

Chrysler Corp. will pay a $295,000 fine for failing to keep accurate worker injury records at its assembly plant in Belvidere, Ill., along with $10,502 in penalties for similar violations factories in Delaware and New Jersey.

The record fine stems from a settlement Chrysler worked out with the Occupational Safety & Health Administration.

OSHA initially assessed Chrysler with a $910,000 fine for 182 instances in which worker injuries were not recorded in company records as required by federal regulations. Many of the injuries were of a "serious nature requiring medical care and in some cases surgery."

Chrysler, while not admitting it was guilty of the infractions, said it was paying the reduced fine to avoid "further litigation or expense."

An OSHA inspector investigating a worker death at the Belvidere plant initiated the record-keeping probe after becoming suspicious about the plant's low injury rate.

The agency has cited several other companies since then for record-keeping violations, including USX Corp., Monsanto, Fina Oil and Union Carbide Corp., against which it proposed a record fine of $1.4 million. Union Carbide is still contesting those charges.

Administration cribs on food stamps for strikers

Families of strikers are still being denied food stamps because the Reagan Administration has appealed a U.S. district judge's decision that the 1981 law disqualifying them from benefits is unconstitutional.

Until the Supreme Court passes on the issue, the Agriculture Dept. is only authorizing payment of food stamps to families of strikers who are members of the unions that were parties to the original lawsuit, the Auto Workers and the Mine Workers.

Even though the UAW and the UMW won the case in the lower court, they have had to put up a $400,000 bond to guarantee repayment to the government if the Supreme Court overturns the decision rendered last November by District Judge Louis Oberdorfer.

UAW Attorney Richard McHugh said it may be another year before the Supreme Court issues a decision in the case.

The political honeymoon that a conservative-dominated Congress gave to President Reagan when he first came to office led to adoption of the anti-union amendment to the food stamp law.

Congress had previously rejected attempts to disqualify needy households from food stamps if a member of the family was on strike. But in 1981, it rubber-stamped an Administration budget package that changed dozens of laws—including the food stamp law.

The "savings" to the government was relatively tiny since strikers don't qualify for food stamps until their resources are largely exhausted and their family income has dropped below the cutoff level.

Nevertheless, it was a way to take a kick at unions. And as the court decision noted, the effect of the law was to pressure a worker into abandoning a strike by penalizing "other members of his household, including infant children and the dependent elderly." A worker who quits a job is treated better than one who exercises his right to strike, the judge observed.

When it chose to appeal the verdict, the Agriculture Dept. opposed any easing of its anti-striker rule pending final action by the Supreme Court until the unions that brought the case agreed to repay the government for the cost of any food stamps given to families of striking members if the law is eventually upheld.

The law banning food stamps to strikers, which remains in effect until the Supreme Court acts, allows food stamps to be paid to workers who were locked out by their employers, as was the case in the USX dispute, and to households that had qualified for food stamps on the basis of need before a strike.

Concert finale led by Joe Glazer, left, and John Handcox, right.

California labor heritage gala has 'em singing in the streets

Santa Cruz, Calif.—The united voice of labor was raised in song at the three-day Western Workers Labor Heritage Festival that ended with a rollicking concert.

The festival, sponsored by the Santa Cruz County AFL-CIO, focused on how the arts and labor are intertwined. There were displays, workshops and demonstrations on theater, poetry, oral history, writing, painting and photography.

But the main attraction was music and the festival brought a number of noted labor troubadours. Joe Glazer, director of the Labor Heritage Foundation was the keynote speaker for the opening activities, but most of his notes were musical, setting the mood for the Jan. 16-18 weekend.

The festival was the idea of Letter Carrier Jimmy Kelly that had been spawned at last year's labor song fest at the George Meany Center for Labor Studies in Silver Spring, Md.

The weekend's activities also included a tribute to Martin Luther King Jr. whose writings and speeches were read during the finale. Earlier, workshops were held in the civil rights leader's teachings and festival participants joined in a memorial parade through downtown Santa Cruz, singing civil rights and labor songs.

Jack Henning, executive secretary-treasurer of the California AFL-CIO, told the concert audience and performers, "In a movement that must concentrate on immediate objectives, it is easy to lose the vision of the great goals that lie beyond. But this kind of activity provides the movement with an infusion of the liberal spirit so essential to union militancy."

Labor spirit

California AFL-CIO President Al Gruhn noted that he was starting his 53rd year in the labor movement. "This group here has taught me to sing. I've spoken and preached the labor movement and I'm going to be singing it to you tonight," he declared.

Indeed, everyone who wanted to got a chance to sing. On the festival's final day, participants were divided into groups to rehearse for the finale. It included excerpts of "Lady Beth," a play based on the personal experiences of Steelworkers who were thrown out of work when Bethlehem Steel Corp. shut down its blast furnace in Vernon, Calif. It was performed by members of the Theater-Workers Project which has performed the drama before audiences across the country, winning critical acclaim and support.

John Handcox sang "Roll the Union On," which he wrote nearly a half century ago when he was helping to organize the Southern Tenant Farmers Union. Earl Robinson, who wrote the music for "Joe Hill," sang another of his songs—"I Dreamed of Martin Luther King."

Music resources

Workshops, held throughout the weekend, included women's work songs, how to start a labor singing group, the basics of oral histories, using library resources, the use of theater to further labor goals, writing about work and unions, and dramatizing oral histories. Other workshops focused on songs from the civil rights movement, from the Kaiser strike and how to get labor music into the union.

With singing and shouting, humming and strumming, labor's message went out tunefully and at the same time, added several thousand dollars to the Watsonville strikers' relief fund. The Watsonville walkout involves about 1,000 members of unaffiliated Teamsters Local 912 who have been picketing for 16 months against Watsonville Canning & Frozen Food Co.

Rep. Sala Burton dies, staunch ally of labor

Rep. Sala Burton (D-Calif.), a staunch ally of America's workers and their unions, died of cancer Feb. 1 at the age of 61.

She was elected to Congress in a 1983 special election from the San Francisco district that her husband, Phillip Burton, had represented for nearly two decades until his death. Both Burtons, who had met at a Young Democrats convention, were leaders in liberal and civil rights causes.

Sala Burton, who was born in Poland and came to the United States in 1939, believed strongly that "politics is everyone's business."

She compiled a rare 100 percent "right" record on the AFL-CIO's voting record during her tenure in Congress. When illness kept her from the formal swearing-in ceremony at the start of this session of Congress, the House passed a special resolution authorizing the chairman of the California delegation, Rep. Don Edwards, to administer the oath at her home. She entered the hospital the next day.

Parental leave guarantees gain momentum in Congress

A labor-backed parental and family leave bill that was stalled in the last Congress has been reintroduced with 72 cosponsors in the House, bipartisan support in the Senate and strong backing from a broad spectrum of organizations.

The AFL-CIO and a host of affiliates endorsed the bill at a Capitol Hill news conference, along with representatives of women's groups, civil rights organizations and church bodies.

Representatives Pat Schroeder (D-Colo.) and William L. Clay (D-Mo.), the principal sponsors in the House, voiced optimism that the new Congress will be receptive to the measure's goals.

Sen. Christopher J. Dodd (D-Conn.) said the Labor & Human Resources subcommittee he heads will hold a Feb. 19 hearing on a similar bill he is co-sponsoring with Sen. Arlen Spector (R-Pa.). The House Subcommittee on Labor-Management Relations, which Clay heads, has scheduled a Feb. 25 hearing.

Family leave

While there are some differences, both bills would allow employees to take unpaid family leave of up to 18 weeks over a 24-month period to care for a new child or for a seriously ill child or parent.

Another major provision would allow up to 26 weeks of unpaid leave when a serious health conditions keeps an employee off the job. The right to time off would apply equally to men and women.

A company would be obligated to continue any health insurance coverage for an employee during such a leave and to reinstate the worker to the same or equivalent job.

"Passage of the Family & Medical Leave Act would help the United States catch up to the standard most other countries achieved long ago," the AFL-CIO said. It suggested that "members of Congress who like to talk about encouraging family values" should "stand up and do it" by supporting the bill.

Decent action

"Millions of mothers and a great many fathers have found it necessary to take time off from work—without pay—to care for a new child or a seriously sick one," the federation said. The least that a decent society can do, the AFL-CIO insisted, is to make sure that the worker has a job to come back to and doesn't lose health care benefits in the meantime.

The AFL-CIO noted that most union contracts provide some form of parental and medical leave rights, "usually with at least some pay and continued insurance coverage." But millions of workers are without any such protection and "the AFL-CIO is going to do all in its power to persuade our legislators to move in that direction."

Leading employer groups served notice that they will fight the legislation, as they did in the previous Congress. President Alexander B. Trowbridge of the National Association of Manufacturers issued a statement declaring that "employers, not government, are in the best position to decide the type and scope of benefits to be made available to employees."

ATU members vote on pact with new Greyhound buyer

Some 7,500 Amalgamated Transit Union members are voting by mail ballot on a tentative contract reached Feb. 3 with BusLease Inc., a Dallas-based investment group that is buying Greyhound Corp. The accord, strongly recommended by the union's Amalgamated Council of Greyhound Local Unions, will provide job security for most of the members.

The council endorsed ratification of the proposal package by a 21-3 vote. ATU President James La Sala said the package is "concessionary," but stressed that intense bargaining provided for continuation of the existing pension and health-welfare funds.

Job security is assured throughout the agreement for those members with five or more years at Greyhound, he said.

The proposal will permit longer routes for drivers, but the mileage rate they receive reportedly will be less than the 34 cents a mile that was rejected by the members in early December when Greyhound made its final offer.

La Sala indicated that hourly workers—those in clerical, terminal, telephone and maintenance jobs—would receive at least the same rate they currently do, and in some cases more.

The sale of Greyhound to BusLease Inc. for $350 million is expected to be completed by Mar. 19. BusLease is headed by Fred G. Currey, a former chief executive officer of Trailways Inc. Currey said he will recognize the union if the agreement is ratified.

La Sala, ATU Greyhound Council President Domenic Sirignano and other union officers worked out the tentative package in a series of bargaining sessions that began in early January.

ATU members struck Greyhound in 1983 for seven weeks before accepting a new contract that cut pay by 11.8 percent. That three-year package expired Oct. 31, 1986, and the Greyhound employees have been working under a day-to-day contract extension since then.

After ATU members rejected Greyhound's final offer, an agreement was reached on extending the existing contract for three months, but before a membership vote could be tallied, Greyhound announced the sale of its bus lines to Bus-Lease.

C-Span network to cover council meeting

The C-Span public affairs network will broadcast President Lane Kirkland's news conferences and other highlights of the AFL-CIO Executive Council meeting which opens Feb. 16 in Bal Harbour, Fla.

A C-Span television crew will tape Kirkland's daily press briefing as well as news conferences of council guests Senate Majority Leader Robert C. Byrd, House Speaker Jim Wright and Labor Sec. William Brock.

The public affairs network also plans to cover meetings and news conferences held by affiliated unions. The federation segments will be broadcast on Feb. 17 at 7 p.m. and Feb. 18 at 1 a.m. EST.

C-Span's 24-hour coverage of congressional proceedings and other public events is carried by 2,400 cable systems and is viewed by more than 26 million families nationwide.

Work-family issues focus of March forum

The AFL-CIO will be a major participant in a two-day conference on the conflicts between work and family responsibilities to be held Mar. 30-31 in Washington. It will join representatives of government, business and community groups in examining the concerns of today's working parents.

The conference, titled "Work & Family: Seeking a New Balance," is sponsored by the Bureau of Labor-Management Relations of the Labor Dept. in cooperation with the AFL-CIO and the National Association of Manufacturers.

The AFL-CIO Executive Council last year expressed organized labor's longstanding commitment to improving family life, stressing that strengthening the family is "at the heart of the labor movement's long struggle to raise wages and living standards, to democratize education, leisure and health care, to broaden individual opportunity and secure dignity in old age."

Family goals

The council emphasized the need for a broad range of federal actions and variety of programs developed through collective bargaining. These include universal health care, full employment, shorter workweek, increased minimum wage, improved jobless insurance, a national program to make day care available to those who need it, parental leave protections, and restoration of funding for family-related programs that have been cut under the Reagan Administration.

Organizers of the conference point to the dramatic changes that have made the two-earner family the nation's norm and boosted the number of single-parent families to one in four as reasons for initiating new employment policies to reduce the strain between work and family roles.

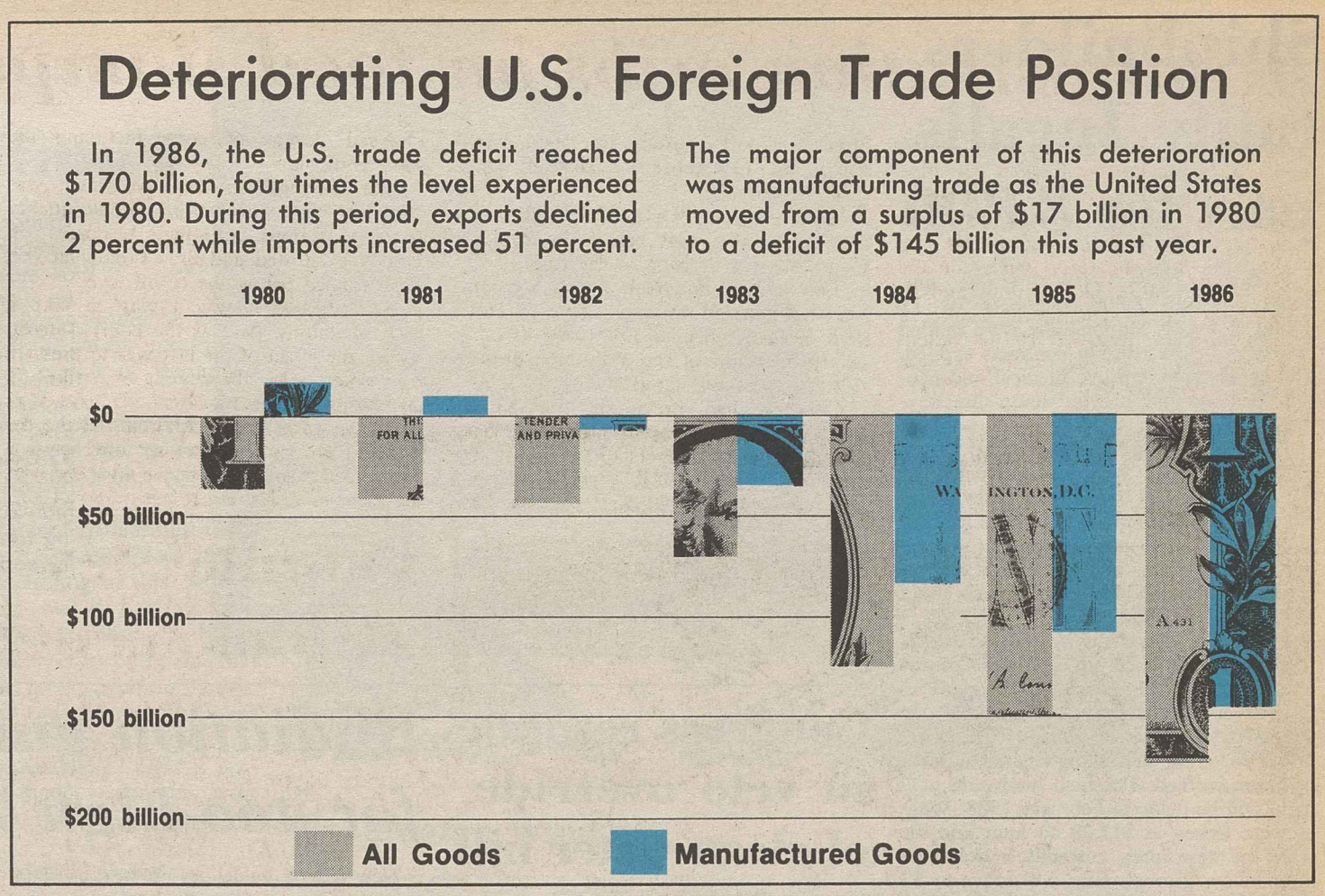
Panel discussions the first day will focus on family and workplace changes, alternative work schedules in the private and public sector, and new directions in collective bargaining and labor-management relations.

Discussion panels scheduled for the second day will examine parental leave, child care, elder care, employee/family assistance programs and the social and economic costs and benefits of programs aimed at improving the work-family relationship.

Exploring problems

Participants will view a Bureau of National Affairs documentary, "Work & Family: Walking the Tightrope," that examines innovative programs that address worker concerns at private and public workplaces.

AFL-CIO Sec.-Treas. Thomas R. Donahue will be the luncheon speaker during the first-day session. Other labor speakers and panelists are Federation Vice Presidents John Sweeney of the Service Employees, Joyce Miller of the Clothing & Textile Workers, Barbara Hutchinson of the Government Employees and Morton Bahr of the Communications Workers. Also scheduled to participate are Actors' Equity President Colleen Dewhurst, Office & Professional Employees President John Kelly and professional staff from the federation and affiliates.



Import flood erodes industrial jobs

1986 foreign trade deficit surges to record $170 billion

Continued from Page 1

In the overall trade picture for December, imports fell to $29 billion from $38 billion a month earlier—a drop of 23 percent—with exports declining $200 million to $18.4 billion.

In the six years of the Reagan Administration, the merchandise trade deficit has more than quadrupled, from $40 billion in 1980 to the record-shattering $170 billion last year, Anderson pointed out. The turnaround in manufactured goods was even more dramatic, as the United States went from a surplus of $17 billion in 1980 to a staggering deficit of $145 billion last year, he noted.

Electronic Workers President William H. Bywater said the record-breaking deficit "underscores the need for immediate passage of a strong trade bill that saves jobs and enables America to compete on even terms."

To "make America the trading power it can and should be," Bywater called for measures to require the President to act against countries that engage in unfair trade practices, that bar imports from nations that violate labor rights and that aid U.S. workers and communities devastated by imports.

In the footwear industry alone, imports during 1986 soared 11.6 percent above the 1985 level of 843 million pairs of shoes, the Footwear Industries of America reported. It pointed out that foreign-made shoes have now captured 81 percent of the U.S. market.

While footwear exports increased slightly for the first time in several years, domestic production continued to fall and 70 factories were closed. Unemployment in the footwear industry was 15.4 percent last year, the industry group noted.

Some economists have pinned their hopes for a decline in the trade gap on the falling dollar, which earlier had dropped sharply against the Japanese yen and the German mark and declined slightly against the currencies of Korea, Taiwan and other countries.

But that did not improve the trade deficit with the nation's major trading partners. America's import-export gap with Japan hit $59 billion last year, up 18 percent from 1985 and 400 percent since 1980.

Gap widens

The U.S. trade gap also widened from the year-ago period with Germany, by 33 percent; Taiwan, 23 percent, and Canada, 4.5 percent.

And while the Commerce Dept. reported that import prices rose 9.1 percent in the final quarter of 1986, economists feared that even higher import prices will not dramatically change the nation's trade picture, because many products that Americans buy are no longer manufactured here.

In other trade developments, Auto Workers President Owen Bieber called Japan's decision to maintain voluntary limits on its auto exports a positive step, but insisted that additional measures are needed to reduce Japan's "huge and growing surplus" in automotive trade.

Under the voluntary restraint agreement of the past six years, Japan can export up to 2.3 million autos to the United States through March 1988.

The UAW had urged the Japanese to reduce imports below that level, calling the trade surplus in autos "a critical element in the overall trade crisis facing the nation."

Bieber called on Japan to "open its home market to U.S. parts suppliers" and stressed that Japanese assembly operations in the United States "must source far more parts and materials from U.S. firms."

Kirkland presses Congress to pass 'effective' trade bill

Continued from Page 1

imbalance, Kirkland noted, U.S. trade in manufactured goods would not have gone from a surplus of $17 billion in 1980 to a deficit of $145 billion in 1986.

Kirkland spoke of the nearly 8 million Americans without work, and the millions of others taking home less pay. Yet "the government's response to these problems has been one of studied indifference," Kirkland protested.

He expressed concern at the slippage in the American standard of living as jobs wiped out by imports are replaced by low-wage service jobs. Unemployment rates don't reflect the pay cuts taken by most trade-displaced workers when they finally find other work, Kirkland noted.

Kirkland praised the House for having included in its trade bill last year a denial of trade concessions to nations that do not comply with internationally recognized labor standards.

Worker rights

"The AFL-CIO strongly believes that competitive advantage in trade should not be derived from the denial of the right to freedom of association, the refusal to insure a safe work environment, the absence of acceptable standards for minimum wages, the exploitation of child labor or other such reprehensible practices," Kirkland said.

Kirkland noted that the modest steps the Administration has taken to offset unfair trade practices by other nations came only after prodding by Congress and have had only a slim impact on jobs.

As for assertions that effective action to deal with the trade deficit would "feed protectionist sentiment," Kirkland retorted: "The sentiment's not the problem. The trade deficit is."

American workers are willing to help fair employers become more "competitive," Kirkland said, providing sacrifice is shared and competition doesn't become synonymous with wage cuts.

Community safeguards

Certainly laws that require clean air and water, protect workers against hazardous substances, ban child labor and protect collective bargaining could be interpreted as making the United States "less competitive," Kirkland noted.

He served notice that the trade union movement will fight any attempt to roll back the clock in the guise of competitiveness "with all the blood that's in us."

Rostenkowski said the two days of full committee hearings will be followed, if necessary, by subcommittee hearings dealing with specific elements of the trade package.

Other House committees share jurisdiction over sections of the trade bill, but the Ways & Means Committee has the leading role.

The House leadership signaled the priority status of the trade bill by giving it the low-number designation of H.R. 3.

The two bills ahead of it have already been acted on. H.R. 1 is the clean water bill that Congress has just repassed over President Reagan's veto. H.R. 2 is the highway and mass transit bill that has already passed both bodies and is awaiting a House-Senate conference.

Seeger to join Radio Free Europe

Murray Seeger

AFL-CIO Information Director Murray Seeger will leave the federation staff in March to become director of corporate affairs for Radio Free Europe/Radio Liberty.

A veteran journalist, Seeger joined the AFL-CIO staff in January 1982 after ten years as a newspaper correspondent in East and West Europe.

AFL-CIO President Lane Kirkland said Seeger "brought a high degree of professionalism" to the federation's Dept. of Information. "He improved and strengthened our communications program and set up our television institute. We are sorry to see him leave the labor movement, but we understand the attraction of returning to the field of international journalism."

In his new position, Seeger will be in charge of press, governmental and private organization contacts for RFE/RL, which operates radio stations and broadcasts news and information to Eastern Europe and the Soviet Union. Seeger will be based in Washington.

Shipbuilders ratify Ingalls pact for 8,800

Pascagoula, Miss.—New three-year contracts covering 8,800 members of 11 unions at Ingalls Shipbuilding were ratified two days before existing contracts expired. The agreements improve medical and pension benefits and provide lump-sum payments.

The largest Ingalls' agreements cover 6,800 production workers represented by the nine unions in the Metal Trades Council and 1,500 members of the Electrical Workers. The Machinists represent a small unit of technicians and the Office & Professional Employees contract covers about 500 clerical workers.

Lump-sum "productivity incentive payments" are included in each year of the contract. A $1,000-payment was made to all workers on the payroll as of Feb. 1. In 1988, payments will range from $500 down to $250, depending on the number of hours worked. The final lump-sum payment will be made in February 1988. Wages were frozen at $11.28 an hour and the scale for new hires, currently a dollar an hour below journey rates will move to $3 below journeymen rates on Feb. 1, 1988.

Medical coverage

Sickness and accident benefits will be improved by $5 a week each year, rising to $145 in the third year. Surgical benefits, out-patient coverage and hospital room rates were improved, and major medical benefit limits were raised from $250,000 to $300,000.

The pension benefit formula was sweetened for future retirees by improving annual payments from 50 percent to 60 percent of the total deposits of pensioners who retire at age 65.

Unions in the Metal Trades Council are the Boilermakers, Carpenters, Laborers, Machinists, Operating Engineers, Painters, Plumbers & Pipefitters, Sheet Metal Workers and the unaffiliated Teamsters.

Four get degrees in labor studies at Meany Center

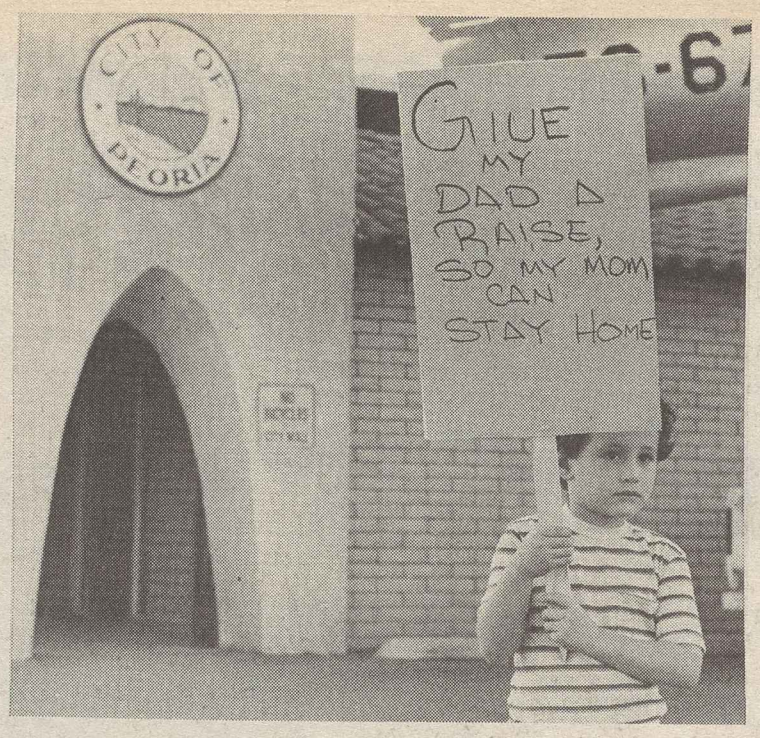
Silver Spring, Md.—Four more trade unionists have graduated from the George Meany Center for Labor Studies, bringing to 103 the number of union graduates who have received degrees through a program run in cooperation with Antioch College.

At commencement ceremonies, President Susan Bianchi Sand of the Flight Attendants told the graduates, "the knowledge you have absorbed, the resources you have developed . . . will make a difference in the decisions you make."

The graduates are Michael R. Sherman of Plumbers & Pipefitters Local 42 in Norwalk, Ohio, and Jody Hinton Vick, assistant business representative of Electrical Workers Local 1547 in Juneau, Alaska.

Also graduating from Juneau was the recently named Commissioner of Labor for Alaska, James A. Sampson, formerly secretary-treasurer of the Laborers' Alaska District Council. The fourth graduate was Charles F. Traynor, a retired member of the unaffiliated United Transportation Union.

Meany Center bachelor degree graduates from left: James Sampson, Charles Traynor, Jody Vick and Michael Sherman.



Family affair

Young union supporter in Peoria, Ariz., joins a campaign by city workers to win a pay raise after an independent survey showed that Peoria workers were paid at least 15 percent less than employees in comparable jobs in nearby municipalities. The city council at first rejected recommendations for wage increases of 4 to 25 percent for workers in all job classifications. But just a week after State, County & Municipal Employees Local 3282 set up informational picket lines, the council reversed its vote and approved a pay hike. More than 200 city employees in job classifications ranging from librarians to truck drivers received wage increases.

Congress resolute in veto override of clean water bill

Continued from Page 1

the legislation enjoy such strong bipartisan support that the White House would be clearly tilting at windmills if it sought to force a cutback.

During the debate on the bill, Sen. Phil Gramm (R-Tex.) sought unsuccessfully to attach an anti-union amendment to curtail the worker protection provisions of Section 13(c) of the Urban Mass Transportation Act.

In a letter to senators urging its rejection, AFL-CIO Legislative Director Robert M. McGlotten said the Gramm amendment would take away the right of transit unions to negotiate "vital job protections and other work guarantees" when public transit agencies subcontract existing services to private operators.

The Democratic and Republican floor managers of the bill, Senators Alan J. Dixon (D-Ill.) and Alfonse M. D'Amato (R-N.Y.) opposed the Gramm maneuver and the amendment was defeated by a 70-30 vote.

The labor movement had also girded for an anticipated battle over an attempt to use the highway bill as a vehicle for reducing coverage of the Davis-Bacon prevailing wage law.

Last time

That's what happened last year, when the Senate adopted by a 49-46 vote an amendment by Sen. Steve Symms (R-Idaho) that would have raised the threshold for Davis-Bacon coverage from construction contracts greater than $2,000 to contracts exceeding $250,000. That amendment was dropped in a House-Senate conference, but other differences prevented final agreement on the legislation before Congress adjourned.

In the aftermath of the election that transformed a 53-47 Republican majority in the Senate to 55-45 Democratic control, Symms did not offer his anti-worker amendment this time around.

Both bodies adopted an emergency $50 million reshuffle of federal funds to provide assistance to America's homeless—another measure opposed by the Reagan Administration.

Radiation guidelines scored for 'too high' exposure limit

New federal guidelines on worker radiation exposures are "totally inadequate" and "merely a rubberstamp" of a questionable international standard, the AFL-CIO declared.

Federation safety specialist Margaret Seminario said that the proposed guidelines recommend an annual limit for workers exposed to ionizing radiation that is "just too high." The 5-rem yearly limit urged by the guidelines and the methodology used in arriving at whole-body exposure values will result in substantially higher dosage for some internal organs, she said. One rem is equal to about 20 chest X-rays.

Seminario noted that it has taken the 10 federal agencies a dozen years to develop the guidelines. They mainly mirror recommendations made in 1977 by the International Commission on Radiological Protection, she said, which raised serious concerns among scientists, occupational hygienists and the medical community.

The Environmental Protection Agency, which spearheaded the development of the guidelines, persisted toward "rubberstamping an international standard," Seminario stressed. As a result, the guidelines do not respond in any way to the serious concerns that have been raised.

The guidelines, formally approved by President Reagan, note that radiation exposure can cause cancer or abnormally effect fetuses of pregnant women. Once a cancer or a hereditary effect has been induced, "its severity is independent" of the exposures and thus "there is no completely risk-free level of exposure" in those cases.

Worker exposure to ionized substances can also cause radiation sickness syndrome, or death at high exposures. Lesser doses can affect the eyes, skin and fertility. It can also cause mental retardation in children who were exposed to radiation while in the womb.

Level of risk

A 1980 assessment of the 1.3-million American workers exposed to radiation found the average dose was two-tenths of 1 rem. At that level, the guidelines state, the increased risk of death from radiation-induced cancer is about 2 to 5 cases in 100,000—comparable to the risk of accidental death in the wholesale-retail industries.

Seminario stressed that if the majority of workers are exposed at level below 1 rem and only a few are exposed at 5 rems annually, demonstrating that exposures can be reduced for most workers, that should serve as the basis for reducing the exposure limit substantially.

She also questioned the use of a whole-body limit that averages internal and external exposures. Such a method will allow significant increases in the exposure limit for certain internal organs, she said.

Secretary-treasurers explore pressing issues at seminar

White Sulphur Springs, W.Va.—An annual seminar for secretary-treasurers of AFL-CIO affiliates brought 23 key officers here for four days of debate and discussion. The union leaders spent time in group sessions and one-on-one meetings, sharing problems, experiences and solutions.

In welcoming the participants, Executive Director Robert Pleasure of the George Meany Center for Labor Studies, explained that the program was intended as a forum to explore a wide range of practical and academic issues. The seminar, sponsored by the George Meany Center and developed by a committee of top union officers, continues the center's series of leadership and training programs for labor executives.

James Kennedy, executive assistant to AFL-CIO Sec.-Treas. Thomas R. Donahue, reported on some of the federation's newest initiatives. Under the procedure designed to delineate organizing responsibilities, 11 disputes have been resolved, all at the mediation stage, he said.

The expanding credit card service launched by the federation's Union Privilege Benefit Programs has won high praise from consumer financial experts, Kennedy noted. He said the cards are considered "easily the best buy in the nation" and unions representing 9 million members have already signed up for the program.

Other benefits soon to be available through the union privilege plan include a legal services plan and individual savings and investment accounts, Kennedy said.

The secretary-treasurers exchanged experiences with teleconferences that have been held by several unions. Presentations exploring TV conferencing were made by Larry Kirkman, executive director of the AFL-CIO Labor Institute of Public Affairs, and Phil Sparks, director of public affairs for the State, County & Municipal Employees.

In other presentations, AFL-CIO Legislative Director Robert McGlotten outlined labor's congressional agenda and COPE Director John Perkins discussed the nation's political outlook. Adam Klein of the Harvard Business School and the Trade Union Program led a session on financial and budget planning. Sam Zagoria, former member of the National Labor Relations Board, discussed the role of a neutral official in corporate and public organizations.

IBEW's McAlwee retires, Van Meter new PR chief

Mary Ann Van Meter has been named public relations director of the Electrical Workers and head of the IBEW Journal department. She assumed the posts on Feb. 1 when Robert W. McAlwee retired.

Van Meter, 54, an IBEW member since 1956, joined the headquarters staff in 1983 as an international representative.

McAlwee, 66, has served the IBEW since 1969 as managing editor of the Journal and public relations director. He also headed the union's library, archives and audio-visual department.

EDITORIALS

Which Side Is OSHA On?

IS THE Occupational Safety & Health Administration carrying out the mission assigned by Congress to assure by regulations and enforcement that employers provide a safe and healthful workplace?

That's a life-or-death question that Congress should be asking in the wake of the ideological assault on the entire concept of job safety standards by the President's Council of Economic Advisers.

The safety chapter of the report, spotlighted by the AFL-CIO News in last week's issue but largely ignored elsewhere, presented a chilling argument that job safety and health could be left to the natural workings of the marketplace.

Its incredible reasoning was that government regulations aren't really needed since employers already have a marketplace incentive to promote safety. Their incentive, according to this Administration's chief economists, is that firms would have to pay higher wages to get workers to take dangerous jobs.

It honors the argument more than it deserves to point out that low-paid, exploited workers have been the most common victims of unsafe and disease-breeding working conditions. In what world, one wonders, do President Reagan's advisers live?

Such ideological garbage could be discounted if OSHA's performance provided reassurance that the agency charged with enforcement of the law was carrying out its mission conscientiously and effectively.

On the record to date, that assurance is sadly lacking.

DURING MOST of this Administration, OSHA has been headed by persons openly resistant to enforcement of the law and determined to roll back standards and enforcement wherever they could get away with it. But a new team has been in place long enough so that workers should be seeing evidence, not just assurances, of a renewed commitment to OSHA's mission.

How many more deaths from grain elevator explosions will be needed to develop safety standards?

Is OSHA relying on the powers of the marketplace to compel use of fail-safe lockout devices to prevent the accidental restart of dangerous machinery?

How long does it take to complete a long-overdue expansion of "right-to-know" hazard communications standards?

What about more effective protection from all those deadly chemicals with long names that you might someday learn to spell—if you lived long enough?

Does OSHA's inability to justly penalize employers who had fatalities in their workplaces, reported in a Page 1 story in this issue, inspire confidence? Or does it raise still more questions?

We would like to believe that OSHA does not share the ideological idiocy of President Reagan's economic advisers. But on its record to date, it will take more than words to convince American workers that OSHA is back on their side.

We're still looking for the deeds.

More than Tinkering

CHANGES IN trade law and policy to provide timely and predictable relief to workers and industries injured by imports are long overdue.

America's trade laws must be strengthened to address new discriminatory trade practices. The denial of worker rights by our trading partners can no longer be ignored. The international debt crisis must be addressed, insuring that lenders accept their proper share of the burden.

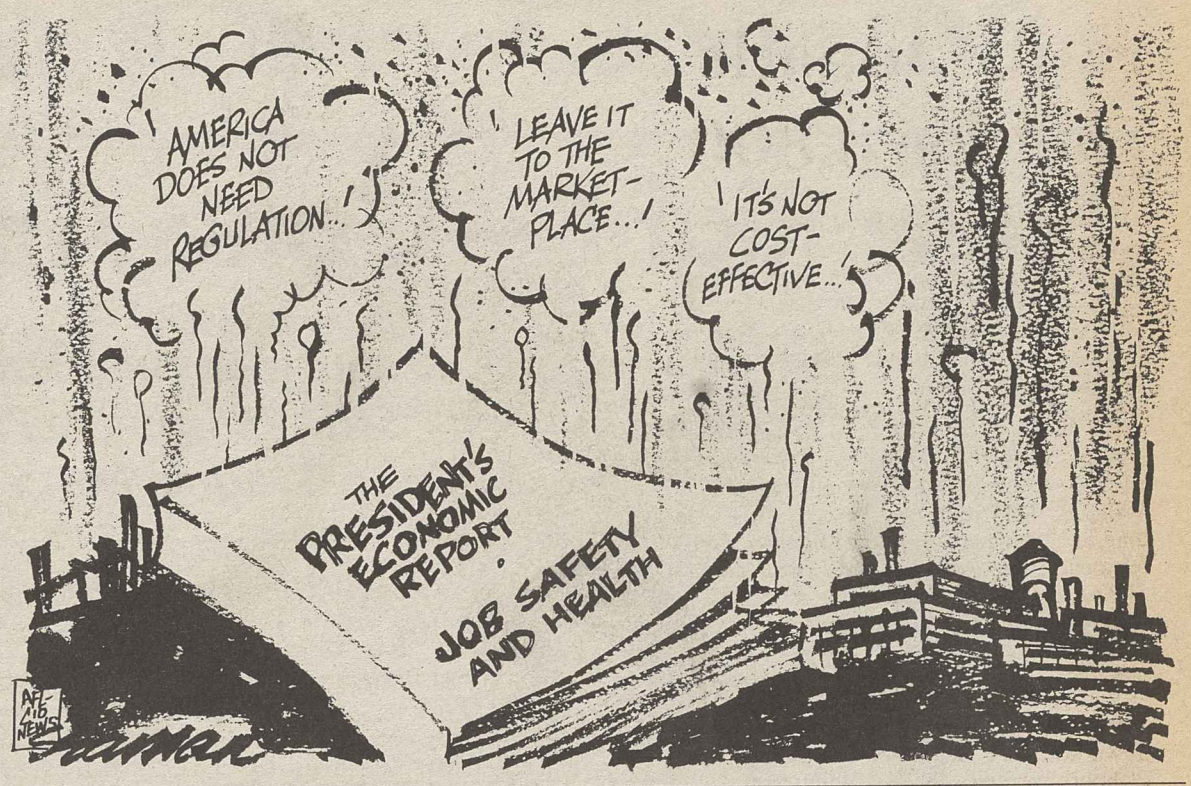
Worldwide economic expansion, falling dollar exchange rates or successful negotiations are by themselves unlikely to achieve reduction of America's trade deficit.

The dollar has fallen for two years, negotiations don't deal with the real problems in manufacturing, and even if worldwide economic expansion took place, it doesn't follow that other nations would import more U.S. goods.

Congress must exercise its responsibility to defend the national interest. Tinkering with changes in trade law is not enough.

—From testimony by AFL-CIO President Lane Kirkland before the House Ways & Means Committee, Feb. 5, 1987.

Pollution



Washington Window

'Smoke and mirrors' trick stops working for Reagan

By Press Associates

It was sad, in a way. President Reagan, the political Wizard of Oz, used his State of the Union speech to try to spin the old magic. He tried the smoke and the mirrors and the thunder to show the American people he was still the wizard.

But reality had pulled back the curtain, exposing a once-popular President who had nothing left but worn-out platitudes.

It was as if he didn't know the voters rebuffed him last November and put Democrats firmly in charge of the Senate and the Congress as a whole.

It was as if no one told him that 53 percent of the American people believed he was lying when he claimed he knew nothing about the Iran-contra arms scandal, and only 33 percent said he was telling the truth. The New York Times-CBS News Poll said two-thirds of those who thought he lied about Iran thought he was lying about other matters as well.

It was as if, when he declared "the federal deficit outrageous," he did not realize he has been President for six years. In 1980, he attacked Carter's $60-billion deficit and now was attacking a $173-billion deficit of his own.

Dangerous situation

It is a dangerous situation for America to be in. A sitting President, in apparent good health despite his advanced years, and yet one who stubbornly refuses to face reality.

Recent public opinion polls may provide some explanation of why the voters chose Democrats for the leadership they now want.

On Reagan's handling of the economy, the Times-CBS poll in mid-January showed that only 49 percent approved and 41 percent disapproved. But the trend shows people are increasingly worried. Only 19 percent thought the economy would be better by the end of Reagan's term. A year ago, 30 percent thought it would be better. Two years ago, 42 percent thought that. Confidence is sinking.

People are most worried about unemployment. Of the Times-CBS national sample of 1,590 adults, 38 percent cited an economic issue as the nation's most important problem, up from 28 percent in December. Asked to specify the issue which most concerned them, 41 percent said unemployment; 27 percent, the federal budget deficit; 14 percent, inflation; 13 percent, foreign trade, and 4 percent, didn't know.

Economy worsening

A Washington Post-ABC News poll, also taken in mid-January before Reagan's State of the Union address, showed that 38 percent of those surveyed believe the economy is getting worse; only 23 percent see it getting better. The Post called it the most pessimistic reading since January 1983, when the nation was climbing out of the deep recession.

The Post-ABC poll showed a 56-39 percent majority saying that things "have gotten pretty seriously off on the wrong track."

The Post-ABC polls for February 1981, February 1986 and January 1987 showed rising support for increased spending on programs which help families. On loans and grants to college students, those calling for more spending rose from 22 percent to 34 percent to 46 percent. Day care for children of working parents who can't afford to pay rose from 38 percent to 44 percent to 57 percent. Medicare to help pay health care costs rose from 57 percent to 63 percent to 74 percent. Support to improve social security rose from 49 percent to 51 percent to 63 percent.

The people have moved far ahead of Reagan, who calls for excellence in education and cuts education aid; who calls for redoubled efforts against drug abuse and would cut the anti-drug program in half; who pledges never to negotiate with terrorists and then sells them arms.

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MEMO FROM COPE

'New Right'—Gone Are its Glory Days

Recently, public television—which the right wing reviles as "too liberal"—devoted 1½ hours to a documentary called "The Conservatives." It traced the rise of today's rightist movement and leaders.

The program was a few years late. It was a prime time show about a movement whose "prime time" is behind it.

The right wing—the so-called "new right"—is weaker today than it was six, four or even two years ago. It is a movement that bulled into the political arena a dozen years back, scored quickly and heavily in electoral politics, peaked swiftly and is now plummeting almost with equal speed.

To say it is washed up is to overstate its problems. Many of its organizations and leaders will remain around. New groups and new leaders will emerge. It has people in important government positions. For now, it has plenty of sound and fury, but packs little punch. Evidence of this is abundant:

► In last November's elections, one of the safest places for a candidate to be was on the hit-lists of "new right" political committees, one of the riskiest on their "urgent re-elect" lists. The Republican Class of 1980 in the Senate, elected largely on the strength of right-wing PAC funding and organization, took heavy losses in 1986. Down the drain went Hawkins (Fla.), Mattingly (Ga.), the North Carolina seat won in 1980 by the late John East, Denton (Ala.), Abdnor (S. Dak.), Gorton (Wash.) and Nevada seat vacated by Bill Laxalt.

In House elections, major efforts by right-wing PACs to unseat up to 35 targeted Democrats failed utterly. In two open-seat Senate contests—Louisiana and Maryland—they drew a blank.

Thus, the wheel came almost full circle. A Senate controlled by a large margin by Democrats going into 1976, the first "new right" campaign, after 1980 elections shifted to GOP control, thanks to "new right" PACs. Six years later, the Senate is solidly back in Democratic hands, 55-45.

► Money, the mother's milk of the "new right" movement, no longer arrives in torrents at right-wing organizations and PAC offices. It has become—for now, at least—a relative trickle. This is evident from a late October 1986 comment by Kenneth Boehm, head of the Fund for a Conservative Majority. "It's been," he said, "a very bad year."

How bad?

The National Conservative Political Action Committee (NCPAC), the movement's pace-setting PAC in the early years, was able to pour $3.3 million into its effort to elect ultra-conservatives to the Senate in 1980. As of last fall, it was loaded down with $3.9 million debt. Christian Voice's PAC pulled contributions of little more than $10,000 in 1986 and is in hock for $197,000.

Senate Losses, Fading 'Star,' Disunity, Fund Drop Plague Movement

Conservative Caucus raised $220,000 of political money for 1984 elections, only $20,000 for 1986. The Free Congress PAC was down to $470,000 last year from its $2.2 million acme in 1982. Boehm's group, Fund for a Conservative Majority, still collected a substantial $2.5 million-plus. But that's less than half the $5.8 million of 1984.

It's worth mentioning, too, that even the lower sums in most cases are not clear money. For many of the "new right" PACs, collecting one dollar of political money often costs 90 cents-plus. Over-all their money remains impressive, but no longer overwhelming.

"There is no one to take Reagan's place in the right-wing pantheon. He has been the one public figure who could make the right-wing anti-government line sound not only plausible, but palatable, to a lot of the public. No one else they've got comes close."

► Coinciding with the decrease in political funds was a loss of political unity within the "new right." A couple of its major PACs tried and failed to defeat Sen. James Abdnor in a GOP primary, while others supported him. At the start of 1986, "new right" PACs were unified in the goal to defeat Democratic Sen. Alan Cranston in California. He was their Number One target. But some right-wing groups inaccurately viewed eventual GOP nominee Ed Zschau as too liberal and sat it out or supported a third-party candidate.

► Their 1970s unity is in a shambles, too, over the diminishing pie available to be cut up. Multi-million-dollar suits and counter-suits abound between right-wing Founding Father Richard Viguerie, who first developed the mailing lists that were so golden for a while, and other rightist groups. Some of them complain about the effectiveness and quality of Viguerie mailings. He complains they owe him a bundle for services rendered. As of early 1986, Viguerie was embroiled in eight lawsuits filed by creditors, had been forced to lay off much of his staff and was selling off his headquarters.

► Their "star" is fading and they are fading with him. President Reagan and the "new right" rose and are declining together. They needed one another. Their political fortunes were linked.

As evangelist Jerry Falwell said recently, "Conservatives owe everything we are and have achieved in the 1980s to one man—Ronald Reagan." If Reagan thought about it, he could respond: "It's been a two-way street, Jerry."

It was the "new right," then truly new, that made Reagan a major national political figure when it almost won the 1976 GOP presidential nomination for him over incumbent President Gerald Ford. It was the "new right" that helped keep Reagan and his issues out front—and he theirs—until he could be nominated and elected in 1980.

It was the "new right" and officials it helped elect, working with Reagan, who put through much of the President's program in the early years of his administration.

Now, Reagan is on the downhill side of his Presidency, both in time and effectiveness. His programs have never approached the popularity of his person. Today, with Who's-in-Charge-Gate, Reagan's personal standing is way down. (Even some of his right wing-friends have grown critical.)

There is no one to take Reagan's place in the right-wing pantheon. He has been the one public figure who could make the right-wing anti-government line sound not only plausible, but palatable, to a lot of the public. No one else they've got comes close.

An indication that they recognize this themselves is a recent effort by "new right" leaders, acting in concert, to get the President's soon-to-retire communications director, Pat Buchanan, to seek the GOP nomination in 1988. He declined. None of the present candidates unites them.

Thus, they'll go into 1988 split and fighting one another—some for George Bush for the GOP nomination, some for Jack Kemp, some for Pat Robertson, and with an agenda no longer reasonably contained but all over the map.

There will always be a right wing to contend with. There has always been. This latest incarnation—the "new right"—has been the most successful, and surely the best financed, best organized and most intelligently led and coordinated. But its glory days are behind it.

Still Enough Around To Perform Mischief

Although right-wing Senate ranks were riddled last November, they were not eliminated. There are still enough around to perform mischief.

The only truly marginal incumbent to survive was Steve Symms in Idaho. Winning with greater ease were Don Nickles (Okla.), Charles Grassley (Iowa), Jake Garn (Utah) and Robert Kasten (Wis.).

With them in the Senate remain a cluster of others. These are Malcolm Wallop (Wyo.), Phil Gramm (Tex.), Jim McClure (Idaho), Gordon Humphrey (N.H.), Jesse Helms (N.C.), Orrin Hatch (Utah), Bill Armstrong (Colo.) and Chic Hecht (Nev.).

That makes a baker's dozen. . . thirteen. Of these, only Hecht and Hatch face the voters in 1988. The 13 listed are those who have directly served—through lending their names to mailings and other activities—"new right" organizations and leaders, or been directly served by them with funding and organizational effort in campaigns.

There are, of course, other conservatives in the Senate with lesser, or no, real ties to the "new right" and who don't join the right-wingers' crusades with any gusto.

As Jesse Helms has shown repeatedly, he—as the out-front member of the hard-core right—with his colleagues can create aggravation beyond their numbers. They can, and do, filibuster. They can, and do, repeatedly tie up legislation with a stream of amendments unrelated to the proposals at hand.

The difference now, as a result of 1986 elections, is the Helms forces constitute a nuisance rather than a threat. It ain't perfect, but it's a big improvement.

What a Difference a Year Makes

A year ago, at the January 1986 meeting of the Republican National Committee, GOP leaders were riding high. They were confident they'd hold the Senate, confident realignment was imminent, confident voter support was shifting heavily their way, confident their President would retain his high popularity.

When they met again in January 1987, everything was bummed out. They'd lost the Senate, realignment never got here, their President had run out of teflon.

Worse still, latest polls showed Democratic resurgence among voters. In a mid-January Washington Post/ABC survey, voters', party allegiance split 37-26 percent for the Democrats, a sharp change from the 33-32 of last September.

When independents who lean toward one party or another were factored in, Democrats were up 52-44.

What a difference a year makes (something the Democrats might keep in mind, just in case they think they're home free).

Meanwhile—looking back on 1986 and ahead to 1988—GOP leaders have decided to abandon the anti-big government rhetoric and market-test "compassion" as the basis of their appeal to voters. At their meeting this month, they took note of strong public support, showing up in the polls, for the major federal people-helping programs—Social Security, Medicare and Medicaid, education, aid to the unemployed.

Responding to this public sentiment, talk of "compassion" by GOP leaders replaced the attacks against these programs that have been their staple in the Reagan years. "We are a sensitive, compassionate party," said Senate Minority Leader Bob Dole. Added GOP Chairman Frank Fahrenkopf, "Compassion is a word we should never be afraid to use."

Unfortunately, their own President's budget proposals pulled the rug right out from under them. Reagan sought further cuts in people-serving programs already deeply wounded during his presidency. He even proposed slashing nearly $1 billion from the "war on drugs" measure he signed less than three months ago with his pledge of a "total commitment. . .to fight the evils of drugs."

That's "compassion?"

Recount: 47-Vote Edge

Does one vote count?

Ask Rep. John Hiler (R-Ind.) and his challenger, Thomas Ward. Following a recount, Hiler was declared the winner by 75,979 to 75,932, a mere 47 votes out of 151,911 votes cast. The original tally had given Hiler a 66-vote margin.

Yeah, one vote counts.

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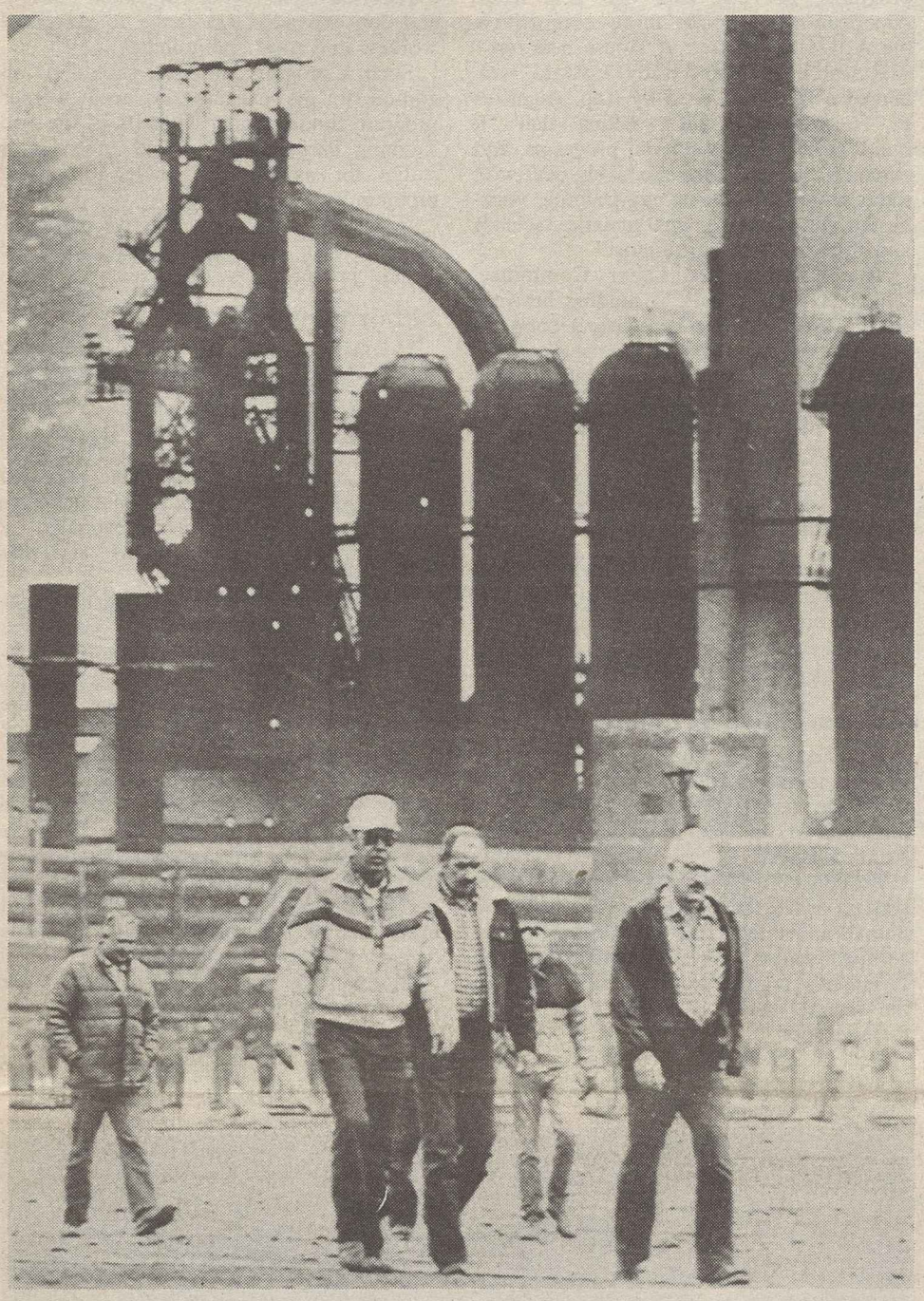

Somber welcome back

Steelworkers at USX Corp.'s Geneva Works in Orem, Utah, returned to work following a six-month lockout only to learn their plant is shutting down. Shortly after USWA ratified a back-to-work agreement, USX announced it would close four mills and lay off 3,700 workers. (Story on Page 3.)

Court condemns holdup of field sanitation rule

Brock ordered to act within 30 days

By Arlee C. Green

A federal appellate court branded the Labor Dept.'s 14-year stall on spelling out field sanitation rules for agricultural workers a "disgraceful chapter of legal neglect." It gave Labor Sec. William E. Brock 30 days to issue a final standard requiring farm employers to provide toilets, drinking water and other sanitation facilities for their workers.

The department's Occupational Safety & Health Administration has pussyfooted around the field sanitation mess since 1973, under both Republican and Democratic administrations.

Over the years, the U.S. Court of Appeals for the District of Columbia Circuit has ruled on several farm worker cases aimed at extracting an OSHA standard.

Its 2-1 decision is a vital step toward long overdue protections for more than a half-million farm workers who are exposed to communicable diseases and heat stress.

OSHA's own rulemaking record "demonstrates beyond dispute that lack of drinking water and toilets causes the spread of contagion, bladder diseases and heat prostration among farm workers," the court said, adding the agency's "resistance to issuing the standard has been intractable."

The court action was begun in 1973 by El Progreso, a now defunct farm worker group, and later carried on by the Farmworker Justice Fund.

Margaret Seminario, the AFL-CIO's chief industrial hygienist, said organized labor welcomes the decision. Although not directly involved in the legal action, the federation has supported the effort in legislative and regulatory activities.

"For years," she noted, "the public, Congress and the courts have felt that the field sanitation issue deserved action. Only the Labor Secretary and OSHA haven't felt it important enough to act."

There is nothing to be gained by further delay, Seminario stressed. "We hope that the Labor Dept. will finally bite the bullet and issue a standard," she said. "We would be outraged and appalled if the department appealed this decision or pressed for a re-

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White House wants Congress to delay action on trade bill

By David L. Perlman

The Reagan Administration prescribed patience and delay in dealing with the nation's trade deficit crisis and offered to "cooperate" with Congress toward that end.

House leaders were notably unimpressed, however, and suggested that Congress is running out of patience with the Administration's job-destroying free trade policy.

The setting for the confrontation was the House Ways & Means Committee, which is trying to meet an April target date for bringing a comprehensive trade bill to a vote on the House floor.

Treasury Sec. James A. Baker III assured the committee that the Administration is pursuing a "different strategy" than last year, when it balked at any trade legislation and successfully pressured the Senate not to take up a House-passed trade bill.

This year, Baker testified, "we want to work with you." But Baker and U.S. Trade Representative Clayton Yeutter quickly made clear that the Administration's definition of cooperation has a few strings attached to it.

They explained that the President wasn't prepared to accept "protectionist" measures such as import surcharges, a mandatory requirement that foreign countries reduce trade surpluses with the United States, or any limitations on presidential "discretion" in whether to levy penalties authorized by law to remedy unfair trade practices.

Yeutter suggested that the House leadership abandon its "unrealistic" intent to bring a trade bill to an early vote. Its timetable, he complained, wouldn't allow time for through consideration of the trade bill the Administration will send to Congress within a few days.

Reagan proposal

Sources who have seen the Administration measure say the draft bill is nearly 2,000 pages long. Reportedly, it would tighten some anti-dumping provisions of the Trade Act, seek stronger safeguards against pirating of compact disc digital recordings, give the President still more discretionary powers and set the stage for a new round of worldwide trade and tariff negotiations.

According to published reports, it also proposes lifting a ban on importation of fur skins from the Soviet Union as a step toward improvement of East-West trade.

The House hearings, at which AFL-CIO President Lane Kirkland testified the previous week, came in the wake of another year of record-smashing trade deficits. Dur-

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Jobless rolls above 8 million as U.S. economy marks time

By Candice Johnson

The government's official unemployment count climbed back over the 8-million mark in January, although the jobless rate held at 6.7 percent, the Bureau of Labor Statistics reported.

December was the only month since 1981 that the number of unemployed workers fell below 8 million, edging down to 7.9 million. Under the six years of the Reagan Administration, the nation's unemployment count has averaged more than 9 million, the President's Economic Report indicates.

AFL-CIO economist Richard Krashevski stressed that with unemployment at recession-levels throughout the six years of Reagan policies, the economy has been "marking time." The new jobs created in recent years pay just two-thirds or even less than the wages of manufacturing jobs that have been lost, he said, further weakening a sluggish economic picture.

Continued on Page 3

Legal plan offers newest union benefit

By Gene Zack

The second phase of the AFL-CIO's Union Privilege Benefit Programs—low-cost legal services—is now in operation, joining the popular credit-card program available to workers whose unions subscribe to this service.

The plan provides a form of "preventive law"—making it easier for trade unionists to seek a lawyer's advice and get answers before situations turn into legal problems.

Although some organizations provide group legal assistance, these programs usually involve a membership charge or annual fees. But there are no such up-front costs under the federation's program. Instead, some of the legal services are free and others are available at reduced rates.

Moreover, members, their spouses and dependents are guaranteed that the services will be rendered on a strictly confidential basis. Although the lawyers will provide generalized information to participating unions, neither their names nor the details of their cases will be divulged.

Agreements in place

The Union Privilege Legal Service has already reached agreement with 325 lawyers across the country to assist trade unionists, and other law firms will be added in the coming months. Participating unions will provide members with the names of lawyers in their area.

Among the free services available under the program are a 30-minute consultation on any matter, a review of such personal transactions as leases, insurance policies and installment sales contracts. A follow-up letter or telephone call will be provided in those instances where a lawyer believes such a step will resolve a particular problem.

In more complex matters, union members will be charged only 70 percent of the participating attorney's normal fees, and the entire cost arrangement—including contingency fees in those cases where the client pays only if the lawyer wins a cash settlement—will be spelled out in writing.

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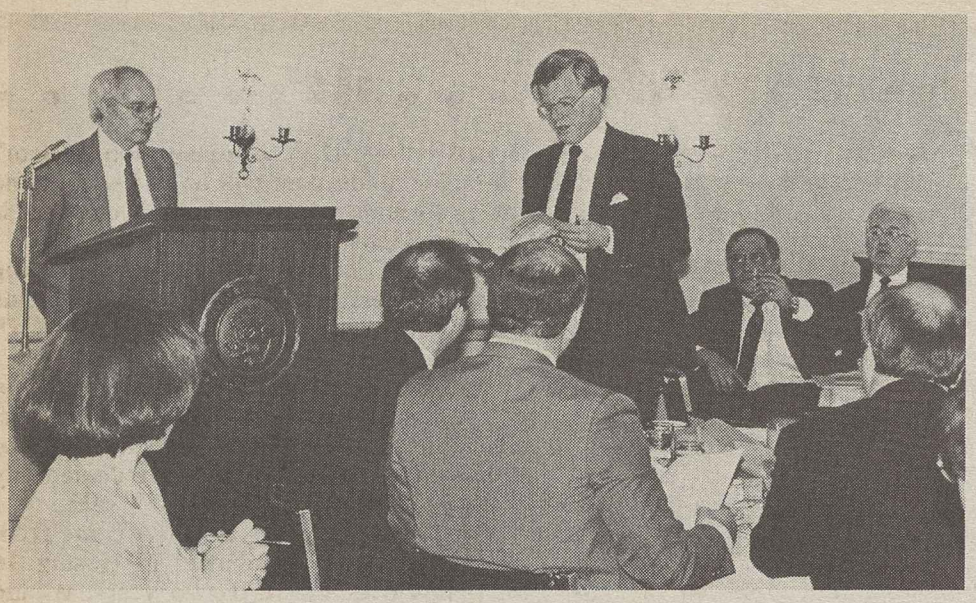


Sen. Edward M. Kennedy assures Capitol Hill conference of support for IUE drive to save General Electric jobs. At podium is District 2 Vice President Peter diCicco. Seated next to Kennedy are IUE Sec.-Treas. Ed Fire and District 2 Sec.-Treas. Robert Scott.

Electronic Workers campaign to curb New England job drain

The Electronic Workers rallied support on Capitol Hill in a drive to stem the drain of jobs in New England caused by General Electric Co.'s systematic cutbacks and plant closures.

Meeting with congressional delegations and governors' representatives from Massachusetts, Connecticut, Rhode Island and Vermont, the IUE warned of a "declining employment pattern" being pursued by one of New England's primary employers.

In the last seven years, the union pointed out, GE has slashed employment in the region 25 percent. And new layoffs lie ahead. In the next two years, the company plans to eliminate the jobs of 3,500 more workers as it cuts back production at plants in Pittsfield, Lynn and Everett, Mass., and closes its Medford, Mass., facility.

All this has occurred during a period in which GE has piled up profits of nearly $10 billion a year, according to a study by the University of Massachusetts. Yet the giant electrical manufacturer has paid no federal income tax and has reaped tax refunds of $100 million, the study showed.

GE is now one of the five largest defense contractors, according to Dr. Frank Annunziato, author of the university study. Its share of government work doubled from $3 billion to $6 billion between 1981 and 1985.

"Clearly, GE is quite healthy financially," Annunziato emphasized, but it has not used either its large share of government contracts or its huge tax breaks "to help its workers or their communities. Corporate philosophies like the one being operated by GE's management are largely responsible for a decline in the American standard of living."

The IUE called for an end to GE's pattern of exporting jobs overseas. The corporation has moved a large share of its assembly work to the low-wage "maquiladoras" in Mexico and has built new plants in Greece and other European nations.

"It's not fair and it's not right for the company to move work away from our organized locations and older communities that today need help more than ever before," in order to set up shop in "unorganized locations and overseas," IUE Sec.-Treas. Edward Fire told the Capitol Hill session.

Layoff aid needed

Although the union's long-range goal is to restore jobs to the area, its immediate concern is to provide aid to members "who will be impacted by the first wave of layoffs," IUE District 2 President Peter diCicco told congressional leaders. This should include re-employment assistance centers and job training programs, he emphasized.

Pledges of support came from Senators Edward M. Kennedy (D-Mass.), John M. Kerry (D-Mass.), John Chaffee (R-R.I.) and Claiborne Pell (D-R.I.), and Representatives Silvio Conte (R-Mass.), John Mavroules (D-Mass.) and Bruce Morrison (D-Conn.).

Joining in making the Capitol Hill presentation of the job crisis caused by GE's policies were President Arthur Osborn and Sec.-Treas. George Carpenter of the Massachusetts AFL-CIO, Rhode Island AFL-CIO President Edward McElroy, Vermont AFL-CIO President Robert Clark and Connecticut AFL-CIO Sec.-Treas. Barry Williams.

Not pay cuts

Upgrading skills key to competitive trade

Better education and job training programs, not pay cuts, can help make American-made goods more competitive, the AFL-CIO stressed at House hearings.

Research Director Rudy Oswald welcomed a bill introduced by Rep. Augustus F. Hawkins (D-Calif.), noting that "it builds upon existing proven programs, and expands them to more effectively deal with today's problems in literacy training, vocational education, and mathematics, science and foreign language training."

The Education & Labor Committee, which Hawkins heads, is holding hearings on the broad area of "creating a competitive economy."

An earlier version of the Hawkins bill was included in the comprehensive trade bill that the House passed in the last Congress, but which died in the Senate. It's needed more than ever, Oswald said, whether as part of a trade package or as a free-standing bill.

Oswald praised a provision for a new trade-impact assistance program that would provide income for workers undergoing retraining who are not receiving either unemployment insurance or trade adjustment assistance.

Reagan's posturing

He endorsed the concept of an array of complementary measures to bring down the trade deficit and contrasted the Hawkins bill to the posturing of the Reagan Administration.

President Reagan's State of the Union address called for "increasing investment in human and intellectual capital" to improve competitiveness, Oswald noted. But the President's budget, he stressed, "does just the reverse" and "substantially cuts funds for education."

Federal grants for vocational education would be completely eliminated under the President's budget.

Oswald urged the need for legislation to require advance notice of plant closings and for expanded assistance to displaced workers and their communities.

Such a program, he said, should be an add-on to the existing displaced worker program funded under Title III of the Job Training Partnership Act and "not a substitute for an effective trade adjustment program."

It should involve "more active participation by labor and management" than the present program, Oswald urged.

Labor's role

Unions are already working in partnership with industry and local governments to address education and retraining problems, Oswald told the panel.

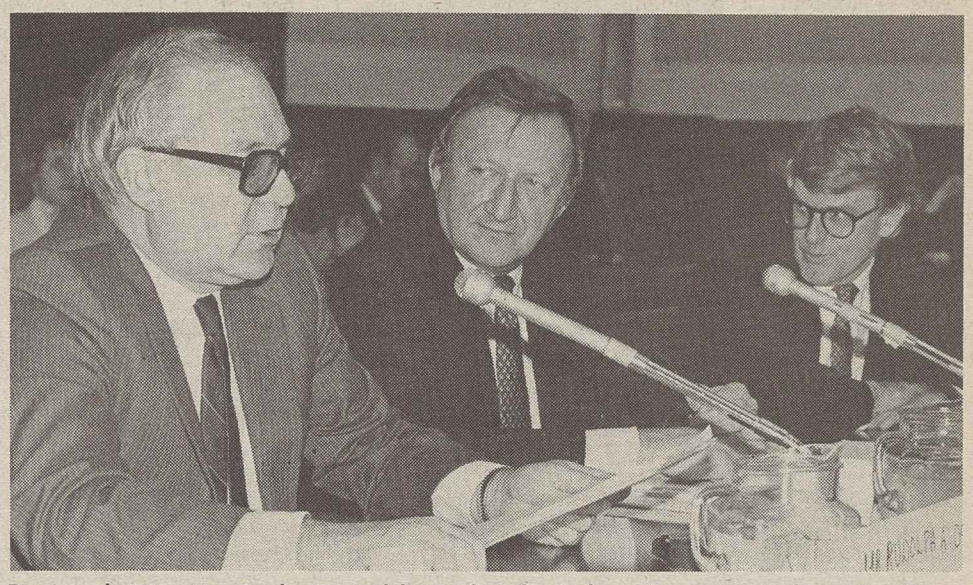
Many of the training initiatives were shaped at the bargaining table, Oswald noted, such as the telephone industry career development program negotiated by the Communications Workers and the Electrical Workers.

The high level of unemployment resulting from the trade deficit is just part of the damage report, Oswald told the committee.

He cited a recent study done for the congressional Joint Economic Committee showing that the new jobs added to the economy have been largely at the low end of the wage scale. Of the job losers who found jobs, most took pay cuts.

The need for better education and training of America's workers is aggravated by the trade crisis, Oswald said, and would exist even if international trade problems "were to be solved overnight."

Productivity and competitiveness are directly linked to the quality of the workforce, Oswald testified. It is America's people "who are the foundation and the source of economic achievement," he declared.



Research Director Rudy Oswald testifies for education-oriented competitiveness bill. Witnesses included General Electric Vice President Frank Doyle, center, and Boston Federal Reserve Bank Vice President William Spring.

Steelworkers hit benefit cutoff to Kaiser retirees

Los Angeles—Steelworkers' attorneys have asked a federal district court here to compel the Kaiser Steel Corp. to live up to its contract obligations and resume payment of health insurance premiums for some 4,300 retirees.

The company, which is no longer in the basic steel industry, sent letters to pensioners and about 1,000 active employees located in at least four states saying that it doesn't have the cash to pay the medical insurance premiums.

"Tragically, the once mighty Kaiser Steel does not have the financial ability to continue funding your medical benefits," company chairman Bruce Hendry wrote.

The letter told retirees and workers that they had 30 days to convert their insurance to self-paid policies being offered by the company's insurance carriers.

Steelworkers' officials, representing their retired members, charged in court that this is both a breach of contract and a violation of the ERISA pension protection law. The company owns real estate property, conducts some steel fabricating operations, and owns coal mines in New Mexico and Utah.

The many-faceted Kaiser operations, once an industrial giant, were separated some years ago and Kaiser Steel has no corporate ties to Kaiser Aluminum or other enterprises bearing the Kaiser name—including the Kaiser Permanente Medical Care plan which provides health care coverage for many union retirees and workers in California.

U.S., Japan unions stress joint values

Tokyo—Economic policies that will promote jobs, purchasing power and economic growth were urged by trade union federations of the United States and Japan as the basis for a healthier two-way trade relationship.

That was the thrust of a joint statement signed by officers of the AFL-CIO and the Japanese Confederation of Labor (Domei) following a two-day meeting that has become an annual tradition, alternating between the United States and Japan.

Both labor movements share a commitment to an industrial policy keyed to a balanced international economy, stable currency and curbs on "the irresponsible behavior of multinational corporations," the joint statement noted.

The exchange of views came in the wake of a $59 billion U.S. trade deficit with Japan last year, up 18 percent from the previous year and four times the 1980 level.

"Japan must further open its market to foreign goods and services," the statement declared. It said wage increases and shorter hours for Japanese workers would both strengthen Japan's society and increase domestic demand for goods and products.

The AFL-CIO was represented at the 18th annual meeting of the two labor federations by Sec.-Treas. Thomas R. Donahue, International Affairs Director Tom Kahn and Charles Gray, executive director of the Asian-American Free Trade Union Institute. Domei President Tadanobu Usami headed the Japanese federation's delegation.

Job creation goal

Their statement criticized the reliance of both the U.S. and Japanese governments on "purely market policies." It noted with concern the weakening of manufacturing industries and unproductive use of money. Labor's goal, it said, should be job creation "through sustained economic growth in both developed and developing countries."

Both federations reaffirmed their support of international trade union cooperation through such bodies as the International Confederation of Free Trade Unions, the International Labor Organization and the Trade Union Advisory Council (TUAC) of the Organization for Economic Cooperation & Development.

They stressed a commitment to democratic values and human rights everywhere in the world—including the developing nations, the battle against apartheid in South Africa, and continued support for Poland's outlawed Solidarnosc movement.

The meeting followed the regular Domei convention, which Donahue addressed. A highlight of the convention was approval of a major step toward unification of the Japanese trade union movement.

Domei will join with various unaffiliated private-sector unions next November in forming a new labor confederation, known as Rengo. The joint statement concluded with anticipation of "continued cooperation and the maintenance of close fraternal relations in the future."

After leaving Japan, the AFL-CIO delegation met with union and government officials in South Korea and the Philippines, where their visit coincided with the referendum that approved the nation's new constitution. Kahn and Gray also met with union representatives in Thailand.

USX 'callous' in post-lockout plant closures

Pittsburgh—Steelworkers President Lynn Williams assailed USX Corp. as "callous and insensitive" for its decision to lay off 3,700 workers just days after USWA members ratified a new contract.

The USWA is protesting the steelmaker's move to place four plants on "indefinite idled status" and has rejected USX's claim that the union knew the closings would occur.

Williams called the closings "a play to speculators and Wall Street," and said union negotiators were shocked by the announcement that came four days after USWA members overwhelmingly ratified a four-year agreement. That vote ended a six-month lockout by USX of more than 22,000 active USWA members. Another 23,000 workers had been laid off by the steelmaker prior to the lockout last Aug. 1.

"During the talks, the company told the union that all facilities operating before the lockout would resume operations on an orderly basis as work became available," Williams said. "Maybe we wouldn't even have been considering contract ratification" if the union had suspected the company's plans, he added.

Betrayed by USX

Williams called the plant closings a "betrayal," pointing out that he had spoken with USX Chairman David Roderick two days before the USX surprise announcement and received similar assurances that production would resume as work became available. "What an insensitive and callous attitude to exhibit toward 3,700 people who had been good and diligent employees," he charged.

At a news conference, Roderick claimed that union negotiators were informed during bargaining last summer that some mills might be closed if a lengthy work stoppage took place. But Williams said the union considered the comments—made before the Aug. 1 lockout—a bargaining tactic frequently used in negotiations.

Williams said the USWA is seeking to meet with USX to debate its decision to close the mills. He acknowledged that the union could not stop the plant closings but added "it's never fruitless to try."

The shutdown affects 250 workers at two Pittsburgh-area plants, 750 workers at Baytown, Tex., and 2,700 at the Geneva Works in Orem, Utah.

Trickle down—drip, dri. . . , dr. . . d. . .

Executives of General Motors Corp. will collect $169 million in bonuses this year despite a drop in corporate profits, but the company said it didn't make enough to give its workers a share.

GM's profits dipped to $2.9 billion in 1986, down 26 percent from the year before. But GM Chairman Roger Smith said the bosses deserved the bonuses because otherwise the firm would have trouble keeping "good people." Profits last year were the sixth highest in history, he said, "and if you can't get rewarded for that, I don't know what you do."

The company said its earnings from U.S. operations weren't enough to trigger profit-sharing payments to workers. Executive bonuses will be down 23 percent from last year, when Smith collected $465,010 as his share of a total compensation package of about $1.6 million.

Auto Workers President Owen Bieber sharply criticized GM's "two-class compensation system" and said a major union goal will be to improve the profit-sharing formula when the union's contract is renegotiated in September.

Since the UAW negotiated the profit-sharing plan, union members at GM collected payments averaging $606 in 1984, $515 in 1985 and $329 last year.

"In view of GM's serious problems reflected in its earnings statement, it is not acceptable for corporation executives to continue to receive rich bonuses at the same time the workers are denied any payout from profit sharing," the UAW said.

Part of the dip in company earnings came from a writeoff of costs to be incurred in closing 16 older GM plants over the next two years, wiping out some 29,000 UAW jobs. The company also wasted $700 million to buy out the stock of industrialist H. Ross Perot in an internal power battle.

Jobless rolls above 8 million as U.S. economy marks time

Continued from Page 1

The federation noted that when the 1.1-million discouraged workers and the 5.5-million persons working part time but seeking full-time work are included in the January jobless survey, a total of 14.6-million workers have suffered the effects of unemployment.

In mid-January, only 3.1 million persons were drawing unemployment benefits, the Labor Dept. reported, but the remaining 5 million "official" jobless and many more discouraged workers didn't get a penny.

AFL-CIO compensation specialist James Ellenberger pointed out that only two states—Washington and Massachusetts—provide jobless benefits for workers unemployed more than 26 weeks. Those states allow compensation for up to 30 weeks.

Of the 8-million "officially" unemployed, 1.2 million have been out of work for 27 weeks or longer, Ellenberger said, and just 2.4 percent of these long-term jobless workers were receiving benefits in January.

The government's survey of businesses showed a seasonally adjusted increase of 450,000 jobs last month, as mild weather and an end-of-year rush for building permits fueled a jump of 142,000 construction jobs in January, BLS Commissioner Janet Norwood said.

Before seasonal adjustment, total employment fell 1.1 million to 99.3 million.

Testifying before the Joint Economic Committee of Congress, Norwood warned that the establishment survey data "show weakness in manufacturing," with employment in that sector netting a meager 3,000-job gain. Employment in mining continued to decline, posting a January loss of 11,000 jobs.

Factory jobs lost

Norwood noted that the number of factory jobs created following the 1973-75 recession was more than double the number of similar jobs created after the height of the Reagan Recession in 1982.

The establishment survey also indicated that for 1986, manufacturing employment fell by 117,000 and mining jobs declined by 168,000. Local government employment rose by 220,000, retail trades by 630,000 and services by 1.1 million.

The January unemployment rate for black workers rose to 14.3 percent from 13.7 a month earlier, while the jobless rate among white workers edged up one-tenth of 1 percent to 5.9 percent.

While the number of working teenagers —ages 16 to 19—grew by 46,000 last month, their jobless rate also increased, to 17.7 percent from 17.3 percent. Black teen unemployment surged 3 percent last month to 38.5 percent.

Public employees narrow wage gap in 1986 contracts

Major collective bargaining agreements negotiated in 1986 for state and local government employees provided catchup wage increases averaging 5.7 percent a year, the Bureau of Labor Statistics reported.

That contrasts with an average wage gain over the life of the contract of 5.4 percent in 1985 and 5.1 percent in 1984, the BLS survey found.

The settlements cover 873,000 workers in state and local bargaining units with 1,000 or more employees. Of the 14 million government workers, 4.5 million are represented by labor unions.

State government workers won an average 6.3-percent increase for the first contract year and 6 percent per year overall. Local government workers will receive wage increases averaging 5.3 percent during the first year and 5.6 percent a year over the life of the contract.

Private sector contrast

Earlier BLS reports indicated that contract settlements covering private sector workers brought average wage gains of 3.2 percent last year, with first-year wage increases averaging 1.2 percent. But those results cannot accurately be compared with the public sector report, the bureau said.

President Gerald McEntee of the State, County & Municipal Employees said the wage gains are helping to narrow the pay gap suffered by public workers because few contracts with state and local governments included cost-of-living adjustments. "During the years of high inflation, private sector settlements and cost-of-living adjustments ran significantly higher than public sector collective bargaining gains," he said.

Al Bilik, executive director of the AFL-CIO Public Employee Dept.'s state/local division, stressed that the wage gains reflect activity in the 27 states that adopted collective bargaining rights for public employees. In the nonbargaining states, 260,000 public workers earning less than the federal minimum wage won an increase in 1985 only when the Supreme Court extended minimum wage and overtime pay requirements to state and local government workers.

Cost of living

Only 2 percent of the local government employees covered by the survey have COLAs, compared with 40 percent in the private sector, BLS said.

BLS indicated that 45 percent of the public workers covered by the survey were employed in education as teachers, administrators and service workers. One-third of the public employees worked in general government and administration and the remainder were employed in health care, protective services and transportation.

In key contracts covering bargaining units of 5,000 or more public workers, total compensation averaged 6.2 percent in the first contract year and 6 percent over the life of the agreements.

This year, about 957,000 workers are covered by 256 agreements due to expire or reopen for wage negotiations during the first six months of the year. Two-thirds of these workers are employed by local governments.

Campus rallies spur Rutgers settlement

New Brunswick, N.J.—Two local unions of the State, County & Municipal Employees capped a nine-day strike at Rutgers University by ratifying new three-year agreements that provide pay raises totaling 16 percent.

The strike by 2,800 clerical and maintenance workers drew strong support from the 2,600 members of the American Association of University Professors and thousands of students as classes were suspended on campuses at Newark, Camden and New Brunswick.

The agreements between Rutgers and AFSCME Locals 1761 and 888 provided a 6-percent weekly pay increase retroactive to last Oct. 5, and raises of 5 percent each in October 1987 and 1988. Wages under the old contracts averaged $16,500 a year.

State Superior Court Judge John Bachman denied the university's request that the strike be declared illegal and the unionists ordered back to work. Instead, Bachman ordered the university to resume negotiations and settlement was reached quickly.

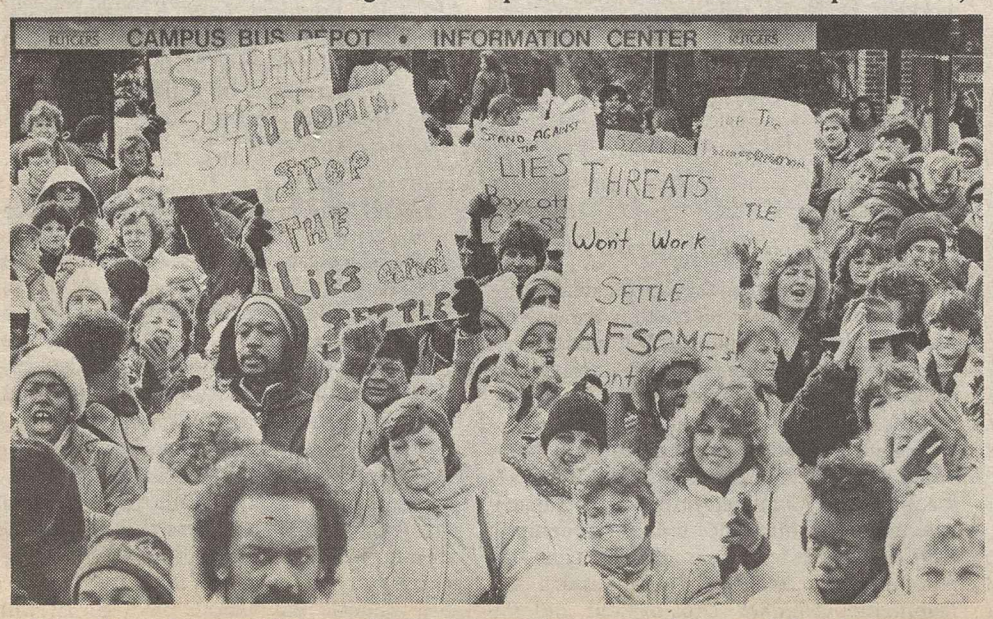
Scheme derailed

State law covering public workers provides for fact finding and nonbinding arbitration if the two sides in bargaining reach an impasse. Then the public employer is free to impose its final offer. Rutgers, a state university, was trying to railroad the locals into fact finding.

Key issues were the university's proposals to make annual step increases, which are automatic for all other state workers, negotiable and to allow supervisors, rather than the workers, to determine whether employees get comp time or cash for overtime.

Meanwhile in Cambridge, Mass., the Harvard Union of Clerical & Technical Workers affiliated with AFSCME Council 93 to strengthen an organizing drive aimed at Harvard's support staff of 3,500 workers.

AFSCME President Gerald W. McEntee called the campaign the union's "premier organizing effort for 1987." The unit has more than 350 active members on its organizing committee. It grew out of an earlier organizing effort by Auto Workers District 65.



AFSCME strikers at Rutgers University welcome student and faculty support that led to three-year accord.

Buying power of minimum wage skids

Real pay of working poor at lowest lovel since mid-1950s

The purchasing power of the minimum wage has fallen 27 percent since the pay floor was set at $3.35 an hour and is at its lowest level since 1955.

A new study issued by the George Washington University Center for Social Policy Studies documents the deterioration of the federal wage floor since 1981, when it reached the $3.35 level.

The study, by the center's director, Sar Levitan, and Isaac Shapiro, notes that some 7.5 million workers, full time as well as part time, were paid the minimum wage in 1985. Seventy percent of them were adults and nearly 30 percent were heads of households.

Levitan and Shapiro point to the slippage of the minimum wage from its traditional target of half the average wage for nonsupervisory workers, to where it is now only 38 percent of that average. When adjusted for inflation, the minimum wage is now more than 20 percent less than it averaged in the 1970s and one-third less than its 1968 level.

"The minimum wage is a statement by society that work conditions below a given standard are unacceptable," their study stressed. It pointed out that the standard "applies to low-wage labor markets where unions are absent, where workers lack skills and political clout, and where employers are unlikely to adopt beneficent labor practices."

Encourages work

The federal wage floor, the report noted, "helps some escape poverty and lessens its impact for others. It encourages individuals to work rather than rely on welfare."

While many who are paid at the minimum wage are not themselves poor, the study pointed out that a teenager's wage is often needed for school and the extra income of an adult worker may help a family have "more than the bare necessities."

Both the Levitan-Shapiro report and a letter to the New York Times from Clothing & Textile Workers Sec.-Treas. Jack Sheinkman rejected the argument that a minimum wage rise should be avoided because it would price some jobs out of the marketplace and add to joblessness.

Sheinkman, responding to a Times editorial, said the experience of past minimum wage increases show that there is no such pattern, that adult workers have generally gained and that any reduction in teenage employment has been barely measurable.

The university study suggested that "the extent of employment dislocation is often overstated" by opponents of minimum wage increases.

The value of the minimum wage needs to be restored, Levitan said in a statement accompanying the report, "if the government hopes that the poor will work their way out of poverty rather than depend on welfare."

No replay

Boston—Because of a typographical error on the ballot, the National Labor Relations Board aborted a Plumbers & Pipefitters victory in a certification election at Mechanical Management Inc.

Local 537 conducted the successful organizing campaign at MMI, but the NLRB regional office mistakenly certified the international as the bargaining representative.

When management refused to bargain with anyone but the international, Local 537 sought to amend the certification. But the labor board ruled the whole election invalid, freeing the company from the responsibilty of negotiating with either the international or the local.

The union is appealing the decision, calling it "outrageous," because it "denies the employees the right to be represented and the right to even a rerun election."

Reagan slowdown uncovered to curb trade legislation

Continued from Page 1

ing 1986, the United States imported a mind-boggling $170 billion more in foreign goods than it exported to other countries.

Baker insisted that the trade deficit has already peaked and "we could not pick a worse time than now to unfurl the banner of protectionism."

House Speaker Jim Wright, who also appeared before the committee, was cool to the Administration's call for delay. Wright noted that he had consulted with Republican Leader Robert Michel and chairmen of committees with jurisdiction over segments of the trade bill before setting the target date for House action.

On the other side of the Capitol, meanwhile, Senate Republicans used parliamentary delaying tactics to put off a vote on a consumer bill setting energy-efficiency standards for household appliances.

President Reagan had pocket-vetoed a similar bill after the previous Congress adjourned, reflecting his Administration's ideological opposition to almost any form of government regulation.

As with the clean water bill that the new Congress enacted over Reagan's veto, Reagan was on the unpopular side of the issue and appeared doomed to another losing battle with a Democratic Congress.

Republican maneuver

Sen. Phil Gramm (R-Tex.), whose wife is one of the Administration officials who reportedly had urged Reagan to veto the earlier bill, enlisted Senate Republican Leader Robert Dole in his maneuvering to keep the bill off the Senate floor.

The GOP strategists called in Vice President Bush to perform his seldom-observed constitutional duty of presiding officer of the Senate to get some favorable parliamentary rulings.

While Gramm and his allies managed to block Senate action, parliamentary maneuvering, charges and counter-charges left tempers frayed on both sides of the aisle.

The Senate finally agreed by unanimous consent—the normal way it deals with procedural issues—to take up the bill again on Feb. 17, after Congress returns from a short President's Day recess.

1987 conventions

The following are additions and corrections to the list of conventions scheduled for 1987 by AFL-CIO affiliates, state federations and fraternal organizations.

Idaho AFL-CIO convention will be June 15-17 in Pocatello.

British Trades Union Congress will convene Sept. 7-11 in Blackpool, England.

Flight Engineers convention is slated for Nov. 2-5 in San Francisco.

Dedication of the Meany Archives will be Aug. 16, not Aug. 15 as previously listed.

Michigan AFL-CIO convention will be held May 13-15, instead of May 11-13.

Industrial Union Dept. convention will be held in 1988, not Nov. 16-18, 1987.

The full list of conventions appeared in the Jan. 10 issue of the News.

American Ship Building Co. workers and their families greet stockholders with a strong message denouncing sharp wage and benefit cuts in Tampa.

Metal Trades pickets protest deep cutbacks by Steinbrenner

Tampa, Fla.—Picketing in pouring rain outside the annual stockholders' meeting of the American Ship Building Co., members of nine Metal Trades Council unions protested severe cuts in wages and benefits.

Some 900 union workers are embroiled in a dispute with Tampa Shipyards, the company's principal facility. Their contract expired last May and in October, management unilaterally instituted wage cuts of 40 percent for unskilled workers and 7 percent for skilled workers. Laborers' pay dropped from $10.23 to $6.25 an hour, while craft workers saw their scale fall from an average of $11.21 an hour to $10.50.

As the pickets got drenched, inside stockholders were told by Chairman George M. Steinbrenner that the shipyard workers "should have learned a lesson from Lorain," a reference to the once-prospering shipyard in Lorain, Ohio, that Steinbrenner closed in 1983.

Steinbrenner balks

Steinbrenner shut down the yard even after workers agreed to sharp pay concessions and worked with their congressional representatives to win a major federal contract for the company. Steinbrenner then shifted the project to a nonunion yard he operates.

He complained that the company lost money in the final quarter of 1986 and said he was going to help out the company's "cash crunch" by turning down his $100,000 salary for 1987. In trying to paint a mental picture for the stockholders that he is as poor as the workers whose pay he cut to just $13,000 a year, Steinbrenner declared:

"I don't have an awful lot. I want you to know how tough it is for me when I don't increase my salary." He didn't mention that as majority owner of the New York Yankees baseball team he might get a few extra dollars to help him make it through the year.

The demonstrators, including spouses and children of the shipyard workers, stood under a banner that read, FYFO. That stands for "forget your final offer," said Robert Bengter, president of the Metal Trades Council. The picketing, he said, was to "alert the public about our situation."

The Tampa yard's last big job ended last April when a tanker project for the U.S. Navy was finished. Since then, about two-thirds of the workforce has been laid off. The remaining employees have been working under an unsigned "final offer." Besides the wage cuts, the workers now have to pay a third of their medical insurance costs. They also lost three vacation days and requirements for vacation and overtime pay were stiffened. The workers can now be assigned across craft lines.

Harold Salinas of the Metal Trades Council called Steinbrenner's comments about the Lorain shutdown "unconscionable," adding, "that was certainly a threat and the employees will take it as a threat."

Steinbrenner told stockholders that the company is looking to diversify by building and operating two cruise ships in the Hawaiian Islands and by constructing floating seafood processing barges. He dangled the shipbuilding work over the union workers' heads by refusing to say whether those projects would be built in Tampa.

Labor "has got to understand that we've got to get competitive. They didn't believe me on the Great Lakes," Steinbrenner said, in reference to the Lorain shipyard.

Hatch Act penalty scored as move to harass unions

Three public sector union presidents penalized for violating the Hatch Act ban on political participation by federal employees will contest the action in court while pressing labor's campaign to change a law that is no longer useful.

Presidents Moe Biller of the Postal Workers, Kenneth T. Blaylock of the Government Employees and Vincent R. Sombrotto of the Letter Carriers called the punitive action an attempt to intimidate public workers.

"We do not intend to allow this Administration to muzzle us or to prevent us from fulfilling our responsibilities," they declared in a joint statement.

The union presidents, who have been on leave-without-pay status from their civil service jobs since becoming full-time union officers, were charged with violating the Hatch Act because of their active support of the Democratic presidential ticket in the 1984 elections.

Their "punishment," imposed by the federal Merit Systems Protection Board, was a 60-day suspension from their unpaid employment status with the federal government. Their on-leave status merely preserves their retirement rights and allows them to reclaim their civil service jobs when they leave their union posts.

Not personal

Biller, Blaylock and Sombrotto said they didn't consider the action against them as a personal attack.

Rather, they charged, it represents "a carefully orchestrated political attack upon all postal and federal employees and the unions that represent these workers." They termed the suspension order "another example of this Administration's hostility to free speech protections."

A resolution adopted at the 1985 AFL-CIO convention in response to the Hatch Act charges brought against the union leaders said the 1939 law should be amended so that government workers would be protected against political intimidation by their bosses without losing their rights as citizens.

During the discussion of the resolution, AFL-CIO President Lane Kirkland noted the "irony" that "a good government move to protect the integrity of the civil service from the corruption of politicians" is now being used "to protect rotten politicians from the workers."

Legal services plan new benefit for members

Continued from Page 1

Established a year ago to extend the benefits of trade unionism from the workplace to the marketplace, the Union Privilege Benefit Programs has a number of other projects in the planning stage. They include:

- A travel and vacation program that will provide the best arrangements possible for the union family at the most advantageous rates in a hassle-free environment.
- A full-range of financial services to help unionists and their families plan an investment program and to put money aside for every purpose from their children's education and home ownership to retirement.
- Life, health, automobile and home ownership insurance that will utilize the combined purchasing strength of the 13-million-member federation to assure that trade unionists get the best buy possible.
- An associate membership program being developed by the federation and various unions to reach out to unorganized supporters, former members and retirees by offering them a chance to participate in labor-sponsored activities like those available through the Union Privilege Benefit Programs.

UNION PRIVILEGE BENEFIT PROGRAMS

NEW HORIZONS

Goal of New Benefit Program:

EXTEND UNIONISM FROM WORKPLACE TO MARKETPLACE

by Lane Kirkland

February 21, 1987 marks the first anniversary of an historic step by the American labor movement. On that date Union Privilege Benefit Programs was launched to bring union members programs of high quality at reduced costs so that their earnings could buy better services and higher quality benefits at the lowest possible price. This expansion of American trade unionism from the workplace to the marketplace has, in its first year, proved to be an unquestioned success — and will achieve even greater success as it fully unfolds.

The benefits which are now accruing to all American trade union members can form the basis of a new associate membership program to enlarge the ranks of U.S. labor movement and enhance its economic and political effectiveness.

Throughout history, organized labor's agenda has been forged by an extremely powerful force — the needs of our individual members and their families. In fact, our progress has impacted on every working American. The many issues we continue to address are dictated by this collective voice of the workplace.

The creation of this new program came from a major self-evaluation, the landmark Evolution of Work Committee report "The Changing Situation of Workers and Their Unions." Many areas were researched, recommendations made and a future course of action designed. While much hard work remains, the successful launch of Union Privilege Benefit Programs represents one of the initial major steps in pursuit of revitalization course.

Our primary focus will remain with issues affecting the individual in the workplace, but the valuable products and services developed and coordinated through UPBP will continue to extend our collective purchasing power in the marketplace. All benefits will produce cost-savings and value for our families — which will stretch their hard-earned dollars and provide greater buying ability. Further, these additional services will be made available to a new group of supporters — the associate members — as this membership program is developed and expanded.

The task of designing and coordinating a full menu of voluntary member programs is not as easy as one might imagine. Union sponsorship is an extremely valuable asset; one that carries an awesome responsibility both to the organization as well as to the members. Suggested products and services must be carefully reviewed with an eye toward filling true member needs. Expertise is required to evaluate the technical aspects, and a knowledgeable and experienced staff must be in place to ensure that the total program is carried out properly.

Union Privilege Benefit Programs was created by the AFL-CIO as a not-for-profit entity to carry out this role. Monitored by a governing board comprised of affiliate union leaders, UPBP's staff has been working on product development and introduction, and the setting of future program specifications and member servicing standards. The successful introduction of the Union Privilege MasterCard program and the heartening response within subscribing unions, points to a high degree of member acceptance of the program.

Our credit card program's initial success strengthens the need for our close management of the sponsorship process. The gratifying response was the result of pre-promotion, communication and leadership training, an ongoing communication system, the availability of program experts and the existence of a specially trained supplier member servicing operation. The actual member mailing is an important element, but one that would be weakened without total organizational support. This involves meetings with leadership, and an across-the-board education program before and after any mailing to the membership. UPBP will ensure that these sponsorship principles extend to all future offerings.

Development is currently progressing in product and service areas where the members' greatest needs exist. Under consideration are programs in the area of insurance, investment opportunities, travel and discounts. Each offering will allow for a choice based on individual needs, truth-in-promotion, educational assistance for decision making and a full after-purchase servicing facility. UPBP will conduct periodic evaluations to guarantee that these high standards are being met.

Lane Kirkland

Membership participation in these valuable programs, both at the active and associate levels, is based on member trust and loyalty. Our job is to provide the best available value backed by a commitment to ongoing member service. This requires the choice of supplier organizations with long-term financial strength as well as an understanding of our sponsorship goals. Whether members participate in one or many of the available products and services, the union's sponsorship acts as another ongoing reminder of the value of membership.

With Union Privilege Benefit Programs, member service and value take on a new meaning. While every member will carefully choose which programs are best for them, or simply use union produced consumer information to make more informed decisions in a product area, an appreciation will develop that says — "My union is interested and involved in providing a better life for me." As the program evolves and participation increases, a stronger organizational bond will emerge. Labor's collective strength will work to revitalize our movement and provide an added membership dimension.

THE HISTORIC FIRST

...Signing to become the first participants in the Union Privilege credit card program are John Sweeney, President of the Service Employees International Union, and, at left, Thomas R. Donahue, AFL-CIO Secretary-Treasurer. Looking on is Richard Cordtz, SEIU Secretary-Treasurer. Since this signing, unions representing more than nine million AFL-CIO members are subscribed.

Union Members Choose New Credit Card's Value — *Record Numbers Apply!*

AFL-CIO union members have responded to the Union Privilege credit card benefit offer in record numbers. With only a fraction of the union-by-union mailings complete, more than one-half million union members have already applied for the card, pointing to an acceptance rate greater than to any other known credit card offering. More than 300,000 members have already received these cards and are utilizing its cost saving features.

Success of the new card has proved the underlying thesis of the new Union Privilege Benefit Programs:

- The purchasing clout of 13½ million union members can be focused to achieve savings and getting better quality goods and services;
- The labor movement's know-how in negotiating can achieve the best possible terms for members' benefit;
- The lack of a profit motive and trust in their leadership makes a recommendation by a union president likely to be taken seriously by members;
- The value of union membership is increased as the labor movement's influence is extended from the workplace to the marketplace.

The credit card — the first of a series of benefit programs — came as the result of negotiations with major U.S. banks. In its short life it has already become the national leader of low cost cards and exerts constant pressure on the other banks and department stores to bring down rates for all consumers.

The national media has been uniform in praise of the program. Typical was the comment of nationally syndicated financial columnist Jane Bryant Quinn who wrote: "Perhaps the best (credit card) is the new program now being offered to labor unions through the AFL-CIO and The Bank of New York."

In addition to super-low finance charges, currently 12.5% or 14.75%, depending on the union's choice, the card has other advantages to unionists. The skip payment privilege can be used during union-sanctioned strikes and in months when the union believes members' bills are most likely to be greatest.

The card also offers a means to immediate savings on outstanding obligations. By using checks that are provided by the bank, the cardholder can pay off the balance on other credit cards by transferring those balances to the Union privilege card. Thus, by a stroke of a pen, finance charges can be cut by 30 to 50 percent ... an important fact, since the credit card program fully endorses the concept of using credit wisely.

Other features include: no liability for lost or stolen cards: $250,000 travel accident insurance when tickets are charged to the card account; free additional cards for family members.

A further enhancement of the card is rapidly becoming evident in communities all over America. As union members use the unique MasterCard, personalized for their union, it shows the strength of organized labor in the community. Merchants are reminded again of union members' buying power and how important union wages and salaries are to keeping their community economically healthy.

Working with the Union Privilege Benefit Programs to make the program successful are The Bank of New York (DE) and Affinity Group Marketing, Inc. Their attention to quality and detail has resulted in all aspects of the program being clearly stated with full disclosure of how the program works.

Even the credit denial process has been handled smoothly ... a particularly sensitive area on which UPBP has concentrated much effort. Obviously credit cannot be granted to everyone since prudence in lending is important to every financial institution. But our goal has been to ensure that this process is handled in a thorough and proper manner and that all decisions are fair. UPBP constantly monitors this area and is now preparing a brochure to show members how they can correct credit difficulties. UPBP has also worked with the Bank to establish a re-review process for all members who feel their denial of credit should be re-considered.

Details of the credit card program and a rundown as to which unions are in the program and when the members will receive their invitations are on page four.

DIRECTORY

CREDIT CARD ... The new program is a ringing success and saving members money ..... page 1
LEGAL SERVICES ... The mystique has been taken out of seeing — and paying for — a lawyer ..... page 2
INSURANCE ... Be it health, life, disability or auto, it's something we all need .... page 2
FINANCIAL-RETIREMENT ... A safe place with a decent return is what we all want for our money ..... page 4
TRAVEL ... A one-time flight or vacation-of-a-lifetime, low cost counts ..... page 3
ASSOCIATE MEMBERSHIP ... A new look at broadening our ranks and our clout ..... page 3

Unions Choose

Each AFL-CIO union chooses which of the Union Privilege Benefit Programs best suits its membership. The programs created by Union Privilege Benefit Programs are available to all international unions, but each union makes the choice as to what will be offered. Thus, one must check with his or her union as to the specific programs available.

Free and Low Cost Legal Benefits Available Nationwide to Members

A nationwide legal service program is now in operation, which offers AFL-CIO members free and low cost services and takes the fear of the unknown from the process of engaging a lawyer.

Members of participating unions will now receive free initial consultation for their legal needs and 30% discount on more complex matters, all at no annual enrollment cost.

The Union Privilege Legal Service has created a national panel of labor-friendly attorneys pledged to help the 13½ million members of AFL-CIO unions when they need personal legal assistance. Now, whether it is a complicated document to be signed or a legal question for which advice is needed, a lawyer is available.

The new benefit is for the exclusive use of members of participating AFL-CIO unions, their spouses and dependents, all on a strictly confidential basis.

Each participating union has a catalog with the names and addresses of participating lawyers and their specialties. Members may obtain the names of lawyers in their area from their union or by contacting Union Privilege Legal Services.

Each lawyer has contracted with the program to provide his or her services and each union member/client has the opportunity to evaluate the lawyer's services. The attorney's performance is overseen by the program administrator.

Similar programs offered by commercial firms charge up to $150 per year for this service which is being administered for the Union Privilege Benefit Programs by the National Resource Center for Consumers of Legal Services. The program's benefits are:

Free 30 minute consultation. The unionist or a member of his or her family meets with a participating attorney at the attorney's office or by phone on any matter. There is no limit on the number of consultations, provided each is about a separate matter.

Free Document review. Costly mistakes can be avoided by understanding what one signs. Personal, non-business transactions, such as leases, insurance policies installment sales contracts, can be carefully reviewed.

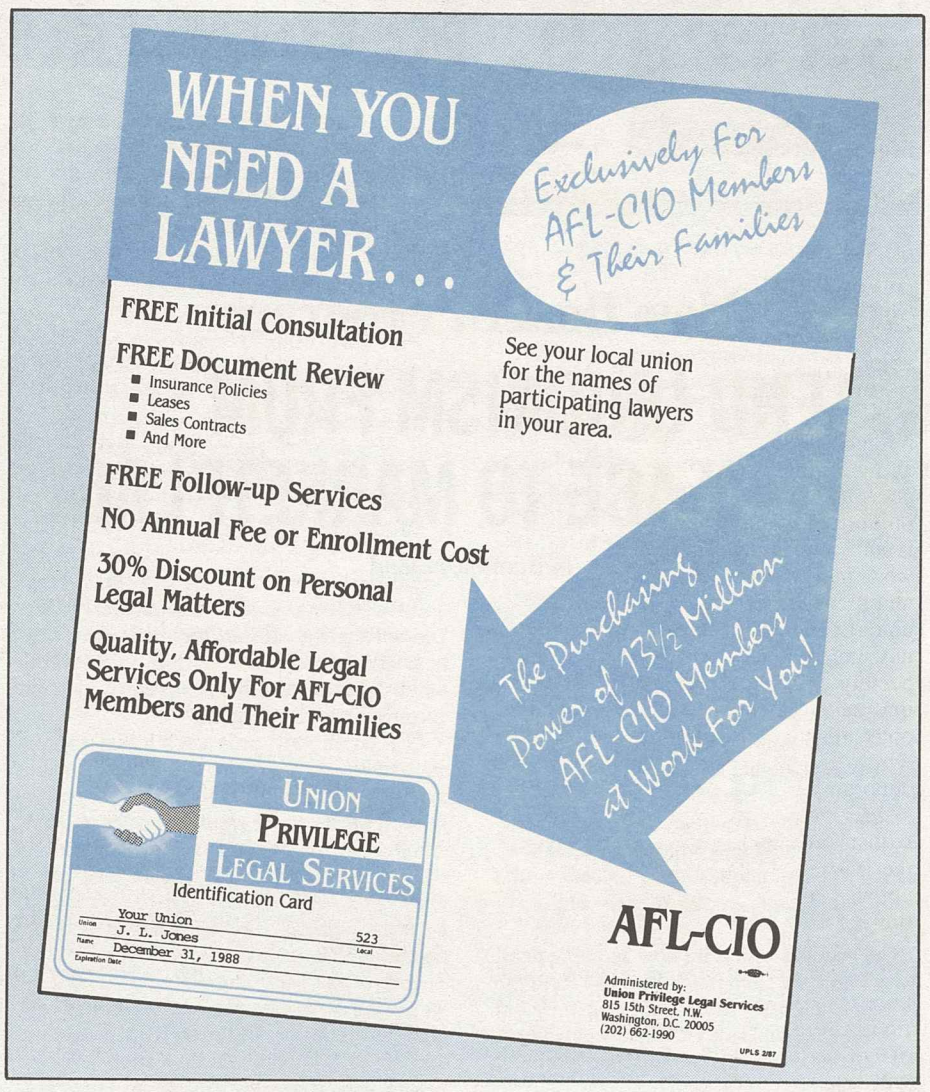
Free follow-up services. Sometimes a problem can be solved by having your lawyer write a letter or make a phone call on your behalf. Again, at no cost to you.

30% Discount on additional services. If you are faced with a more complex legal matter, your participating lawyer will charge you only 70% of the lawyer's normal fee.

Written fee agreement. Your attorney will provide you with an agreement on fees. This protects you and prevents any surprises.

Quality control. Each time you use the service, you will be asked to evaluate your lawyer. Your lawyer will provide a simple short form to be returned to the program administrator. You choose whether or not to identify yourself.

"When You Need a Lawyer." A brochure outlining in more detail the program is available through participating unions or from the Union Privilege Benefit Programs office.



Life, Health, Auto Insurance Programs To Fit Members' Needs

Protection of a family against financial ruin is a need as old as mankind. The underlying principle of insurance — sharing life's unpredictable risks — is modern society's method of meeting this need.

Union Privilege Benefit Programs identified these member protection needs early on and immediately embarked on the long, involved process of investigating and developing affordable, valuable, voluntary group insurance programs that would meet the unique needs of union members. These include life, health, auto, homeowners, and others.

Insurance, in its many shapes and forms, can be a highly complicated purchase decision, fraught with options, riders, unreadable policy language, and ever-changing rates. The questions of what type is best, how much does one need and who are the best sources oftentimes go unanswered — and an incorrect decision is made. If an insurance agent is involved, the gamble is always present that his advice and product are what's best for the agent's pocketbook and not necessarily the best for the individual.

The 13½ million union members and their families represent a major market for the insurance suppliers in the country. They recognize the massive purchasing strength — and the power of union sponsorship. But, coupled with this endorsement process is the AFL-CIO's and each union's responsibility to its members to provide the correct insurance product mix at the best available value. In every instance, there is no profit to the union nor is union dues money involved.

Once the best product has been created, the problem becomes: how to make members aware of its benefits so they can make a decision. Insurance agents, telephone solicitation, TV and print advertising all undesirable and expensive. Direct access to members via the mail is the most cost effective means of providing this information. Members servicing standards have been established to ensure that the optimum member attention and understanding can be achieved by this method. The right product in an easy-to-understand format is the goal in this program area. A support mechanism is further being developed which will provide local leadership awareness and training, understandable consumer information and toll-free telephone access to specially trained, knowledgeable representatives.

In designing products, several key areas of protection emerged as priorities. In each, the UPBP insists that workers in all occupational groups and in all regions of the country be eligible for coverage.

Life Insurance

Life insurance is the cornerstone of any family's financial plan. Nearing the final stages of development is a term life insurance product. "Term" is pure protection — an amount of coverage purchased for a specific time period. An easy-to-understand product, this insurance will provide the member with an affordable method to supplement life insurance already in place. In a world where far too many members are underinsured, the Union Privilege Term Life Insurance will provide an important alternative to fully protect one's lifestyle.

Health Insurance

The concern surrounding the adequacy and availability of health insurance can be found almost daily in our newspapers. Recent federal legislation has addressed this growing problem somewhat in the form of group health insurance continuation from employer and trust plans after leaving employment. And additional measures will be addressed that may see the establishment of health insurance "assigned risk pools" in the states. The problems are major for union families who suffer layoffs or are on strike and lose coverage. Also in need are those workers who have signed up with unions but have not yet achieved health coverage under a union contract.

Union Privilege Benefit Programs has kept a careful eye on these developments while addressing the supplemental health insurance needs of members. Under review are programs which provide an additional high maximum ($1 million) of coverage after a large deductible (usually covered by basic health plans) is met. This affordable product will help alleviate the protection concern of catastrophic health care costs. Also being investigated are hospital cash programs, limited term emergency health plans, and disability products — both short and long term.

Casualty — Auto and Home

A far greater challenge rests in the provision of group-advantages auto and homeowners insurance protection. Highly regulated by individual state authorities, and subject to cyclical swings in rates, a search is underway to find an insurance supplier with the financial and organizational commitment to a long term, nationwide member program. UPBP is hopeful of a breakthrough in this area in the near future.

A constant eye on the marketplace will dictate new areas of program growth, probably in the areas of MediCare supplement, dental, vision and nursing facility insurance.

What is the UPBP?

What is the Union Privilege Benefit Programs:

This new AFL-CIO-created program was initiated in May, 1986, when it was incorporated as a non-profit corporation to establish a program of benefits for union members. As such, it has been in active pursuit of that goal since then.

The UPBP is headed by Lane Kirkland as Chairman and Thomas R. Donahue as Vice Chairman. The Board of Directors is Albert Shanker, Gerald McEntee, John Sweeney, Larry Dugan, Linda Puchala and John Kelly. President of UPBP is Ray Denison, Vice President is Robert Tahler and Secretary-Treasury is William Collins.

The concept of the new program is reinforced by the survey findings of Peter D. Hart Research Associates, which reported that members and potential members would support a new program because of:

- The collective buying power of 13½ million union members and their families;
- The ability of unions to protect their members;
- The ability of unions to negotiate benefits;
- The caring that unions have for their members.

Do you want more information on the Union Privilege Benefits Program? For further information and materials on the programs, write to:

Union Privilege Benefit Programs
815 Fifteenth Street, N.W. Suite 801
Washington, D.C. 20005
(202) 662-1990

New Programs Help Members and Union To Keep In Touch on Ideas and Issues

One of the bonuses of the new benefits programs is the opening of new means of communicating with members, both to publicize benefits and to spread the word of other union issues.

The mailing to more than 10 million union members of the credit card offer and the special materials prepared for union publications and newsletters broadens the knowledge of the new benefit. Both members and leaders become more knowledgeable about union happenings and key issues.

In the credit card program, for example, special mailings to union leaders give advance information and provide posters and other materials for acquainting members about the forthcoming offering. A special press kit for union editors — tailored to each international union — provides ready-for-camera advertisements, articles describing the program and sample press releases for union leaders to distribute to local media.

In programs being developed where direct mail solicitations will be used, similar educational material will be distributed to leaders and union editors.

The new programs also offer opportunities for unions to communicate directly with the membership on other issues. Under the terms of the credit card contract, each union has the opportunity to mail to its members twice a year material on union issues. These materials are enclosed with the members' monthly credit card statement. Also, twice a year a computer-type message is available to each union, being written directly on the members' statements on a subject of the union's choosing.

Under this provision alone, unions will be able to speak to tens of thousands of members, with all costs, except the printed material itself, borne by the credit card program.

Additional materials for communicating with members are now available in the legal services program and others will come on stream later.

Associate Membership Can Build Unions' Strength, Retain Ties

One of the major goals of Union Privilege Benefit Programs lies beyond the creation of additional benefits to the 13½ million Americans now in AFL-CIO unions. A new concept — the associate membership — is being developed by the AFL-CIO, the international unions and the Union Privilege Benefit Programs staff.

For several years, many AFL-CIO unions have sought to develop programs to expand the scope of their membership and to increase their economic and political influence. Associate membership is seen as an innovative way to organize new members and to retain former members among millions of working and retired Americans in all occupations. These are the men and women who would be willing to join a union or who have enjoyed the affinity of union membership in the past but are not now union members. The associate membership program would provide a new, innovative way to bring trade union philosophy and programs to workers and families who otherwise may never have the opportunity.

The Union Privilege Benefit Program, with its roster of benefits and services, is in the position to offer AFL-CIO affiliated unions benefits and services that can form the basis for programs of associate membership.

Unions of every size, serving members in every sector of the work force, are finding Union Privilege Benefit Programs of considerable value in communicating with and reinforcing union loyalty among existing, former and prospective members.

- The programs expand membership services at little or no cost to participating unions.
- Retirees, allowed to carry program benefits with them into retirement, remain loyal and become more active carriers of the union message within their communities.
- Participating unions have a valuable internal organizing tool that helps them in drives to organize non-union members in collective bargaining units.
- Unions offering the programs have a means of continued contact and communication with members who leave collective bargaining units.
- The programs provide new, tangible benefits to offer associate members, helping to both recruit and keep them.

Survey results showing considerable approval of the trade union movement's aims and abilities among non-union members reinforce a growing awareness in the trade union movement that new approaches should be developed to reach and enlist the unorganized.

The Evolution of Work Committee has pointed out that 27 million non-union workers are former union members, most of whom left their union because they left union jobs. This pool of workers — twice the size of the active membership of AFL-CIO affiliates — indicates the potential for expansion of union attractiveness to individuals who are not presently part of the trade union movement.

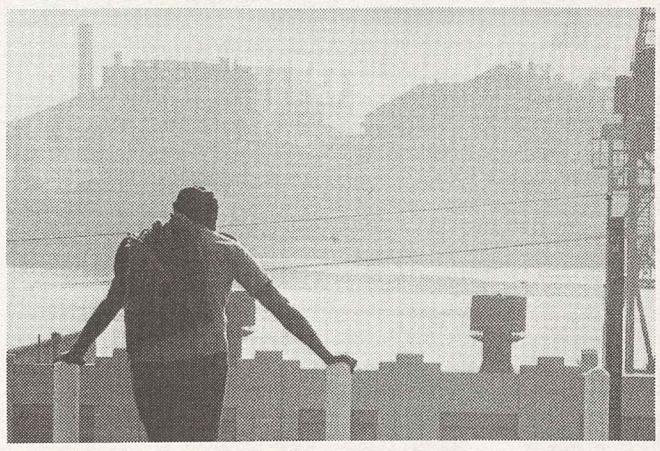
Adding to this potential are workers who become involved in organizing drives and workers who approve of unions but have not had the opportunity to join one.

Because the associate members concept is new, and because unions recognize the necessity to develop new issues and techniques, the program is highly experimental. Structures of pioneer associate member organizations are as varied as the unions that created them, offering interested unions a wide range of ideas from which to draw.

The Evolution of Work Committee has pointed out that unions have significant opportunities for success in these endeavors, if they identify and address new worker issues and bolster the attraction of this concern by providing associate members with worthwhile benefits.

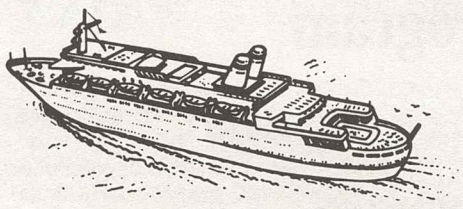
Items to be considered in formulating plans for an associate membership organization, as recommended by the Evolution of Work Committee and developed by individual unions, include identification of a membership group, forethought in setting out financial and staffing requirements, delineation of the rights of associate members and establishment of a package of benefits.

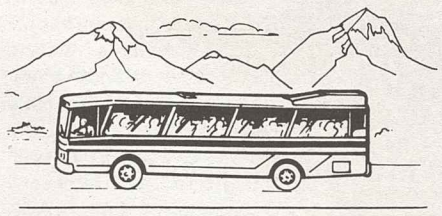
POTENTIAL MEMBERS... The new program will reach out for associate members in organizing campaigns, in failed campaigns and where workers with an affinity to the workplace show a desire to align themselves with a union.

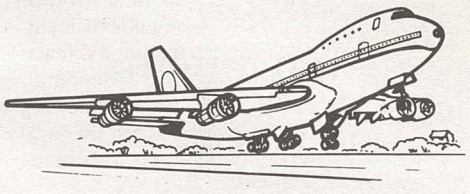


FORMER MEMBERS... The program will reach out for associate members among former union members who have lost their jobs, their plant has moved or shut down and their ties through collective bargaining have been severed.

RETIRED MEMBERS... The program will reach out for associate members among men and women who have retired and left the collective bargaining coverage of a union contract but wish to retain their union ties and participate in legislative and social programs.







Members Will Save On Fares, Lodgings, Rentals Under New Union Privilege Travel Program

For all of us the world of travel has become synonymous with mass confusion. Wading through deregulation, mergers and the like, the airline industry presents fare structures resembling a tangled maze loaded with restrictions, changes and conditions. The price you are quoted today may very well change by tomorrow ... if not sooner. Hotel and motel costs and car rental companies are not much better. Corporate rates and discounts abound causing the rate you pay to usually be higher than that paid by the person ahead of you in line.

In the long run, the non-business travelers, including most union member families, are potentially the losers. And it is widely predicted that fares will increase along with the confusion. In this environment, union members and their families deserve quality service and the same "best deal" arrangements available.

THE UNION PRIVILEGE TRAVEL PROGRAM

Union Privilege Benefit Programs has held discussions with travel vendors regarding the feasibility of providing a travel benefit for the union family. The goal was to establish a facility which could provide the most advantageous travel arrangements while minimizing the hassles involved.

Additional criteria included the requirement of superior service, the availability of valuable, cost-saving leisure travel opportunities and a travel plan that could act in accord with other AFL-CIO objectives. The program design was structured to allow access by all members, no matter what their frequency of travel. The result of this effort is a member benefit that serves the broad-based and diverse travel needs of our members. Currently, the program as described here is in its market test phase to ascertain that the most desired features are included. In order to serve the many different arrangements that can be generated by such a large membership base two levels of program participation were designed:

I. *Union Privilege Travel Service — Free Service*

All members of a subscribing union may take advantage of the basic benefits provided at this level without any participation fee. These include:

- *Lowest Guaranteed Airfare* — Members will be provided the lowest fares available at time of booking on unionized airlines. If a lower fare is found, a member may receive a refund for the difference.
- *Toll Free Information and Service* — A dedicated 800 toll-free number provides no-cost use of the service during convenient hours.
- *Hotel/Motel Discounts* — Special member rates and discounts on lodging — as much as 20% — targeted at union facilities.
- *Car Rentals* — special member discounted rates.
- *$250,000 Travel Insurance* — At no additional charge, each family member using a scheduled air ticket obtained through the service will be covered.
- *Customized Member Profile* — The service will maintain a profile for each member/traveler to insure all travel preferences are met with each purchase.
- *Free Ticket Delivery* — After all travel plans are booked and paid for in advance, confirmations and tickets will be forwarded without any additional handling or mail charge.
- *Leisure Travel Opportunities* — Members will be provided quality vacation package programs to worldwide destinations.
- *Short Notice Vacation Hotline* — Substantial savings — up to 65% — can be obtained by those able to travel on short notice. A special hotline number describes the current offers; bookings are made through the service's toll-free number.

II. *Union Privilege Travel Club — Low Annual Fee*

For those who travel more frequently, an upgraded service is offered providing the following additional cost savings benefits:

- *3% Cash Rebate on Travel* — Participants receive a 3% cash rebate on all scheduled air, lodgings and car rentals ticketed through the service by submitting receipts after their trips. (Due to regulations, international air bookings receive a 3% credit toward future travel.)
- *Travel Club Coupon Book* — Especially designed for the club, an array of hotels provide room nights at half price. Other money saving coupons may be included for film developing, theme parks and attractions, etc.
- *Quarterly Newsletter* — Contains invaluable information for the travel-minded. News of special events and a host of travel tips.
- *"Last Minute Traveler" Membership* — In addition to the provided access to the Hotline number, Club members receive 12 monthly bulletins depicting "first-look" information and last minute travel bargains. Normally sold for $9 a year.
- *One Fee Family Membership* — Unlike other clubs, the low $29 annual fee covers all adult family members and children under 21 in a household.
- *Club Package* — Participants receive a deluxe passport case and membership kit. Included is a directory providing information on how to best use the services and a membership card identifying the union affiliation.
- *No-Fee Traveler's Checks* — Scheduled for inclusion are these worry-free traveler's aids without the normal 1% fee generally charged. The only cost will be a nominal charge to send checks via registered mail.

Security and Better Return Is Goal of Investment and Retirement Program Under Study

Building an estate. Planning carefully for one's retirement. Making your money work toward a maximum return. Funding a child's college education.

Not too long ago financial planning activities were the sole province of the wealthy. Spurred by tax advantages such as IRA's and mutual fund products, the general public has been made increasingly aware that there are rewarding alternatives to the friendly old savings account.

However, movement to an investor role requires a better understanding of the workings of the financial marketplace and the higher risks involved. Newspapers and magazines carry numerous articles and advice columns reflecting this increased public awareness. Also, a whole new vocation has taken shape in the form of the "Financial Planner." Awareness does not equate with understanding in all cases. And becoming an investor is no guarantee of accelerated wealth. The opportunity does exist though, to increase one's return given an understanding of the risk level of the specific investment.

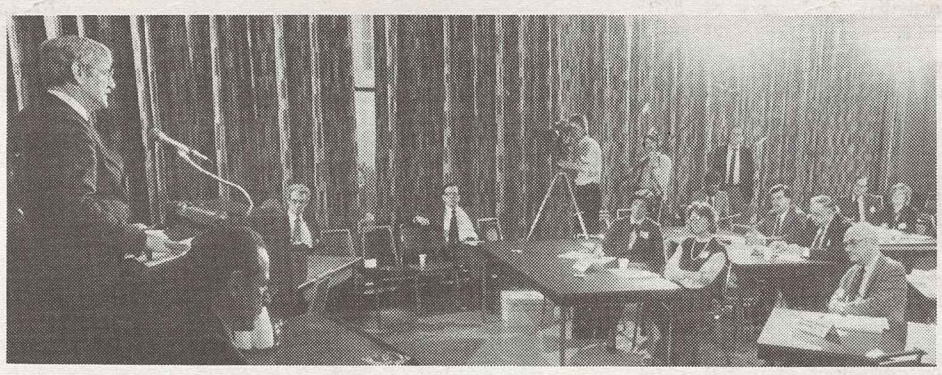
For the average union member, there are choices present for prudently investing their extra funds. As more of us become interested we become bombarded with promotions resulting in little more than confusion . . . and that generally leads to inaction and lost opportunity.

Union Privilege did what we as individuals can't afford to do — we hired experts to demystify the vast array of choices and to separate out the gimmicks and the hustlers. UPBP has no profit motive and no goal other than to find the best — and safest — places members may want to put their hard-earned money.

Financial Choices for Union Families

An important part of Union Privilege Benefit Program's activity is to seek programs that fill the real consumer needs of union members and their families. In recent years the availability and benefit of placing funds in an IRA account grabbed the headlines. Even with the passage of the recent tax revision, IRA's will still be an investment alternative for many members. But most of all, there are still ways for individuals to increase the return received on their investment dollars. This will help our members realize their financial objectives.

Recognizing the unique needs of union members, the financial community has been invited to work closely with us in investigating programs. The goal is to develop a financial program, backed by superior service and guidance, that provides for the investment needs of all union members — from the novice to the more sophisticated investor. The initial group of program bidders read like a a "Who's Who" of the financial world. What is encouraging is the interest displayed by the financial community in serving our members in this important area, and the proposing of unique elements geared to their special needs.



Wall Street Comes to Labor's House . . . Representatives of major U.S. financial investment institutions meet in a bidders conference at AFL-CIO Headquarters, each seeking the opportunity to offer investment-retirement programs tailored to the needs of union members and their families. Union Privilege Benefit Programs President Ray Denison outlined the union program's goals.

In an effort to further define the program, a bidders' conference was held with interested firms. Representatives were present from the brokerage, banking, and insurance industries (see accompanying photo). Individual consultations and revised proposals remain to be studied as we seek the best possible program.

Education is the Key

A vital element of the program will be the availability of educational materials. Presentations will be made available to interested members in an easy-to-understand format. Additionally, access to specially trained, non-commissioned representatives via toll free telephone lines will facilitate the understanding of these programs and investment choices.

The commitment is to a program which will provide a variety of product options while stressing educational aspects.

Potential Product

Envisioned is a program which makes available a full spectrum of financial products at differing risk levels. Promotion would be geared to the concept of learning about investment alternatives, and purchase *only* after a good understanding of potential risk is achieved. The product offering may range from bank type short term investment products to mutual funds providing a host of risk levels to discount stock brokerage. Also specified is the creation of a social responsibility fund which would limit its investments to organizations and corporations in accord with labor's agenda.

The Financial Future is Now

As with all Union Privilege programs, a great deal of time and expertise is required to ensure that the correct program is in place. Toward this end the Union Privilege staff with the assistance of Segal Advisors, Inc., a financial consulting group, is continuing the investigation of this program area. Watch for updates and program announcements in the near future.

WE'RE THE BEST, SAYS CONSUMER GROUP

"The union MasterCard is easily the best buy in the nation of any widely available credit card," says Ken McEldowney, executive director of San Francisco-based Consumer Action, one of a consumer group coalition that has launched a nationwide campaign to fight high interest rates on credit cards.

McEldowney is particularly delighted, stated the *Los Angeles Times* that Union MasterCard holders are urged to use their union cards to pay off debts they've accumulated on other cards that carry much higher rates. The consumer groups believe that if the union card continues to spread, it could ultimately force the big banks and other financial institutions to lower their own rates.

The Union Privilege MasterCard Fits Every Union's Needs & Provides Low Rates to Members

Two options are available to AFL-CIO unions in choosing the Union Privilege MasterCard. Each offers benefits, services and rates far better than other nationally offered cards, such as Citicorp and Bank of America — and better than Sears, Penneys or other major department stores.

These are the terms:

Program #1 — True Credit

Annual Fee: $0

Free Interest Period: None

Interest Method: Variable Rate — Prime + 5%. The ANNUAL PERCENTAGE RATE (APR) applied to accounts will be 5% above the Prime Rate published in the Wall Street Journal the last business day of the previous quarter. *Finance charges apply on all purchases and cash advances from date of transaction,* even if the monthly balance is paid off in full.

CURRENT RATE: (as of 1/15/87) 12.5%

Program #2 — Grace Period

Annual Fee: 1st year free; possible $15 annual fee thereafter. Fee Rebate offers a continual no fee opportunity.

Free Interest Period: At least 25 days on purchases if $0 balance is maintained.

Interest Method: Variable Rate — Prime + 7.25%. The ANNUAL PERCENTAGE RATE (APR) applied to accounts will be 7.25% above the Prime Rate published in the Wall Street Journal the last business day of the previous quarter.

CURRENT RATE: (as of 1/15/87) 14.75%

Fee Rebate Schedule:

If Total Annual Charges & Cash Advances Are:	Annual Fee is
Over $3,600	$0
Over $2,400	$7.50
Less than $2,400	$15.00

AFL-CIO Unions Now Participating In Credit Card Program

The following unions have subscribed to the Union Privilege Mastercard program. Accordingly, their members have received or will receive a letter from their international union spelling out the terms and benefits of the card. The month indicates when the mailing is approximately scheduled (TBA indicates To Be Announced); subject to change.

Unions in Credit Card Program

Union	*Mailing Status*
AFL-CIO	Mailed
AIRLINE PILOTS	February
ALUMINIUM, BRICK & GLASS	March
ASBESTOS	March
BAKERY-TOBACCO	TBA
BRICKLAYERS	Mailed
AMAL. CLOTHING/ TEXTILE	February
COMMUNICATIONS WORKERS	Mailed
ELECTRONIC (IUE)	April
ELECTRICAL (IBEW)	TBA
OPERATING ENGINEERS	March
FIRE FIGHTERS	Mailed
FIREMEN/OILERS	March
FLIGHT ATTENDANTS	Mailed
FOOD AND COMMERCIAL	May
GARMENT (UNITED)	TBA
GLASS	TBA
GOVERNMENT (AFGE)	June
GRAIN MILLERS	TBA
HOTEL & RESTAURANT	February
ALLIED INDUSTRIAL WRKS. (AIW)	March
IRONWORKERS	TBA
LABORERS	February
MACHINISTS	Mailed
MAILHANDLERS	April
MASTERS, MATES & PILOTS	March
MAINTENANCE OF WAY	February
MARINE ENGINEERS, DISTRICT 1	TBA
MOLDERS	March
MUSICIANS	TBA
NEWS GUILD	March
OFFICE & PROFESSIONAL	February
OIL & CHEMICAL	February
PAINTERS	Mailed
PAPERWORKS	TBA
PATTERN MAKERS	TBA
PLASTERERS	February
PROFESSIONAL ATHLETES	December
POLICE	March
RAILWAY CLERKS	Mailed
RAILWAY CARMEN	Mailed
RUBBER WORKERS	February
SCHOOL ADMINISTRATORS	TBA
SERVICE EMPLOYEES	Mailed
SHEET METAL	TBA
STATE, COUNTY EMPLOYEES	Mailed
STEELWORKERS	Mailed
STOVE, FURNACE	TBA
TELEVISION & RADIO ARTISTS	TBA
TEXTILE WORKERS (UNITED)	TBA
TILE, TERRAZZO	TBA
TRAIN DISPATCHERS	June
TRANSIT WORKERS	TBA
TRANSPORT WORKERS	February
UTILITY WORKERS	June

AFL-CIO Unions Now Participating In Legal Services Program

The following unions have subscribed to the Union Privilege Legal Services Program, which is described on page two. For further information and the names of local attorneys in the program, members should contact their local union or the Union Privilege Legal Services at 815 Fifteenth Street, N.W., Washington, D.C. 20005, (202) 662-1990

AFL-CIO
AUTOMOBILE WORKERS
CARPENTERS
CLOTHING/TEXTILE (ACTWU)
COMMUNICATIONS WORKERS
FLIGHT ATTENDANTS
FURNITURE WORKERS
GARMENT (ILGWU)
GOVERNMENT (AFGE)
GRAIN MILLERS
INDUSTRIAL WRKS (AIW)
LEATHER WORKERS
MACHINISTS
MOLDERS
MUSICIANS
NEWS GUILD
OFFICE & PROFESSIONAL
PATTERN MAKERS
POLICE
RAILWAY, AIRLINE CLERKS & CARMEN
RETAIL, WHOLESALE
ROOFERS
RUBBER WORKERS
SCHOOL ADMINISTRATORS
SERVICE EMPLOYEES
SEAFARERS
STATE, COUNTY EMPLOYEES
STEELWORKERS
TRAIN DISPATCHERS
TRANSPORT WORKERS

Medical care costs soar despite containment drive

Rise seven times faster than inflation rate

Medical costs far outpaced the rest of the consumer price index last year, continuing a long-term trend, despite union-supported efforts to hold down costs.

The 7.7-percent rise in health care prices compared with the 1.1-percent increase in the CPI. Its ingredients included a 9-percent increase in prescription drug prices, a 7.8-percent rise in doctor fees and a 7.7-percent increase in hospital room charges.

All of these elements rose substantially more than hospital wage costs, which were in the 4- to 4.5-percent range, according to a Service Employees estimate.

Karen Ignagni, the AFL-CIO's health care specialist, said the escalation of health care prices points up the need for a coordinated national cost containment effort.

She stressed the need for an across-the-board program to limit increases in what health care providers are allowed to charge and to monitor the number of medical procedures ordered. Without such limitations, Ignagni warned, "trade unionists and other purchasers of health services will be forced to absorb unjustified increases or face cutbacks in benefits."

The 7.7-percent rise in health care costs was the highest since 1982, when it rose 11 percent. The rise was 6.4 percent in 1983, 6.1 percent in 1984 and 6.7 percent in 1985.

A spokesman for the American Hospital Association said room rates rose more than the cost of goods and services because, while "patients are more acutely ill" and require more services, they are also "staying in the hospital fewer days" and hospitals found that room rates weren't covering the cost.

Princeton University Prof. Uwe E. Reinhardt had a succinct explanation of the rise in physician fees despite a supposed surplus of doctors.

The number of physician visits per capita has declined substantially in recent years, he explained. "When their volume fell, the doctors behaved like many American businessmen. They jacked up their prices."

Panel faults Reagan policy on South African sanctions

A Reagan Administration-appointed commission sharply condemned the White House for its failed policy of "constructive engagement" toward South Africa and called on the President to exert substantial influence to end the racism in that strife-torn nation.

But despite the harsh criticism leveled by the Secretary of State's Advisory Committee on South Africa, it did not go far enough in recommending needed economic measures aimed at changing the policies of the white-minority government in Pretoria, declared Auto Workers President Owen Bieber.

One of the dozen members of the panel appointed by Sec. of State George P. Shultz, Bieber urged that sanctions enacted by Congress last year be "escalated" if South Africa refuses to make "substantial progress" toward ending apartheid and establishing a non-racial democracy.

The UAW president also recommended enactment of new legislation that would limit the ability of foreign multinational corporations "to fill the vacuum created by the withdrawal of U.S. companies from South Africa."

Economic sanctions

Such steps, he said, should include denying the multinationals the right to bid on federal, state and local government contracts in this country and limiting market access to countries whose firms provide economic and moral support to the Pretoria regime.

The committee criticized the Administration for clinging to the discredited policy of "constructive engagement"—a term used by the White House to justify the use of diplomacy instead of economic leverage to end South Africa's racist policies.

Instead, the panel urged a "concerted international effort" in conjunction with the governments of Britain, Canada, West Germany, France, Japan and Israel to impose "a multilateral program of sanctions."

Reagan obstinate

The prospects for such action appeared remote. The Administration stubbornly opposed sanctions last year, and put them into effect reluctantly only after Congress overrode Reagan's veto of the legislation. After the committee issued its report, the State Dept. expressed "skepticism about the efficacy of broad punitive sanctions."

Moreover, when Congress enacted the sanction legislation, members of the European Community backed away from any tough action, settling for only mild penalties at that time.

Bieber endorsed the panel's recommendation that the government "develop a good working relationship" with South Africa's black majority. "Inevitably, U.S. relations with a government supported by the majority of South Africans will be strongly influenced by the links that are established during the period of struggle," he declared.

The UAW president called on the U.S. government to open lines of communication with the opposition movements in South Africa, including the Congress of South African Trade Unions and the African National Congress.

At the same time, Bieber urged the Administration and Congress to support increased development assistance to the "front-line" states in Southern Africa "given the high human and economic toll being exacted by the South African government against those countries."

AFM Local 802 members in the swing at New York council hearings.

Legislation treasuring jazz sounds sweet to Musicians

New York—City council members caught the rhythm and the riffs during committee hearings on legislation to declare jazz music a civic treasure.

Testifying before the council's Committee on International Intergroup Relations & Special Events were union musicians, producers and club owners supporting a proposal to encourage the growth of jazz clubs and improve opportunities for performers.

The testimony was backed up by several jazz ensembles, including a jazz delegation from the Musicians.

AFM Local 802 President John Glasel called the resolution a significant step that will "nurture and promote the prospects for jazz music and musicians."

But Glasel also stressed that the true musical treasures are "the thousands of musicians who create this evanescent art form as well as the presenters, producers, educators, journalists, audiences and others who provide its support."

Glasel scored the "bottomline-oriented school of managers" at major recording companies that has restricted opportunities for newer artists and urged the city law-makers to "search for ways to encourage" the growth of jazz music.

The committee adopted the measure unanimously. It now awaits action by the full council and the mayor.

A similar resolution to be introduced in Congress by Rep. John Conyers (D-Mich.) declares jazz to be an "indigenous American music and art form" that has been "underdeveloped and underfunded by both the public and private sectors."

Labor teleconference targets right to know toxic hazards

Union members and labor educators will participate in an AFL-CIO teleconference on a worker's right to know the chemicals used in the workplace. The conference will be broadcast to 17 universities across the nation.

The Apr. 23-24 teleconference will tutor local union members, especially local officers and safety committee members, on workers' rights under state and federal right-to-know laws.

The "Right to Know—Making it Work" conference will be opened by AFL-CIO President Lane Kirkland. Safety and health specialists from the federation and affiliated unions will lead segments of the program.

It will cover the history of right-to-know laws, requirements of the federal hazard communication rule, coverage under state right-to-know laws and strategies for getting and using chemical hazard data.

The Labor Institute of Public Affairs, the federation's television arm, will handle the production with support of the Dept. of Occupational Safety, Health & Social Security and the George Meany Center for Labor Studies.

Registration forms and further information for the two-day conference are available from participating universities.

The program will be broadcast via satellite from Washington to the University of Arkansas at Little Rock, University of California at Berkeley and at Los Angeles, University of Connecticut at Storrs, University of the District of Columbia, University of Illinois at Chicago, Indiana University at Bloomington, Dundalk (Md.) Community College, Michigan State University at East Lansing, University of Minnesota at Minneapolis, University of Missouri at Columbia, University of Nebraska at Omaha, Cornell University at Ithaca, N.Y., Ohio State University at Columbus, Indiana University of Pennsylvania at Indiana, Pa., West Virginia University at Morgantown, and the University of Wisconsin at Madison.

Day care need mounts as employers drag feet

The demand for child care programs is escalating as women flood into the workforce in record numbers. But employers continue to drag their feet on establishing such vital services, the Population Reference Bureau reported.

The need is spread across the entire economic spectrum, but it is concentrated most heavily among divorced and unmarried mothers who have to support families on their own, the private nonprofit research center emphasized.

These and other conclusions were contained in a study titled "Juggling Jobs and Babies: America's Child Care Challenge." It was prepared by Martin O'Connell of the Census Bureau and David E. Bloom of Harvard University.

Its recommendations for a broad range of actions to ease the child care crisis parallel those made by the AFL-CIO, the Coalition of Labor Union Women, the State, County & Municipal Employees and other unions.

They include day care centers operated at the workplace, flexible work schedules to make it easier for parents to manage family and job responsibilities, and allowing employees to work fewer, but longer, days. Also recommended were steps permitting workers to parcel out the dollars that go into benefit programs so they can channel some of these resources into private day care assistance, increased maternity and paternity leave, government tax benefits, and public and private school programs.

Governmental coaxing

But "most employers will need coaxing by federal, state and local governments to adopt progressive child care policies," the study emphasized.

That echoed the call issued by the 1985 AFL-CIO convention and repeated last year by the Executive Council for congressional action to make day care "available to all who need it and to provide financial incentives to states" to encourage them to put similar services in place.

The federation pointed out that not only are single-parent families—usually those headed by women—growing, but so are the number of families that require two incomes. The result, it said, is that "both the availability and the affordability of child care have reached crisis proportions."

The research center's study made the same point. "The growing number of women working raises a number of very difficult issues for them and their families," the report said. "Indeed, most working women face a tremendous personal struggle in trying to balance their personal and professional lives."

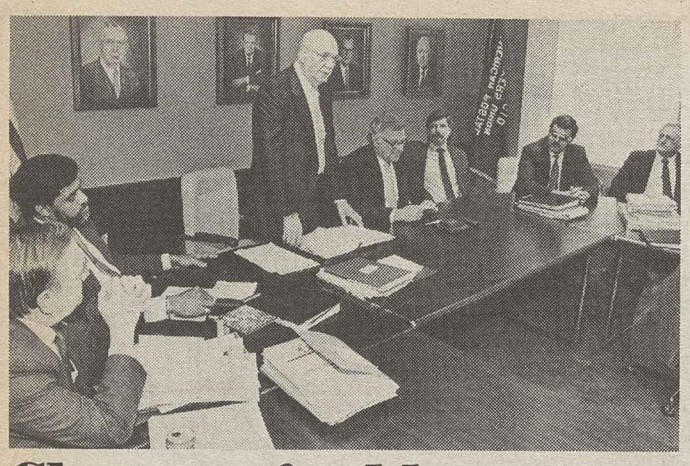
Moreover, the center emphasized, the "lack of affordable child care is probably preventing many poorly educated and low-income mothers from working at all, when they are the women who need jobs the most."

The federation recognized long ago that collective bargaining is a key route to solving the day care problem, and AFSCME has been concentrating on this issue in negotiations.

State efforts

In New York state, some 25 state workplaces now offer child care on a daily basis; Hawaii has just opened its first government-sponsored child care center with priority registration for public employees, and the union convinced the Denver city government to begin a program that now serves as a model for area businesses.

More such action is needed, the study stressed, declaring: "Many women find it extremely difficult to decide whether they are mothers who happen to work, or workers who happen to be mothers. Their simultaneous involvement in career and mothering entangles many women in exhausting life styles."



Change of address

Open house festivities marked the dedication of Postal Workers new headquarters building in Washington as APWU President Moe Biller welcomed Postmaster Gen. Preston R. Tiche, seated right, to a meeting of the union's executive board. Union and management representatives previewed postal service contract negotiations, set to begin in April. The contract covering 575,000 workers—members of the APWU and the Letter Carriers—expires July 20.

Health care workers ask for AIDS rule

Health care workers affiliated with the Teachers petitioned the federal job safety agency for a emergency standard to protect workers against infectious blood-borne diseases, including hepatitis B and the acquired immune deficiency syndrome.

The AFT's Federation of Nurses & Health Professionals urged the Occupational Safety & Health Administration to take action. It said the growing problem of infectious diseases in health care facilities "has called attention to OSHA's serious failure on this issue."

AFT President Albert Shanker said that effective, enforceable control procedures should be developed in a standard now. "Without enforceable OSHA standards, health care professionals currently have no legal recourse against employers who fail to comply with the guidelines." Further, a standard would require safe, hygienic job sites with staff training and monitoring, and adequate prevention, handling and disposal procedures.

Third try

The nurses' petition is the third labor request for a standard. Last September, the Service Employees, Hospital & Health Care Employees and the Retail, Wholesale & Dept. Store Union's District 1199 petitioned for an emergency rule on hepatitis B and the State, County & Municipal Employees asked for a broader measure on infectious, blood-borne diseases. An OSHA spokesman said the agency is still considering those petitions.

OSHA has twice issued guidelines developed by the Centers for Disease Control concerning blood-borne, infectious diseases, but the union petitions have stressed that voluntary guidelines don't protect workers as well as standards do. Health care workers are at risk of disease from exposures in nursing homes, hospitals, doctors' offices and in home care.

Court blasts holdup on field sanitation

Brock ordered to issue rule on drinking water and toilets

Continued from Page 1

hearing. Such a move would be a clear misuse of taxpayers' money."

The Farm Workers also welcomed the court decision, but expressed deep reservations about how well OSHA would enforce such a standard. Armando Garcia of the UFW noted that California's field sanitation law has been on the books many years, but "we know for sure that the only way to enforce these rights is with a union contract."

Indeed, when OSHA refused in April 1985 to set a field sanitation standard, it admitted that enforcement of such a rule would have a very low priority. "Wait six months from now," Garcia said. "Then we'll see that farm workers must have a union contract in order to insure they have clean water and clean toilets."

The health need for such a standard has long been in evidence. Studies show the nation's 550,000 migrant farm workers are 59 times more likely to get parasitic infections that the general public, at 11 times greater risk of gastrointestinal infections and three-and-a-half more times likely to have urinary tract problems. Further, they are nearly 25 times more likely to have pesticide-related illnesses.

The Labor Dept. has 45 days in which to request a rehearing by the full appellate court or 30 days in which to appeal the decision to the Supreme Court. If it neither appeals nor asks for a rehearing, then OSHA will have 30 days in which to issue a final standard.

Legal foot-dragging

The Reagan Administration caused half of the 14-year delay by legally dragging out its period of indecision. After years in court, it agreed in July 1982 to a an out-of-court settlement with the farm worker groups under which a standard would be set within 31 months. At the end of that period, it sought and won a court extension. Finally in April 1985, then OSHA Administrator Robert Rowland said there would be no standard.

But public and congressional outcry exceeded the Administration's expectation, forcing incoming Labor Sec. Brock to agree to "review" the decision. In October 1985, Brock said the states should act to require adequate sanitation facilities for farm workers. He said he would take no federal action if an unspecified number of states would set standards within 18 months.

It was Brock's October 1985 decision that the court reviewed, determining that the Labor Secretary exceeded the scope of his authority by and acted contrary to federal law in "unreasonably" delaying agency action, by relying on "an unsupported and unrealistic hope that state governments would suddenly move, en masse, to fill the need." Indeed, 37 states had no regulations concerning field sanitation for farm workers then, and only six states have added such laws since.

In pointing out that OSHA was first petitioned for a field sanitation standard in 1972 and that since 1976 the agency has held that a rule is needed, the court said that "under any yardstick, the state governments had already had ample opportunity to develop their own field sanitation standards by October 1985. In the absence of any extraordinary developments, another two-year delay was unreasonable."

Rollcall on labor protections

The Senate rejected an anti-labor amendment to the highway and mass transit bill by a 70-30 vote on Feb. 4. The amendment, by Sen. Phil Gramm (R-Tex.), sought to restrict the right of unions to negotiate job protections when public transit agencies contract out services to private operators.

FOR LABOR'S POSITION

Democrats 55

Adams (Wash.)	DeConcini (Ariz.)	Johnston (La.)	Proxmire (Wis.)
Baucus (Mont.)	Daschle (S.D.)	Kennedy (Mass.)	Pryor (Ark.)
Bentsen (Tex.)	Dixon (Ill.)	Kerry (Mass.)	Reid (Nev.)
Biden (Del.)	Dodd (Conn.)	Lautenberg (N.J.)	Riegle (Mich.)
Bingaman (N.M.)	Exon (Neb.)	Leahy (Vt.)	Rockefeller (W.Va.)
Boren (Okla.)	Ford (Ky.)	Levin (Mich.)	Sanford (N.C.)
Bradley (N.J.)	Fowler (Ga.)	Matsunaga (Hawaii)	Sarbanes (Md.)
Breaux (La.)	Glenn (Ohio)	Melcher (Mont.)	Sasser (Tenn.)
Bumpers (Ark.)	Gore (Tenn.)	Metzenbaum (Ohio)	Shelby (Ala.)
Burdick (N.D.)	Graham (Fla.)	Mikulski (Md.)	Simon (Ill.)
Byrd (W.Va.)	Harkin (Iowa)	Mitchell (Me.)	Stennis (Miss.)
Chiles (Fla.)	Heflin (Ala.)	Moynihan (N.Y.)	Wirth (Colo.)
Conrad (N.D.)	Hollings (S.C.)	Nunn (Ga.)	Zorinsky (Neb.)
Cranston (Calif.)	Inouye (Hawaii)	Pell (R.I.)	

Republicans 15

Boschwitz (Minn.)	Domenici (N.M.)	Murkowski (Alaska)	Stafford (Vt.)
Chafee (R.I.)	Durenberger (Minn.)	Packwood (Ore.)	Stevens (Alaska)
D'Amato (N.Y.)	Hatfield (Ore.)	Roth (Del.)	Weicker (Conn.)
Danforth (Mo.)	Heinz (Pa.)	Specter (Pa.)	

AGAINST LABOR'S POSITION

Republicans 30

Armstrong (Colo.)	Grassley (Iowa)	McCain (Ariz.)	Symms (Idaho)
Bond (Mo.)	Hatch (Utah)	McClure (Idaho)	Thurmond (S.C.)
Cochran (Miss.)	Hecht (Nev.)	McConnell (Ky.)	Trible (Va.)
Cohen (Me.)	Helms (N.C.)	Nickles (Okla.)	Wallop (Wyo.)
Dole (Kan.)	Humphrey (N.H.)	Pressler (S.D.)	Warner (Va.)
Evans (Wash.)	Kassebaum (Kan.)	Quayle (Ind.)	Wilson (Calif.)
Garn (Utah)	Kasten (Wis.)	Rudman (N.H.)	
Gramm (Tex.)	Lugar (Ind.)	Simpson (Wyo.)	

Younger workers mobilized for role at grass-roots level

A new program for workers aged 30 and under has been launched by Frontlash, the AFL-CIO youth organization. Through the Young Workers Program, union members can join in COPE campaigns, organizing drives and other activities sponsored by state and local central bodies and affiliated unions.

Executive Director Joel Klaverkamp said the new program will extend Frontlash's activities aimed at high school and college students to workers who may have little experience with unions.

Each participating central body will appoint a director to develop the chapter's program and coordinate participation in COPE and national activities. The director will contact local unions, seeking volunteers for the projects ranging from voter registration and get-out-the-vote activities to "buy American" campaigns. Local unions can develop a similar program by establishing young worker committees.

National program director Chuck Hodell said the project will stress "action and education," with young workers involved in grass roots lobbying, community services and a wide range of labor concerns.

The program will also serve as a clearing house for information on the issues that young workers rank most important.

Jack Flynn, political director for the Operating Engineers, said the project was an opportuntity for young union members "to get involved in labor's agenda by working with state and central body leadership."

"It meets labor's need to concentrate on young working people," Flynn said, and "hopefully, young members will get involved and stay involved."

Pilot projects are already underway in Las Vegas, Nev., where the under-30 unionists updated the COPE member lists and ran phone bank operations and in Boston, where union members took their voter registration campaign to work sites. In Missouri, the young workers' chapter formed a "buy American" coalition while in Lake County, Ind., young trade unionists turned out to support the Steelworkers locked out by USX Corp.

Frontlash's Chuck Hodell, left, and Jack Flynn of the Operating Engineers discuss plans for the young worker program.

EDITORIALS

Come to Judgment

THERE IS BLAME to share in the disgraceful failure of the Occupational Safety & Health Administration to require farm employers to provide clean drinking water and toilet facilities to field workers.

Richard Nixon was President when the original court case to compel OSHA to issue a field sanitation standard was filed. The first court order directing the Labor Dept. to issue a field sanitation standard was during the Ford Administration. The Carter Administration conceded the need, then waffled and delayed.

The Reagan Administration's second Secretary of Labor overruled his predecessor and acknowledged the "clear evidence" that farmworkers are subjected to "unacceptable" health risks. Nevertheless, Labor Sec. William E. Brock said, OSHA wouldn't do anything about it for another two years in the hope that the states would deal with the problem and make federal action unnecessary.

THIS LATEST delay was just too much for the federal appellate court that has been struggling with OSHA's intransigence for more than a decade.

Enough of excuses, it decreed in the judicial equivalent of a lion's roar.

The record "demonstrates beyond dispute" that lack of drinking water and toilets makes workers sick and spreads disease. And while the Secretary of Labor might prefer state regulation, the court said, he "may not abdicate the responsibility which Congress entrusted to him."

That obligation, Chief Judge Patricia M. Wald noted sternly, is "to assure as far as possible every working man and woman in the nation safe and healthful working conditions."

Now, 14 years after the first court case was filed, the time has surely come to end "this disgraceful chapter of legal neglect," Judge Wald concluded.

To which we say, "right on."

Poverty and Politics

WELFARE REFORM, if defined as a more effective and more humane means of helping those in need, is a goal worth pursuing. But we have learned from experience that when this Administration embraces the cause of "reform," it's a good idea to check the dictionary the White House is using.

Poverty in America has increased during President Reagan's watch, at least in part because of savage budget cutbacks in programs that had kept the working poor and the elderly from destitution.

One of the President's persistent themes has been the "inflexibility" of the federal welfare system, that supposedly stifles innovation and good ideas. Thus he dropped in on a White House briefing to hear first-hand reports on the type of self-help programs the Administration says it wants to promote.

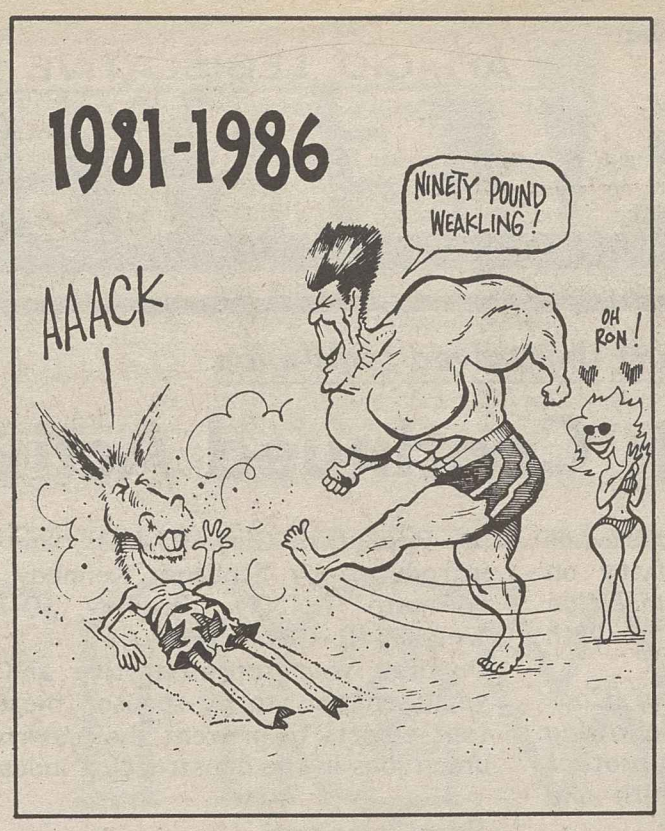
Maybe the President was directed to the wrong room. The people in the front lines of community services looked a bit puzzled when the President expressed regret that so many of their good ideas couldn't be tried out within the parameters of the federal welfare system.

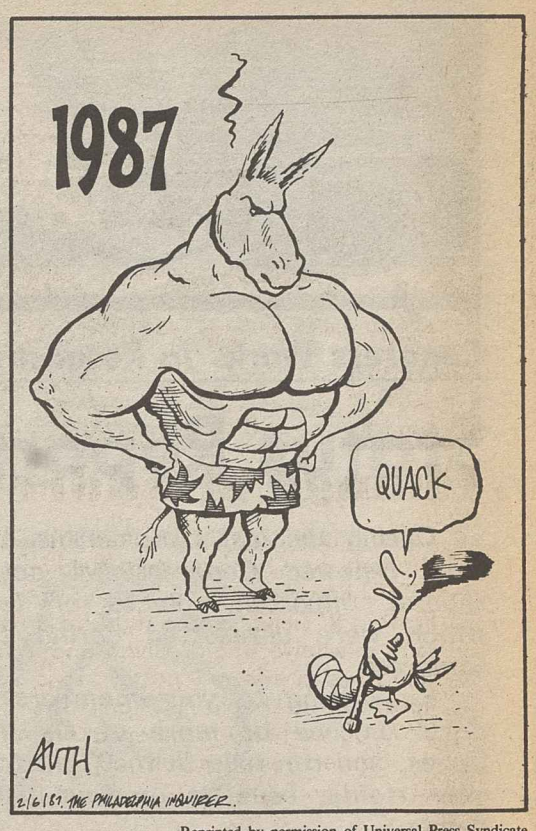
SISTER MONICA THOMANN is from unemployment-ridden East Liverpool, Ohio, which incidentally was one of the first industrial cities to feel the brunt of unrestricted imports. She described the efforts of the Ceramic City Senior Citizens Center to deliver social services to some 1,700 elderly Americans living below the poverty line.

"Without the federal dollars giving us that base of operation," she said, "there is no way we could have done it."

She spoke of the importance of Labor Dept. community service funding and of the Urban Mass Transit Administration as the source of other funds. As reporters were quick to note, both programs have been targeted for sharp budget cuts by the Administration.

If President Reagan wasn't embarrassed, he should have been.





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Washington Window

Struggle for tax justice shifts to states and cities

By Press Associates

The 1986 overhaul of the federal tax code was a big step toward fairness. Now the battle for tax justice for middle- and low-income Americans has shifted to the states.

The federal tax reform offers a "golden opportunity" to reform the tax system at the state and local levels, according to the Citizens for Tax Justice, a labor-backed coalition, whose revelations about tax avoidance by corporations and the rich that helped pave the way for reform.

"If you thought the old federal tax system was bad, take a look at what's going on in the states," CTJ tax expert Robert S. McIntyre noted in releasing a 50-page study titled, "The Sorry State of State Taxes."

Among the study's findings was that the richest seven-tenths of 1 percent of the population with incomes of more than $500,000 pay an average 25 percent less of their total income in sales, property and state income taxes than the bottom 20 percent who earn $7,564.

However, the issue is not only how that tax burden is distributed, but also what is to be done with the additional revenue which most states will receive as a result of the federal tax changes. The so-called "windfall" for state revenues occurs because most states link their systems to the federal definition of taxable income.

Undoing the damage

What is now called a "windfall" to the states should be called a "restoration, a return to the states of the ability to undo the damage to fiscal stability and fairness" caused by the 1981 Reagan tax and budget cuts, concluded a 95-page report, "Windfall or Pitfall," by the State, County & Municipal Employees.

The Reagan tax cuts shrank state and federal revenues. Between 1981 and 1986, federal aid to state and local governments was cut 15 percent —a loss of $76 billion for education, employment and training, health services, nutrition and other programs, said the AFSCME report.

During the first six months of fiscal 1987, 21 states—many in depressed farm and energy regions —have cut their budgets, "a sympton of a fiscal system in deep trouble," the report noted.

For many cities, counties and towns, the fiscal crunch worsened with the end of the federal revenue sharing program last September. Since it began in 1972, revenue sharing distributed $85 billion to 39,000 municipalities based on a formula related to need. "In many places, the effects of lost aid are heightened because of rising bills for housing the homeless, feeding the hungry, training the unemployed, helping the aged, and rebuilding roads and bridges," said a recent New York Times report.

Impact on localities

The lost aid has forced many localities to cut services or hike taxes, the Times reported. Los Angeles County reduced sheriff's patrols, cut fire engine crews and slashed cultural and recreational programs, and Philadelphia imposed a hiring freeze even after cutting its force of police and fire fighters. Limestone, Ill., cut free bus service for the elderly from twice a week to once a week, and Moonachie, N.J., is about to raise taxes to maintain police salaries.

The AFSCME report urged states to use part of their windfall to aid hard-pressed localities. It said states also should inventory their "backlog of unmet needs" and budget for such contingencies as a recession.

If states decide to return "windfall" revenues to taxpayers, tax relief should be geared to low- and middle-income residents, not to corporations and the wealthy as the U.S. Chamber of Commerce is urging. States that bow to business pressure to restore loopholes closed at the federal level will lose a truly "golden opportunity" for tax fairness and for using extra revenues to address urgent problems and needs.

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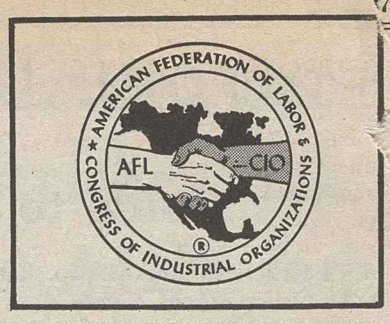
AFL-CIO LEGISLATIVE
ALERT!



Congress Works To Reconstruct Unresolved Legislation

Status Report: Continued Activity On Labor Issues

During the last two months, there has been renewed Congressional activity on several important pieces of legislation which were unresolved during the 99th Congress.

By writing to your members of Congress on one or more of the following issues, you can help in the fight to protect your rights, benefits or your health and safety.

Airline Protective Provisions

Last year, the Senate failed to adopt House-passed legislation, which would have required the Department of Transportation to impose labor protective provisions (LPPs) in cases where employees are harmed by airline merger cases. H.R. 1101, a similar measure has now been introduced by Rep. Mineta (D-CA) in the House.

Ask your representative to cosponsor and support this bill to protect the thousands of airline employees threatened by deregulation mergers.

Asbestos Removal

On October 22, 1986, President Reagan signed the labor-supported Asbestos Hazard Emergency Response Act into law. The legislation was passed to protect the health of 1.5 million workers and over 15 million children who work or attend school in public buildings with dangerous levels of asbestos contamination. In January, however, the Administration moved to deny future funding for asbestos removal.

Your representative and both of your senators should be asked to retain funding for clean-up projects. In anticipation of Congressional support, letters should also be sent to the EPA, 401 M Street, S.W., Washington, D.C. 20460, urging that the agency adhere to its publicized schedule for the distribution of funds.

Banking Check-Hold

Last year, the House passed legislation that would limit the time that a bank can restrict the availability of funds after a check has been deposited by a customer. The Senate failed to act. This year, H.R. 28, the Expedited Fund Availability Act, a bill which is virtually identical to last Congress' legislation was re-introduced in the House by Rep. St Germain (D-RI).

Write to your representative and urge him/her to act against this practice which allows banks to reap profits from monies the depositor is denied access to, by supporting H.R. 28 when it reaches the House floor.

Double-Breasting

Last year, workers' scored a victory when the House-passed legislation to end the construction industry practice of shifting work away from union companies to non-union operations, which they also own. But the companion bill never made it to the Senate floor.

New bills have been introduced in both chambers. They are H.R. 281, introduced by Rep. Bill Clay (D-MO), and S. 492, introduced by Senators Kennedy (D-MA), D'Amato (R-NY), Bradley (D-NJ) and Weicker (R-CT).

Urge your representative and both of your senators to co-sponsor these important efforts to prevent the undermining of union jobs in the construction industry.

Family Leave

The country's first attempt to address the difficulties of obtaining unpaid leave from work due to family medical emergencies or the arrival of a new child, did not reach the floor of either chamber last year.

On February 3, the Family and Medical Leave Act, H.R. 925, was re-introduced by Reps. Clay (D-MO) and Schroeder (D-CO). A somewhat different bill, S. 249, was also introduced in the Senate by Senators Dodd (D-CT) and Specter (R-PA).

Write to your representative and both of your senators; urge them to support the provisions of H.R. 925 when the issue comes to the floor.

High-Risk Notification

Last year, neither the House nor the Senate completed work on proposed legislation to provide notification, information and medical monitoring to workers who are at high risk of developing diseases after on-the-job exposure to toxic substances. The new bills are H.R. 162, introduced by Rep. Gaydos (D-PA) in the House and S. 79, introduced by Senators Metzenbaum (D-OH) and Stafford (R-VT) in the Senate.

Urge your legislators to cosponsor this measure to protect the health of workers.

Pay Equity

A bill authorizing an 18 month study of federal pay and job classification systems and levels of employment discrimination has been re-introduced by Rep. Oakar (D-OH) as H.R. 387 in the House and S. 5 by Senator Cranston (D-CA) in the Senate. Tell lawmakers you support this examination of the fairness of federal pay practices.

Polygraphs

In 1986, a labor-supported bill, restricting the use of polygraph tests on employees passed the House by a wide margin, but did not reach the Senate floor. A similar bill will shortly be introduced in the House.

Write to your representative and ask him/her to support this vital measure to protect your right to privacy.

Surface Transportation Act

The 99th Congress adjourned last year without authorizing funding for transportation and highway programs, after House and Senate conferees failed to reach agreement. This year, both bodies quickly completed work on new bills, and another conference will begin soon.

Ask your lawmakers to push for a quick resolution to differences between the House and Senate versions, as any further delay will mean that many high priority construction projects could be canceled for this year. Also urge them to override a possible presidential veto.

Trade

Last year, Congress was unable to enact legislation to combat the nations' trade crisis. With 1986's trade deficit at a staggering $170 billion, one of the first bills introduced in the House was H.R. 3 by Rep. Gephardt (D-MO), a measure identical to last year's omnibus trade bill.

Ask your representative to support this legislation which would bring our trade laws up to date, institute deficit reduction procedures and protect worker rights abroad.

Random Drug Testing Contained In Two New Senate Bills

Last fall, with voters' opinion polls in mind, the 99th Congress passed an $1.8 billion drug bill. The legislation included tougher drug penalties, stepped up enforcement and increased drug prevention and education efforts. Despite the Administration's support of periodic drug testing of public employees, the provisions which authorized testing were not included in either the House or the Senate bills.

However, on January 21, two new bills which would require mandatory random drug testing in the railroad and airline industries were introduced in the Senate. Senators Danforth (R-MO), Dole (R-KS) and Gramm (R-TX) cosponsored S. 356, a bill which is virtually identical to the drug testing measures which were introduced last fall. The new chairman of the Commerce, Science and Transportation Committee, which has jurisdiction over this legislation, Senator Hollings (D-SC) introduced S. 362, which would also make random testing mandatory.

In 1986, the AFL-CIO Executive Council pointed out that drug tests have a high rate of inaccuracy and, "are too often used to discharge competent employees." In addition, the use "of these tests on a random or across-the-board basis is degrading to, and invades the privacy and physical integrity of those tested, the vast majority of whom use no illegal drugs at all."

The courts apparently agree with this conclusion. Several public employee unions have filed suit to halt Reagan Administration ordered testing. In the few cases which have been acted on so far, the courts have ruled that the practice was an invasion of privacy and a violation of the Fourth Amendment to the Constitution which prohibits unreasonable searches and seizures.

What You Can Do: Write to your senators, and members of the Commerce, Science and Transportation Committee. Tell them that random drug testing is a violation of workers' rights, and urge them to oppose passage of any authorizing measures.

Union members to rate '88 contenders

Bal Harbour, Fla.—The AFL-CIO Executive Council approved basic procedures to help union members evaluate candidates for 1988 party presidential nominations with the goal of reaching a consensus on pre-primary endorsements by the federation.

The council's action follows through on a 1985 AFL-CIO convention resolution calling for continuation of the political process that evolved in advance of the 1984 primaries. In announcing the plan, Federation President Lane Kirkland told reporters:

"The AFL-CIO again intends to undertake a major political participation campaign this year, as our members—like all citizens—begin to consider who can provide the quality of presidential leadership we must have if we're going to build a future for our children. The process will be among the most extensive undertaken by any institution in America.

"Our members want to play a role in helping to find the candidate who can focus this nation's resolve—in short, who can lead."

"Our goal is to help union members and their families get involved in deciding which candidate or candidates offer the standard of leadership that this nation deserves."

Because of the unusually large field of prospective candidates, the basics of the council's plan contain a number of refinements of the procedures followed in 1983 and 1984. Kirkland stressed that the process will be "filled out" after further consultation with federation affiliates.

It continues to rely on the voluntary agreement of AFL-CIO unions to refrain from separate endorsements while the candidates are sounded out on their views and members polled to determine if there is a consensus for a formal labor endorsement.

The plan this year is for each candidate to speak directly on videotape and in print to members of AFL-CIO unions. Kirkland said invitations to do so will be extended to every candidate of both the Democratic and Republican parties.

For the video presentation, a single broad question will be presented to the candidates, and each will have the same technical facilities and the same amount of time for a response. The videotaped responses will be assembled by party and distributed throughout the labor movement.

Continued on Page 2

AFL-CIO news

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Council sounds trade alarm

Congressional leaders discuss priority issues on labor's legislative agenda with council members. From left, Vice President Murray H. Finley, Sec.-Treas. Thomas R. Donahue, House Majority Leader Thomas S. Foley, Senate Majority Leader Robert C. Byrd and Federation President Lane Kirkland.

Slump in real earnings undercuts U.S. economy

Bal Harbour, Fla.—Warning that the American economy is in "a risky and fragile" state, the Executive Council urged Congress to take the lead in fostering growth and boosting workers' real income.

The trauma of deindustrialization is destroying jobs that have been the bedrock of the nation's "solid, middle-income, middle-class society," the council noted. It placed the blame on a deluge of imports, a surging trade deficit and an unregulated wave of corporate takeovers and mergers.

"These are good times for a few, bad times for many," the council said.

While the stock market soars "amid shady deals and insider trading," corporate executives treat themselves to huge salary increases, lavish bonuses, stock options and "golden parachutes."

Workers and their families pay the price for the greed in corporate suites, the AFL-CIO said. They suffered a sharp 10-percent plunge in real earnings in the last seven years. And 11 million workers have been displaced from their jobs since the Reagan Administration came to power.

The statement was laced with criticism of Administration policies for "doing nothing to strengthen the economy and protect the general welfare."

Continued on Page 4

Strong action to save jobs tops labor's legislative goals

By John M. Barry

Bal Harbour, Fla.—Strong and effective measures to reduce the nation's trade deficit must be enacted by Congress "for the good of the country and for the good of the international trading community," the AFL-CIO Executive Council declared.

This package of remedies, the council said, should include enforcing the reduction of export surpluses enjoyed by any major trading partner that is found to engage in unfair trade practices.

Concern over the trade crisis was a grim theme that pervaded the deliberations on economic policy, the discussions with Senate Majority Leader Robert C. Byrd (W.Va.) and House Majority Leader Thomas S. Foley (Wash.) on the opening day of the council's weeklong winter meeting, and the addresses of prospective presidential candidates to AFL-CIO departments.

Byrd and Foley reviewed broad-ranging legislation of concern to workers currently being shaped in Congress, including prospects for a minimum wage increase and a measure to deal with plant closings, both the subject of council statements.

Focus on trade

But the trade situation was the central topic of the discussions, and the congressional leaders welcomed labor's insistence on a strong bill, despite President Reagan's veto threats.

The council pointed out that a four-fold increase since 1980 brought the U.S. merchandise trade deficit to $170 billion in 1986. Millions of jobs have been lost as a result of the dramatic rise in imports that has been accompanied by massive inflows of foreign capital, the statement said, adding:

"No sector of the economy is untouched. Mines and factories are closing, communities are devastated, and more and more farm families are being driven off their land. . . . America's future is mortgaged to the hilt."

The statement called on Congress to send to the President "a trade bill that will reduce the trade deficit and help American workers and industry regain lost production, jobs and income." It stressed that the AFL-CIO "will not support, and will oppose, purely cosmetic trade legislation."

The council approved its trade policy statement the day before President Reagan described his "competitiveness initiative," the highlights of which Labor Sec. William E. Brock had outlined for the council earlier in the day. Commenting on the Reagan program in response to reporters' questions, AFL-CIO President Lane Kirkland said, "We believe in competitiveness; only a damn fool would believe in

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Plant closing bill gets promise of fast-track action

A plant closing and worker adjustment assistance bill that closely parallels many of labor's proposals was unveiled at a crowded Capitol Hill news conference by its principal Senate and House sponsors.

It's been promised a fast legislative track by committee chairmen, with the goal of congressional passage this spring.

The labor-backed bill would require employers to give workers and communities from 90 to 180 days' notice of plant closings or major layoffs. The longer period would be for shutdowns affecting more than 500 jobs.

An early alert would set in motion efforts to avoid a shutdown and would put in place an arsenal of programs to retrain and assist workers who lose their jobs.

That's what the AFL-CIO Executive Council urged in a statement which noted that most blue-collar workers get less than two weeks' notice of a plant closing or major layoff. One-third of those workers receive no notice at all.

The council cited last month's report of a plant closing task force appointed by Labor Sec. William E. Brock. The task force agreed on the desirability of early notice and called for "a rapid response mechanism" to help displaced workers obtain training, assistance and new jobs.

Urging mandatory notification, an issue on which Brock's task force was divided, the AFL-CIO pointed to the success of Canada's plant closing law. In Canada,

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Congressional leaders back 'overdue' minimum pay hike

Bal Harbour, Fla.—House and Senate leaders assured the AFL-CIO Executive Council that Congress would approve legislation this year to provide a long overdue increase in the federal minimum wage rate for the working poor.

Calling an increase "sound economic policy," the federation pointed out that there has been no action on the wage floor since 1977, when it was raised in four stages from $2.65 an hour effective Jan. 1, 1978, to $3.35 on Jan. 1, 1981.

While the minimum has remained stuck at that level for six years, the council said, inflation has so eroded its purchasing power that it will take at least $4.61 an hour to bring it back to the 1978 level.

And to avoid further erosion, AFL-CIO President Lane Kirkland told a press conference, labor will support indexing the wage floor to future rises in the consumer price index.

Senate Majority Leader Robert C. Byrd (D-W.Va.) and House Majority Leader Thomas S. Foley (D-Wash.) told council members the outlook was good for action in the current session of the 100th Congress.

Their optimistic assessment stood in

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Election reform sought to curb big-money impact

Bal Harbour, Fla.—The AFL-CIO called on Congress to pass a campaign reform law that will lessen "the corrupting influence of big money on the political process."

A key ingredient, the Executive Council said, should be a voluntary system of partial public financing of House and Senate campaigns, comparable to the tax checkoff system used in presidential campaigns.

The council said candidates who accept public funds should be required to comply with a realistic limit on total campaign spending. It urged a ceiling on total contributions from political action committees that would be applicable to all candidates, including those who reject public funds.

It expressed special concern at an increasingly common evasion of PAC contribution limits, known as "bundling." That's the practice of corporate or trade association executives, or professional fundraisers, of collecting individual contributions from a number of company executives so as to present candidates with a contribution that often vastly exceeds the legal limit that a corporation's political action committee could donate.

Reform measure

Many of the AFL-CIO's concerns are addressed in the campaign reform bill, S.2, which was introduced on the opening day of Congress by Senators David L. Boren (D-Okla.), Robert C. Byrd (D-W.Va.) and 30 co-sponsors.

While it does not match labor's position in all details, the council said the AFL-CIO will work with Congress "to perfect, and then to pass, such legislation."

The existing mechanism for public funding of most presidential campaign spending is the voluntary checkoff of $1 of each individual's tax payment. Congressional financing could be achieved by allowing a $2 tax checkoff, the council suggested.

It urged a lower ceiling on individual contributions by wealthy individuals and expressed concern that large contributions from any source "pose a threat to the integrity of the political process."

The AFL-CIO opposed, however, any reduction in the present $5,000 limit that a PAC may contribute to a candidate in any election. It noted that rules intended to prevent multiple PACs by a single organization limit the number of labor political action committees but have not prevented a big rise in the number of corporate PACs giving money to candidates.

In calling for tightened controls on bundling of individual contributions by political fundraisers, the council stressed that such large handovers of political funds "have the same potential for corruption" as a single direct contribution of that amount.

Rising influence

The statement expressed concern over the continuing escalation of congressional campaign costs and the rising influence of well-connected fundraisers and "independent" groups that spend money to help a candidate outside of official campaign channels.

"The time has come to restore the public's faith in the integrity of congressional elections," the council said. It noted that limited campaign spending reforms adopted in the wake of the Watergate scandals obviously haven't been adequate.

New AFL-CIO Vice President Lenore Miller is welcomed to Executive Council by President Lane Kirkland and Sec.-Treas. Thomas R. Donahue.

Lenore Miller elected to fill vacancy on Executive Council

Bal Harbour, Fla.—Lenore Miller, president of the Retail, Wholesale & Dept. Store Union, was elected an AFL-CIO vice president and took her seat on the federation's Executive Council at its midwinter meeting.

Miller fills the vacancy left by the death last Sept. 5 of Alvin E. Heaps, her predecessor as president of the RWDSU. Miller had been the union's secretary-treasurer from 1979 until she succeeded Heaps as president.

Her election puts three women on the 35-member council, which consists of the federation vice presidents and the two AFL-CIO general officers.

The first was Joyce D. Miller, no relation, who was elected in 1980. She is a vice president of the Clothing & Textile Workers and president of the Coalition of Labor Union Women. At the AFL-CIO's 1981 convention, she was joined by Barbara Hutchinson, who holds the elective post of women's director of the Government Employees. With Lenore Miller's election, the council now has its first woman member who is also president of her union.

The new council member has been on the RWDSU staff since 1958. She has served as a local union secretary-treasurer, assistant to the international president, a trustee of the industry-union pension fund, and a board member of numerous labor-related organizations.

She is a former chairperson of the AFL-CIO Secretary-Treasurers' Conference and serves on the executive boards of two international labor secretariats—the International Union of Food & Allied Workers and the International Federation of Commercial, Clerical & Technical Workers.

Human rights groups

Miller has been active in Histadrut support groups and a range of human rights organizations, including the Workers Defense League. She is a trustee of the AFL-CIO's Human Resources Development Institute, on the advisory committee of Frontlash, and a board member of several AFL-CIO Departments.

Miller, who will be 55 on Mar. 10, is married and has a daughter who is a student at Brandeis University. After graduating from Rutgers University in 1952, she was associated with the Purdue University Sociology Dept. and later with the Panel of Americans, a multiracial, interreligious campus-based organization.

Labor's endorsement process keyed to membership review

Continued from Page 1

"We hope for widespread use of these videos at local union meetings, councils, boards and other leadership groups, and by those activists who are the most involved in the political process," Kirkland said.

"Americans want to know whether the candidates have the capacity to lead, to grasp the essential problems we face in the future, and the solutions they propose."

Questions and answers

In addition to the videotaped responses, the candidates will be asked to respond in writing to a set of more specific questions "that all Americans need to know about before supporting a candidate," Kirkland added.

These written responses will be collected, printed and given the widest possible distribution among union members.

In addition, all AFL-CIO affiliates are being encouraged to provide the candidates with maximum access to their members, a policy that was evident here in the appearance of several candidates at a number of union receptions and departmental meetings.

"The goal of this massive effort is participation," Kirkland stressed. "The result may or may not be a formal endorsement by the AFL-CIO of a candidate from either or both major political parties."

He noted that any decision about endorsement of a particular candidate will require a two-thirds majority of the votes cast at a meeting of the AFL-CIO General Board. That board is made up of members of the Executive Council plus a principal officer of each union and constitutional department.

Before that occurs, however, unions will take soundings of their members' views by various means—local and regional meetings, straw polls, surveys, and other ways.

Continuing process

Kirkland told reporters that he expected to be asked repeatedly whether labor will endorse, and his answer is quite simple: "I don't know."

"We'll wait to hear from our brothers and sisters," he said. "We will bring millions of voters the chance to read the candidates' own words and to watch the candidates as they articulate their own bid for leadership of the country.

"Our goal is the most open and thorough process of candidate communication with union members and their families that is within our power."

UFCW organizing victories boost union's rolls by 82,000

Major organizing successes in the United States and Canada added nearly 82,000 new members to the ranks of the Food & Commercial Workers in 1986.

The figure topped the previous record of a membership gain of more than 71,000 set in 1985. It marked the fifth consecutive year that the UFCW's organizing efforts set new records.

"Organizing is the UFCW's lifeblood," said William H. Wynn, president of the 1.3-million-member union. He hailed last year's addition of more than 61,000 new members in the United States and nearly 21,000 in Canada as evidence of a "period of steady growth."

The organizing success "clearly demonstrates that workers see unions as vital and responsive in addressing their concerns on the job," Wynn said. "They recognize that the UFCW is maintaining job security, especially during today's climate of merger mania, where workers are often the first ones to be jettisoned when the bank debts come due."

The gains included nearly 16,000 workers who became members through affiliations of independent unions. And the largest union victory in any election conducted by the National Labor Relations Board last year added 1,150 members at the Delta Pride Catfish processing plant in Indianola, Miss.

Wynn said he was "especially proud" of the union's success in organizing low-wage workers, especially women and minorities, in such diverse areas as nursing homes and catfish and poultry processing plants. These workers, he said, see unions as "a powerful vehicle for combatting the discrimination and economic second-class citizenship they've endured for decades."

Council mourns 4 former members

Bal Harbour, Fla.—The deaths of four former AFL-CIO vice presidents—John H. Lyons, S. Frank Raftery, Alvin E. Heaps and Alexander J. Rohan—were mourned by the Executive Council, which praised their contributions to the trade union movement.

Lyons, president emeritus of the Iron Workers, died Oct. 26, 1986, from a stroke. He served on the council from 1967 until his retirement in 1985 and was the senior vice president. He also headed his union from 1961 to 1985. The council noted that he presented labor's views as a member on a number of national commissions.

Raftery, president of the Painters from 1964 to 1984, died Nov. 20, of kidney failure. Besides serving on the Executive Council from 1970 to 1984, he held many key posts in federation-affiliated departments. The council pointed out his success in building solidarity with other trades in the labor movement.

Heaps, who was president of the Retail, Wholesale & Dept. Store Union since 1977, died last Sept. 5, after a heart attack. He had served on the council since 1977. The council credited him with "extraordinary contributions" to labor's cause.

Rohan, who died Dec. 30 at age 74, served on the council from 1970 to 1975. Rohan, active in the Printing Pressmen for more than a half-century, served as the IPPGC president from 1970 to 1974 and was elected president emeritus on his retirement. His qualities of leadership and integrity were of "inestimable value," the council said.

Labor Sec. William E. Brock discusses trade issue with Executive Council.

Minimum pay rise pressed as 'overdue'

Continued from Page 1

sharp contrast to the Reagan Administration's continued opposition to increasing the minimum wage. The only time the White House has addressed the issue has been to call for a sub-minimum wage for young workers and to protest that a higher wage floor would destroy jobs.

Kirkland called the argument "an old chestnut that has been bandied about for many years." He told reporters that when a TV anchorman is raised from $1 million to $2 million a year, no one suggests that it will "reduce the market for people in that line of work."

Or, he went on, when a company president gives himself "an enormous bonus," there is no claim that such action will lead to "a declining market for corporate executives."

The charge, Kirkland said, is "leveled only against workers." And if the theory does have any validity, then the reverse should be true and the six-year decline in the purchasing power of the minimum wage "should have resulted in full employment." But, he stressed, "the contrary has happened," because unemployment has not abated.

Kirkland was asked at the press conference whether there was any "validity" to Administration claims that increasing the minimum wage would cut job opportunities for teenagers. The federation has addressed that issue repeatedly, Kirkland pointed out, and the answer is "no."

Army of underpaid

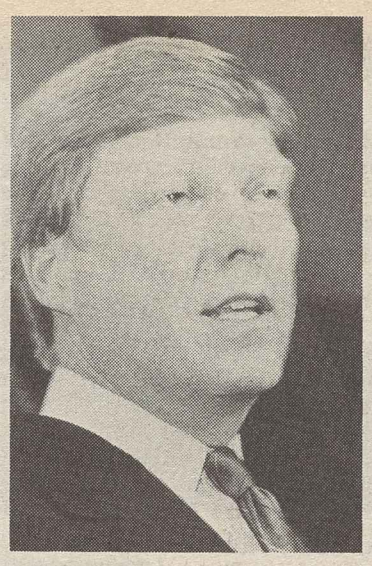
In its statement, the council pointed out that 15 million workers today are employed at, or near, the minimum wage.

"More than two-thirds of these workers are adults, and they are disproportionately minorities and women," the federation emphasized. Although the poverty level for a family of four is $11,000 a year, a minimum wage worker employed fulltime has annual earnings of only $7,000.

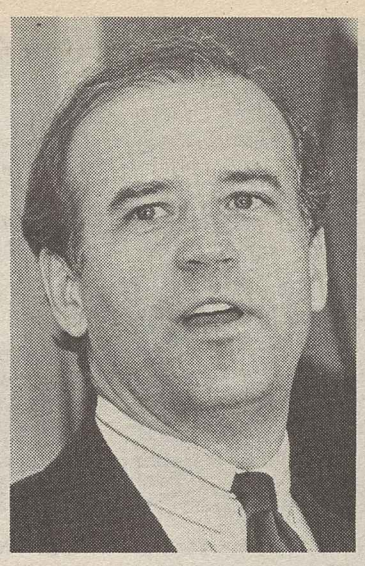
But, the council stressed, many people draw the minimum and still only get part-time employment. "These workers are the have-nots of America," the statement declared.

Raising the wage floor will cut federal, state and local public assistance costs and provide the economy with "a much-needed stimulus without adding to the deficit or to government spending," the council said.

To restore the real value of the minimum wage, the council urged that it be raised "in appropriate steps" and then adjusted annually to preserve its purchasing power.

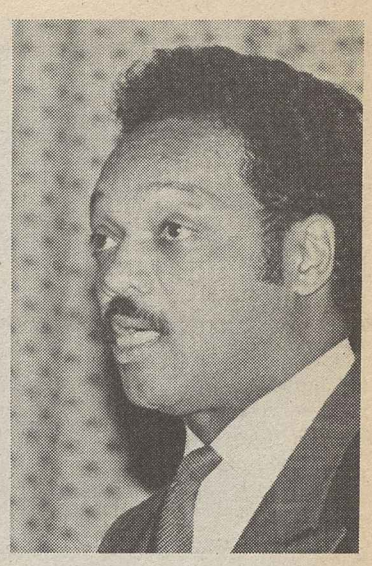


Rep. Richard A. Gephardt



Sen. Joseph R. Biden

Gary Hart



Jesse Jackson

Presidential contenders test waters

Democrats and Republicans make the rounds of union sessions

Bal Harbour, Fla.—A preview of the 1988 presidential election campaign emerged with the appearance of several potential candidates at union gatherings here.

In advance of the Executive Council sessions, the Maritime Trades Dept. executive board heard from three aspirants for the Democratic nomination for the presidency—former Sen. Gary Hart of Colorado, Sen. Joseph Biden of Delaware and Rep. Richard Gephardt of Missouri. A day later, Biden and Gephardt, along with the Rev. Jesse Jackson, spoke to the annual meeting of the Public Employee Dept.'s executive committee.

A fourth Democratic contender, former Gov. Bruce Babbitt of Arizona, was the guest at a reception sponsored by the Operating Engineers.

On the Republican side, the OEIU and its Little Falls, N.J., local were to cohost at a luncheon for New Jersey Gov. Thomas H. Kean, while Illinois unions gave a luncheon for their governor, James Thompson. Both Kean and Thompson, endorsed by labor in their last re-election campaigns, have been mentioned as prospects for the GOP nomination.

Part of process

The candidates' appearances fit in with the process the AFL-CIO is using to determine whether to make a pre-primary presidential endorsement in the next election. Key elements in that process are opportunities for candidates to present their positions on current issues to trade union groups and procedures to elicit the views of union members about the candidates.

In addressing the MTD, Hart expressed support of the department's call for measures to build up the U.S. merchant marine and to assure a strong shipbuilding capacity for the nation. On trade policy, he urged a five-year program to make U.S. industry competitive and said the imposition of sanctions against unfair trade practices should be automatic, not discretionary.

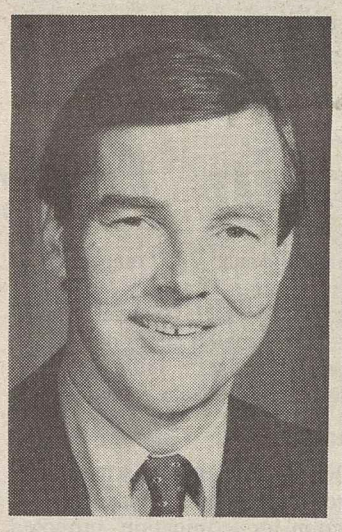
Crackdown on unfair trade

Gephardt also told the MTD board that the United States must insist on foreign trade rules that are fair and invoke "reciprocity" against countries that engage in unfair trade practices. He is the principal sponsor of the House bill the AFL-CIO has endorsed as a "constructive beginning" in the effort to wipe out the nation's international trade deficit, which grew to $170 billion last year.

Biden declared that "the Japanese and the Europeans are trying to beat our brains out" on the trade front. "I don't want to compete," he said. "I want to win—just flat-out win." He denounced the Reagan Administration's anti-union policies, charging that it has been waging "outright war" against organized labor for the past six years. At the PED session, Biden assailed Reagan's anti-government stance as denigrating the work of public employees.

Gephardt, too, addressed that theme, observing that "the highest people in this Administration have a contempt for government and a contempt for the people who work in government." He charged that the Administration's efforts to slash federal jobs, trim benefits and "privatize" the work of federal employees has corrupted the value of the work.

Jackson also attacked the Administration's privatization efforts, declaring that the notion that private employers can do government jobs more efficiently is a "myth." He cited a number of studies showing that this is simply "not true."



Gov. Thomas H. Kean

Gov. James R. Thompson

Bruce A. Babbitt

Trade job losses major council concern

Continued from Page 1

noncompetitiveness," and the program set forth by the Executive Council "will enhance this country's competitiveness."

On the other hand, Kirkland called the President's talk of competitiveness "an attempt to paper over the basic trade crisis facing the nation." Reagan's proposals, Kirkland said, "will not make any substantial dent in the nation's critical trade deficit."

They "fail to address the massive trade surpluses that major countries have with the United States," he said, and don't "provide for the fair treatment of worker rights as a basic ingredient of fair trade."

Besides Brock and the congressional leaders, the council also met with Simon Crean, president of the Australian Council of Trade Unions, who reviewed the history and growth of that organization, relating its concerns to those of the AFL-CIO.

Among other actions during its opening sessions, the council unanimously elected Lenore Miller, president of the Retail, Wholesale & Dept. Store Union, to fill the council vacancy created by the death of Alvin E. Heaps, her predecessor as head of the RWDSU. The council adopted memorial tributes to Heaps and to three former AFL-CIO vice presidents who died since the last council meeting, John H. Lyons of the Iron Workers, Alexander J. Rohan of the Printing Pressmen, now part of the Graphic Communications International Union, and S. Frank Raftery of the Painters.

The council also approved the procedure recommended by its Committee on Political Works to evaluate the presidential aspirants in both parties with a view toward achieving a consensus for pre-primary endorsements. Other statements endorsed proposals for reform of congressional campaign financing and, in deference to the wishes of Solidarnosc, the free Polish trade union movement, withdrew the federation's objections to the lifting of U.S. sanctions against Poland.

Economic centerpiece

The statement on trade was the centerpiece of a package of policy statements dealing with economic concerns, including a critical analysis of the current fragile state of the national economy, a call for legislation to cushion the impact of plant closings on workers and communities, and support for an increase in the federal minimum wage to restore its buying power.

Details of these statements and actions appear elsewhere in this issue of the AFL-CIO News.

The trade statement pointed out that some of the countries with the largest surpluses in their trade with the United States have refused to open their own markets to U.S. goods and abolish their unfair trading practices as a step toward reducing their huge surpluses.

"Where their focus has been on mercantilistic policies that depend upon export-led growth, that focus must be changed to policies that increase the purchasing power of their own people," the AFL-CIO said.

It expressed support for House legislation, sponsored principally by Rep. Richard Gephardt (D-Mo.), as a "constructive beginning" to overcome the trade crisis. But proposals put forth by Sen. Lloyd Bentsen (D-Tex.), chairman of the Senate Finance Committee, "fail to meet that test," the council said.

In addition to deficit reduction steps, it called specifically for:

- The outright prohibition of imported goods produced in countries that refuse to respect basic worker rights and defining the denial of such rights as an actionable practice under U.S. trade law.
- Expansion of the trade adjustment assistance program both in coverage and scope, financed by a surcharge on imports, to help workers harmed by trade.
- Tightening and streamlining U.S. trade law to make relief from injury timely, effective, and predictable and to counteract unfair trading practices.
- Eliminating tax and tariff incentives for U.S. companies to shift production overseas, a major source of the trade deficit.
- Measures to deal with the problems of specific industries, such as textiles and apparel, shoes, telecommunications, printing, maritime and steel.
- Steps to begin addressing the problem of less-developed country debt by requiring the lending banks to reduce interest rates and forgive part of the principal owed.

At a news conference, Kirkland described this program as "in fact, an anti-protectionist approach" because it would counter some of "the most dominant forms of protectionism that are rampant in the world today." He described one of these as the practice of mercantalism, "a studied national policy of relying on exports and discouraging imports," originally defined by Adam Smith as the basic form of protectionism.

Denial of rights

Another "retrograde form of protectionism" that would be targeted by the AFL-CIO program, Kirkland said, is "the search for competitive advantage on the backs of plain people through the denial of basic human and trade union rights. That is the worst and most inhuman form of protectionism that's at large in much of the world today."

Kirkland said nations that pursue these policies "injure economically constructive competitiveness by exploiting the markets built on other people's standards and wage levels." At the same time, he said, they "deprive the world of a contribution to the broadening of the marketplace" that would occur if their own people's well-being and purchasing power were improved.

AFL-CIO Executive Council explores prime labor issues at its winter session in Bal Harbour, Fla.

On lifting of sanctions

Poland pressed to restore rights

Bal Harbour, Fla.—Acting at the behest of Solidarnosc, which it hailed as "the authentic voice of Poland's workers," the AFL-CIO Executive Council withdrew its objections to the lifting of U.S. sanctions against that Soviet-bloc nation.

The request to lift the sanctions came from the Polish labor movement, outlawed by the Jaruzelski regime more than five years ago, "in the hope that this action will encourage the Polish government to enter on the road of positive change and social dialogue," the council declared.

White House sources indicated that President Reagan was on the verge of lifting the last remaining restrictions imposed in 1981.

The federation urged the Administration to insist that removal of sanctions be followed by "concrete steps by the Polish authorities toward the goals expressed by Solidarnosc." The first step should be the "unconditional release of all remaining prisoners of conscience," the council said. And it insisted that granting most-favored-nation status and other economic benefits to Poland "be conditioned on progress toward trade union pluralism."

If such progress isn't made, or repression is renewed, the U.S. should be prepared to reimpose sanctions, the statement continued. Poland must be "held to, and judged by," the conventions and standards of the International Labor Organization and other international agreements.

Democratic yardstick

"In the final analysis," the council said, "it is not the application or removal of the sanctions—which, in any case, are far weaker than those proposed by the AFL-CIO—that will bring about a more democratic evolution in Poland. That can be achieved only by the democratic movement within that country—as preeminently represented by Solidarnosc. Any lifting of sanctions must therefore be coupled with increased political, moral and material support for the democratic movement of Poland."

Since the inception of Solidarnosc, the statement noted, the federation has sought to reflect its policies and defend its interests "as defined by its democratically chosen leaders."

It was for that reason, the council stressed, that President Lane Kirkland and other AFL-CIO leaders refused to meet representatives of the official, state-sponsored "unions" the Jaruzelski regime put into place after banning Solidarnosc. Such meetings were set as the condition for obtaining visas to discuss the sanctions issue with Solidarnosc President Lech Walesa.

"The AFL-CIO will not be coerced by any government into meeting with any 'trade unions' that it does not recognize as legitimate representatives of working people," the statement pointed out.

"In insisting that we do so, the Polish authorities were playing their part in a global Soviet campaign to force recognition of Communist labor fronts by the free trade union movement and to foster contacts and exchanges between them."

That action by the Jaruzelski dictatorship, the council said, "belies its claim to be pursuing national reconciliation and dialogue, just as its refusal to cooperate with the ILO's commission of inquiry displays contempt for international public opinion at the very time it seeks economic assistance from the West."

Court rejects NLRB order in strike firing

Denver—A federal court ordered the National Labor Relations Board to reconsider its dismissal of unfair labor practice charges brought by two unionists denied reinstatement by their employer for honoring a picket line during a hotel strike.

The 10th Circuit U.S. Court of Appeals said the NLRB erred in deferring to an arbitrator's award in favor of the employer, emphasizing that the issues addressed during arbitration were distinct from those raised by the union in the unfair labor practice charge.

The case involved two members of the Electrical Workers who refused to cross a picket line set up by the Operating Engineers during a 1982 strike against Hilton Hotels Corp.

When the Operating Engineers ended their strike after a 12-day walkout, the settlement permitted all striking employees to return to work immediately. But when the two IBEW members attempted to return to their jobs, they were told they had been "permanently replaced during the strike."

The IBEW filed a grievance on behalf of the two members, charging Hilton violated its collective bargaining agreement which provides that employees would not be "disciplined or discharged for refusing to cross a legally approved picket line."

At the same time, the union filed unfair labor practice charges with the NLRB, claiming that the hotel chain violated federal law by refusing to reinstate the workers after they had unconditionally agreed to return to work.

Arbiter's ruling

A three-member arbitration panel ruled in the hotel's favor, finding that there was no contract violation because the IBEW members were not fired for participating in the strike.

But an administrative law judge ruled that Hilton violated federal law by refusing to reinstate the two men. He ruled that management had not replaced the two workers until after they attempted to return to their jobs.

In overruling this finding, the labor board insisted that the ALJ should have deferred to the arbitrator's decision. But the court said the NLRB's action was improper because the issue of whether the IBEW members were permanently replaced during the strike was not raised during the arbitration hearing.

In sending the case back to the board for re-examination, the court emphasized that the NLRB could not simply apply its standard of deferring to an arbitrator's decision when the issues raised in arbitration and in the unfair labor practice hearing were not "factually parallel."

Simply citing the deferral doctrine "without indicating how the standard applies in a particular case is not sufficient, especially where the ALJ has applied the standard and reached a contrary result," the court emphasized.

Low earnings strain 'fragile' economy

Continued from Page 1

The fiscal 1988 budget drafted in the White House calls for expanded defense spending "while starving and crippling the social and economic side," the council said. And an increasing proportion of the nation's social and economic development would be "abandoned or placed on the shoulders of state and local governments."

The AFL-CIO called on Congress to:

- Reject Reagan's approach of hiking defense spending at the expense of domestic programs.
- Rid itself of the Gramm-Rudman-Hollings "strait-jacket" that arbitrarily mandates huge spending cuts and sets "a balanced-budget above every other consideration affecting the country."
- Freeze the tax rate for the wealthiest Americans at the 1987 level of 38.5 percent, rather than dropping it to 28 percent in 1988.
- Encourage modernization and revitalization of basic industries, improve training and education for workers and upgrade the nation's infrastructure.
- Place a priority on American-made goods and services in government procurement, particularly in the national defense field.

Soaring joblessness

The extent of the nation's economic misery was spelled out in a background paper accompanying the council statement. It showed that unemployment has soared from a monthly average of 3 million in the 1950s to 8.2 million in the 1980s, pushing the average jobless rate up from 4.5 percent to 8 percent in the same period.

What's more, the relentless shift from goods production to service and sales jobs translates into few middle-income jobs and more low-wage jobs. Average manufacturing earnings are over $400 a week, it pointed out. But in the service sector where most of the new jobs are being created, wages average only $177 a week in retail trade and $269 a week in the service industry.

"The country is moving toward a split-level economy with more high-pay, high-skill jobs for a few executives, scientists, engineers, professionals and managers at the top—with more low-pay, low-skill, part-time, temporary, high-turnover jobs at the bottom—but a smaller share of middle-level, good-pay, permanent, full-time jobs," the economic analysis emphasized.

Reagan targets

Against this backdrop, the Administration has targeted the Trade Adjustment Assistance program for termination, proposed eliminating the Work Incentive program that helps provide job training for welfare recipients, and recommended abandonment of federal responsibility to the unemployed by turning the Employment Service and State Unemployment Service programs over to the states.

In addition, Reagan has called for major reductions in funds for elementary and secondary education, termination of vocational education and major reductions in higher education programs. The background paper called these proposals "astonishing since an educated and adaptable workforce is a key element in achieving a competitive position in the world."

The Administration also came under fire for proposing cuts in Medicare, Medicaid, veterans' health care and low- and middle-income housing. It is also advocating "new and unreasonable cuts" in federal support for such deteriorating public facilities as bridges, highways, public transportation, and water and sewage systems.

"The budget is the one overall approach that the government uses to determine priorities and approaches to governance," the analysis said. "This process should reflect the overall concerns of the American people. It is time to reappraise the budget priorities as well as the process."

GNP lag widens Reagan budget deficit

In a sharp downward revision of earlier estimates, the government conceded that the gross national product grew at only 1.3 percent in the fourth quarter of 1986.

The new GNP figure—which measures the total value of the nation's output of goods and services—was considerably lower than the 1.7-percent growth rate previously reported by the Commerce Dept.

The revision spelled more bad news for the Reagan Administration.

It means that economic growth in all of 1986 was a lackluster 2.5 percent—the worst showing since the depths of the Reagan Recession in 1982. But in submitting its fiscal 1988 budget to Congress, the White House assumed a 2.7-percent growth last year.

As a result, government revenues will fall several billion dollars shorter than previously expected, further feeding the federal budget deficit.

A $12.1-billion swing in business inventories was the factor forcing the government to cut back its fourth-quarter growth estimate. That change turned what had first been reported as a $4.2-billion rise in inventories into a $7.9-billion decline. The inventory falloff was centered in manufactured goods, particularly machinery and electrical products.

In addition, the Commerce Dept. reported that consumer spending, which has been the mainstay of growth in the past four years, showed signs of weakening. It fell one-tenth of 1 percent in the October-December period after two consecutive quarters of increases above 6 percent.

Overly optimistic

The Administration pinned much of its rosy economic forecast on the theory that the economy would grow 3.1 percent in 1987. But the signs are already in that the White House is being overly optimistic.

Consumer spending, which accounts for two-thirds of all economic activity, plummeted in January as retail sales took a 5.8-percent nosedive. It was the largest one-month decline since at least 1967, when the government began keeping these statistics. The previous record drop was 5.2 percent last October.

Virtually all of the January change was in car sales, which plunged a record-shattering 22.4 percent last month. That drop was widely anticipated by economists. They had warned that year-end price and financing incentives, and the rush to beat the Jan. 1 end to the deduction of sales taxes on federal income tax returns, would depress 1987 car sales.

Aside from autos, sales were virtually unchanged in January, the government said, declining one-tenth of 1 percent.

In other economic developments:

- Building permits, considered a good sign of future activity, plunged 11.6 percent in January to an annual total of 1.69 million units. It was the largest monthly decline since March 1984.
- Construction of new homes and apartments edged down one-tenth of 1 percent in January. Housing starts were at a seasonally adjusted annual rate of 1.806 million units last month.

For all of last year, construction activity rose 3.7 percent to the highest level in eight years, thanks to the largest decline in home mortgage rates in this decade. But analysts predict a slight decline for 1987.

Maritime policy overhaul essential to defense effort

MTD hits erosion of U.S. merchant fleet

Bal Harbour, Fla.—A sharp shift in the government's maritime policy is essential to restore the U.S. merchant marine as a vital arm of the nation's defense system, the AFL-CIO Maritime Trades Dept. declared.

The MTD executive board, at a two-day meeting here, charged that the Reagan Administration, "which has been adamant in its support of national defense, has allowed sealift and shipyard capacity to erode beyond the point of safety."

The decline actually extends back through many administrations, the board said. It pointed out that the Soviet Union's merchant marine, starting in 1945 with a tiny fleet of mostly U.S. lend-lease Liberty ships, has grown to more than 2,500 vessels totaling over 22 million deadweight tons.

"In that same time frame, the United States has moved from having the largest merchant marine fleet in the history of mankind to a seventh-place ranking in the world," the MTD statement said. "It is imperative that our fourth arm of defense, the U.S.-flag merchant marine, be injected with new life and vigor."

Highlighting the second day of the board's meeting were addresses by three prospective presidential candidates introduced by MTD President Frank Drozak—former U.S. Sen. Gary Hart (D-Colo.), Rep. Richard Gephardt (D-Mo.) and Sen. Joseph Biden (D-Del.). Each outlined his positions on issues of concern to workers, focusing particularly on the needs of the maritime industry. (Story on Page 3.)

Another statement by the MTD board pointed out that workers in the industry have suffered along with other American workers from the record deficit in the U.S. balance of trade.

"The marine transportation sector has confronted a virtually impenetrable wall of foreign promotional policies and restrictive measures which have severely limited opportunities for U.S.-flag vessels engaged in foreign trade," the board said. It called on the Administration to take steps to correct these practices.

Diminishing fleet

The department contrasted American and Soviet attitudes toward the integration of merchant marine policy with national defense. Compared with the Soviet fleet of more than 2,500 merchant ships with global capability, the United States has fewer than 400 active merchant vessels and is unable to sustain any prolonged involvement overseas, the MTD said.

"It is tragic that the Administration is forgetting the lessons in history for which we have paid so dear a price. Over the last half-century, all America's major overseas military engagements—World War II, Korea and Vietnam—have required coordination of military and merchant marine capabilities.

"We spend billions on defense, but we have ignored the crucial investment in our U.S.-flag fleet that is required to deploy our forces where needed. The cost, in terms of cargo preference laws, bilateral trade agreements, tax incentives to shippers or even outright subsidies, is meager when compared to defense outlays and would be, therefore, highly leveraged dollars because they would ensure the executability of the nation's forward defense strategy."

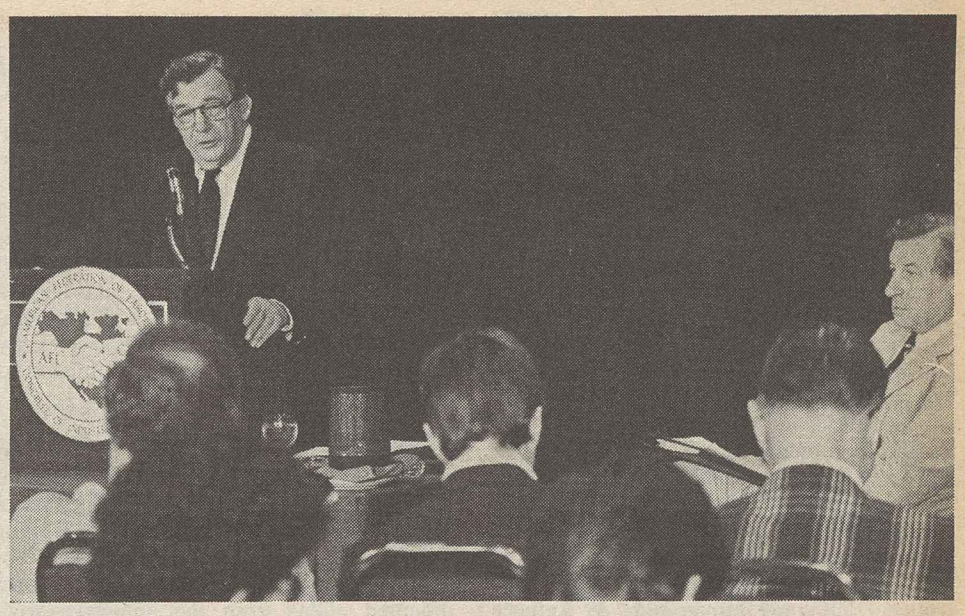
The ultimate solution, the MTD said, lies in assuring enough cargo to support the required number and types of merchant ships that would meet economic and defense needs in time of war or national emergency.

Related positions

Supporting the department's positions on national defense and trade policies was a series of related statements. These called, among other things, for action by Congress to close loopholes in the Jones Act, which requires the use of American-built and crewed vessels in U.S. coastal trade; domestic-content and construction requirements for off-shore oil rigs and vessels, and steps to restore the domestic shipbuilding capacity "consistent with the demands of national security."

The board also heard reports from MTD Executive Sec.-Treas. Jean Ingrao; Legislative Director Frank Pecquex; Vice President Jack Otero of the Railway & Airline Clerks on deregulation and Sec.-Treas. William Lucy of the State, County & Municipal Employees on the situation in South Africa.

Speakers from the AFL-CIO staff included COPE Director John Perkins, Legislative Director Robert McGlotten, Economic Research Director Rudy Oswald and Director Bert Seidman of the Dept. of Occupational Safety, Health & Social Security.



Kirkland briefs reporters on Executive Council actions.

New York unions spur Coors boycott

Albany, N.Y.—The New York State AFL-CIO has uncapped an intensified regional boycott campaign against Coors beer, which is attempting to tap the New York area market.

"This corporate bully is not welcome here," State Federation President Edward J. Cleary declared. He said organized labor intends to "inform our membership and all other consumers about Coors' anti-worker reputation."

Coors has been on the AFL-CIO national boycott list since 1977 when it forced a strike by Brewery Workers Local 377 over human rights issues, including company policies of forced searches and seizures.

Cleary noted that Coors, one of 40 major U.S. corporations that paid no federal taxes in 1984, has broken 19 union locals that represented its workers over the past two decades. "Given Coors' anti-union, far right tradition," he said, "it is obvious that we will do everything we can to stop this incursion and to encourage the consumption of union-made beers."

Beers made by the Adolph Coors Co. include Coors Light, Herman Joseph 1868, Golden Lager and Killians Irish Red. All are on the AFL-CIO boycott list.

Pregnant women transferred to avoid high-tech health risks

The possibility of significant health hazards for pregnant workers in the nation's microchip manufacturing industry, revealed in a recent study, has prompted a number of companies to transfer or offer the opportunity of transfer to their pregnant workers.

The American Telephone & Telegraph Co. banned pregnant women from its semiconductor production lines in January and later agreed to check medical records of all workers in its five manufacturing plants. One is represented by the Communications Workers and the rest by the Electrical Workers.

At a recent joint CWA-AT&T safety committee meeting, the company said it would begin a study shortly of the medical records of all its semiconductor manufacturing employees, including the spouses of male workers, to determine reproductive outcomes.

The company also agreed to give CWA health and safety officials the list of chemicals used in the workplace and air-monitoring data, according to CWA safety director David LeGrande.

AT&T's transfer policy came in reaction to a University of Massachusetts study of Digitial Equipment Corp. workers which found an abnormally high rate of miscarriages. While the general population's miscarriage rate is 20 percent, females working in an area of the so-called "clean room" that uses nitric and sulfuric acids to etch microchips experienced a 39-percent miscarriage rate.

Industry concern

Although the study was small and only a dozen miscarriages were reported in the study group, other semiconductor manufacturers were concerned enough to advise their pregnant employees of the study and to offer voluntary transfers. Only AT&T has banned pregnant workers from these possibly hazardous jobs.

CWA welcomed the action by AT&T. LeGrande said, but noted that "it's unusual for AT&T to take this type of action. There must be a good reason." He said that the manufacturing "clean rooms" are just that—very clean with filtered air. "It's hard for me to imagine there's any significant exposures involved," LeGrande said, based on his visits to AT&T clean rooms.

Tom Hickman, manufacturing division director for the Electrical Workers, said that IBEW members at the four AT&T plants are regularly reassigned to different jobs. "This is just an extension of that," he said.

"The company has had the flexibility to transfer workers," Hickman said. "This means pregnant workers won't be transferred into the clean rooms." Thus far, only 15 pregnant women have been transferred.

Economic penalty

Hickman indicated that at the RCA plants represented by IBEW, the company has told women employees of the study and "told them they could transfer." But there is an economic penalty for doing so. The clean-room production employees work four 12-hour days a week with time-and-a-half after 8 hours—the equivalent of 54 hours' pay. If transferred, the women would work a five-day, 40-hour week.

A large portion of the nation's semiconductor industry is located in California's Silicon Valley, where women make up a large majority of the clean-room workforce.

The implications of the DEC study could go far, according to Dr. Joseph LaDou, a medical professor at the University of California in San Francisco. LaDou has studied semiconductor workers for several years.

Noting the concern centers on pregnant women, LaDou stressed that there is also concern about all women of child-bearing age in these plants. Further, he said, "It's not inconceivable that there could be damage to the reproductive cells of men as well."

Hispanic voters helped turn tide in key elections

Bal Harbour, Fla.—A get-out-the-vote campaign in districts with large numbers of union members of Hispanic origin was a significant factor in the 1986 congressional elections.

That's the conclusion of a vote analysis released here by the Labor Council for Latin American Advancement, based on returns from key precincts and various election-day exit polls.

LCLAA President Jack F. Otero said labor-endorsed candidates had a 69-percent success rate in congressional districts with large numbers of Hispanic workers. The COPE success record in Senate contests in states with concentrations of Hispanic voters was 66 percent, he reported.

Florida remains the one state where Hispanic voters have regularly supported Republican candidates, the report notes, especially in the Miami area where Cuban-Americans are the principal group.

The large Hispanic vote was the key to the close Senate victories of Democrats Alan Cranston in California and Timothy Wirth in Colorado, LCLAA noted.

Cranston, who won by 118,000 votes, received an estimated 77 percent of some 500,000 Hispanic votes. Wirth carried 82 percent of the 68,000 Hispanic votes cast in Colorado in his 16,000-vote victory, exit polls indicated.

Reagan Administration's snubbing of merchant marine is assailed by Maritime Trades President Frank Drozak.

Administration's immigration proposal scored

A coalition of unions, civil rights, religious, social welfare and legal groups criticized the "serious weaknesses" in proposed federal regulations to carry out the new immigration reform law.

The Ad Hoc Task Force on Employer Sanctions said that employment verification requirements laid down by the Immigration & Naturalization Service are "overly burdensome," and that documentation requirements imposed on illegal aliens seeking amnesty are "rigid and inflexible."

The comments came from the AFL-CIO, Clothing & Textile Workers, Ladies' Garment Workers, Service Employees and Electronic Workers. They were joined by such organizations as the American Civil Liberties Union, American Jewish Committee, Lutheran Immigration & Refugee Service, National Council of La Raza, Episcopal Bishops Fund for World Relief and the U.S. Catholic Conference.

The coalition urged that the final regulations simplify employment verification forms, give the INS or the Labor Dept. subpoena power to inspect business records, and create a special INS unit to prosecute employer sanctions cases.

In a separate submission, the AFL-CIO also protested the proposal to give employers 24 hours after hiring in which to complete verification requirements. Such a delay, the federation said, is "in patent conflict with the statute," which specifically provided that verification be completed at the time of hiring.

Clarification needed

The coalition also urged that provisions regarding permanent employment make clear that temporary absences resulting from paid or unpaid leave, layoff, strike or other conditions not be used to bar undocumented aliens from the amnesty provisions.

At the same time, the ad hoc committee insisted that an employee's transfer within an organization, or even to a different company covered by a multi-employer bargaining agreement, not be used to "trigger a new verification requirement." The Act requires verification "when an employee is first hired, not recurrent repetition of this process," the group pointed out, and the regulations should make this clear.

The coalition also told the INS:

- Provision should be made to permit submission of duplicate originals and certified copies of key documents, instead of requiring that the original versions be furnished.
- Such documents as birth certificates and alien or voter registration cards should be admissible, and employees under 16 should be permitted to submit school identification cards with photographs. "Not to accept such documents would make it unnecessarily difficult, or in some cases impossible, for citizens and authorized aliens to establish employment eligibility."
- The requirement that job applicants provide biographical information to an employer is "an intrusion on individual privacy" and should be eliminated. Failure to do so "could lead to just the kind of invidious discrimination" Congress sought to avoid.

The coalition urged—and the AFL-CIO Building & Construction Trades Dept. agreed in a separate filing—that the regulations clearly spell out that union hiring halls are exempt from verification requirements. Congress made it clear, they said, that the provision was supposed to be extended only to for-profit employment agencies which provide a pre-screening role for employers.

Federal fee protested

The AFL-CIO, ACTWU, ILGWU and many of the coalition members joined in an additional submission protesting rigid residency requirements and the reported fee of as much as $250 each applicant would have to pay the government for legalization.

Such a cost, they said, is beyond the economic limits of most undocumented workers who have historically worked at or below the minimum wage.

Setting political goals

Auto Workers President Owen Bieber, addressing the union's annual legislative conference in Washington, details the results of the nation's trade crisis. He pointed out that its impact goes beyond jobs as it undercuts the standard of living and the level of technology and national defense. Addressing competitiveness, he said the issue should focus on worker training, long-term commitment to capital investment and job security. The more than 1,000 political action delegates from UAW locals across the nation voiced their views in visits to their congressional representatives and senators on Capitol Hill.

Import burden crushing U.S. economy

Samuel warns extraneous amendments could sink trade bill

The crushing trade deficit is not the only domestic problem facing America, "but it is clearly the first problem and should be tackled first" by the 100th Congress, AFL-CIO Industrial Union Dept. President Howard D. Samuel asserted.

Addressing a trade and politics conference at Georgetown University, Samuel warned that efforts to bring other issues under the "competitiveness umbrella"—the phrase used in political circles to describe the approach to the trade crisis—could end up "collapsing the whole effort."

Neither product liability nor health or environmental safeguards nor regulatory activities belong in this discussion, the IUD president told business, labor, academic and government leaders. They should be addressed on their own merits, but only after trade legislation has been put on the statute books.

Samuel had high praise for the trade bill that sailed through the House by a 295-115 vote last year, with the support of 59 Republicans. That measure died in the Senate, then under Republican domination.

The measure's chief provisions, he pointed out, included:

- Establishing a single trade policy to replace the "diffused" approach that now marks the Executive Branch attitude toward the problem.
- Improving enforcement of laws against unfair trade "regardless of whose ox is being gored."
- Requiring corporate management to "meet the challenge of trade disruption by modernizing domestic facilities," instead of providing relief to companies which "promptly go into other businesses or ship their jobs out of the country."
- Assuring that other countries seeking a share of America's domestic market "observe the letter and spirit of international trade laws."
- Using "the power of our marketplace to force foreign employers to live up to internationally recognized labor standards."

Mounting concerns

Although organized labor in the past has been blasted as "protectionist" for pushing such views, unions are "no longer a voice in the wilderness," Samuel said. Presidential commissions and congressional caucuses have now recognized the pervasiveness of the problem. "Even the President mentions it in his State of the Union address," he pointed out.

Samuel said one of the major "myths" raised against trade legislation is the claim that the declining value of the dollar will turn the tide. The fact is, he said, that the trade deficit began to affect major sectors of American industry during a period when either the currency was regulated or the dollar was under-valued.

There is no validity to the argument that America can "flourish as a service society," the IUD president insisted. Many services are tied to goods production and if the nation no longer produces computer hardware, "the chances are that we won't be producing the software, either." Further, such major services areas as health, education and government "are not exportable," Samuel pointed out.

As to the "variation on this myth, that we should give up all manufacturing except high tech," Samuel said this accounts for only 5 percent of all manufacturing. In addition, he explained, high tech is "just as vulnerable as smokestack industries to the pressures" of foreign competition. "If Japan ends up making all our autos, they will surely also make the computers which go into them."

Samuel also dismissed as "silly" the argument that America has lost the ability to compete because of high wages and that if we "get down to the level of our competitors, we'll conquer the world." Unfortunately, he said, "we are indeed headed in that direction" because real wages have been declining steadily for more than a decade.

Catastrophic care plan called lacking by Senior Citizens

The National Council of Senior Citizens blasted the catastrophic illness insurance plan proposed by the Reagan Administration as "a poor excuse for what is really needed." It charged that the plan would boost Medicare premiums in exchange for "very limited" coverage.

Executive Director William R. Hutton commended the Administration for including catastrophic illness care under Medicare coverage but stressed that the proposal was "limited and altogether unsatisfactory."

The catastrophic care initiative was developed by Health & Human Services Sec. Otis Bowen, despite strong opposition from many Administration advisers who protested any expansion of Medicare, instead favoring private industry insurance.

The Administration proposal would increase Medicare premiums by $4.92 a month. It would provide coverage for only in-hospital and other limited expenses resulting from a catastrophic illness.

Limited help

"The President says that this coverage will alleviate many of the worries older Americans have about serious illness," Hutton said. "But as his proposal stands right now, it would only help about 3 percent of the elderly who need it," because the plan requires individuals to pay the first $2,000 in expenses, he pointed out.

"If the President was really interested in helping the majority of the people who need it, he would devise a plan that includes coverage for prescription drugs, nursing home care and other vital services not currently covered under Medicare," Hutton charged, adding, "is it not catastrophic when an elderly person is forced to choose between eating dinner or buying essential prescription drugs?"

Better benefits

Hutton suggested that the Reagan plan be altered by lowering the $2,000 cap to $500, increasing coverage for prescription drugs and other health care essentials and easing burdensome co-payments.

Rep. Claude Pepper (D-Fla.) scored the Reagan plan as "timid" because it will not cover long-term nursing home care nor home care for those suffering from Alzheimer's disease.

Pepper expressed shock that the Administration would "knowingly or unknowingly deceive the American people" by indicating that the plan would cover all catastrophic illnesses.

Grants set to improve industrial relations

Continuing a six-year-old effort to improve the labor-management relations climate, the Federal Mediation & Conciliation Service will give out $1 million in grants in the current fiscal year.

The funds can be used to create or expand labor-management committees that deal with issues facing a plant or worksite. They can also be utilized in resolving problems plaguing an entire community or particular industries.

FMCS has given out some $5 million in grants to more than 70 labor-management committees since 1981. The goal is to help improve industrial relations, increase productivity, enhance the quality of worklife and expand local economic potential and opportunities.

Part of this year's funding will be used to sponsor the fourth national labor-management conference in Washington June 1-3. The balance will be available to non-profit groups, local and state governments, and third-party organizations that can document that their major focus is improving labor relations.

EDITORIALS

Morning in America?

AS IN PAST YEARS, the AFL-CIO Executive Council has sought to spotlight the issues that most concern America's workers, and to propose solutions.

For some years now, trade and job concerns have led the list. The problems persist. The remedies the labor movement and many in Congress have advocated, unfortunately, have never been tried.

This Administration continues to insist that the economy is prospering and the trade deficit will largely cure itself. Paper profits of the stock boom are supposedly evidence of the new prosperity.

The stock market may be booming but the job market is not. The unemployment rate for January 1987 was unchanged from January 1986. Most working families, dependent on paychecks, are worse off despite the rise in two-earner households.

A complacent Administration once gave assurances that a decline in the exchange value of the dollar would spur exports and curb imports. It didn't happen.

Now the White House buzzword is "competitiveness." President Reagan proclaims a new "Quest for Excellence" as "not just another government program" but "a great national undertaking that will challenge all Americans to be all they can be."

THE PRESIDENT'S rhetoric is as effusive as the substance is skimpy. If it is seriously meant as an alternative to a comprehensive trade bill, even a vegetarian would go hungry.

Fortunately, the new Congress gives some encouraging signs of a genuine concern over the issues American unions have been raising.

No one should jump to assumptions based solely on the introduction of legislation and the promise of quick hearings. But it is a welcome change to have the promises of action given by committee chairmen and majority leaders in the Senate as well as the House. And there should be enough bipartisan support to compel a rethinking of some White House positions.

Republican as well as Democratic members of Congress represent districts where closed plants, bankrupt farmers and boarded-up stores require stronger nourishment than a rhetorical quest for excellence.

These are the realities that the statements adopted by the AFL-CIO Executive Council seek to address.

Congress at least shows signs of recognizing that the problems exist. Regrettably, that's more than can be said for most of the people at the Reagan White House.

A Floor Under Wages

THE FAIR LABOR STANDARDS Act was passed in 1938 in response to President Franklin D. Roosevelt's call for "a floor under wages, a ceiling over hours, and a break for children."

Until this Administration, Congress accepted and carried out its responsibility to keep the minimum wage reasonably current through increases that were roughly in line with inflation and the rise in average wages.

Quite early in his Administration, President Reagan made clear that he would prefer not to have any minimum wage requirement at all. "That would be the right thing to do," he suggested.

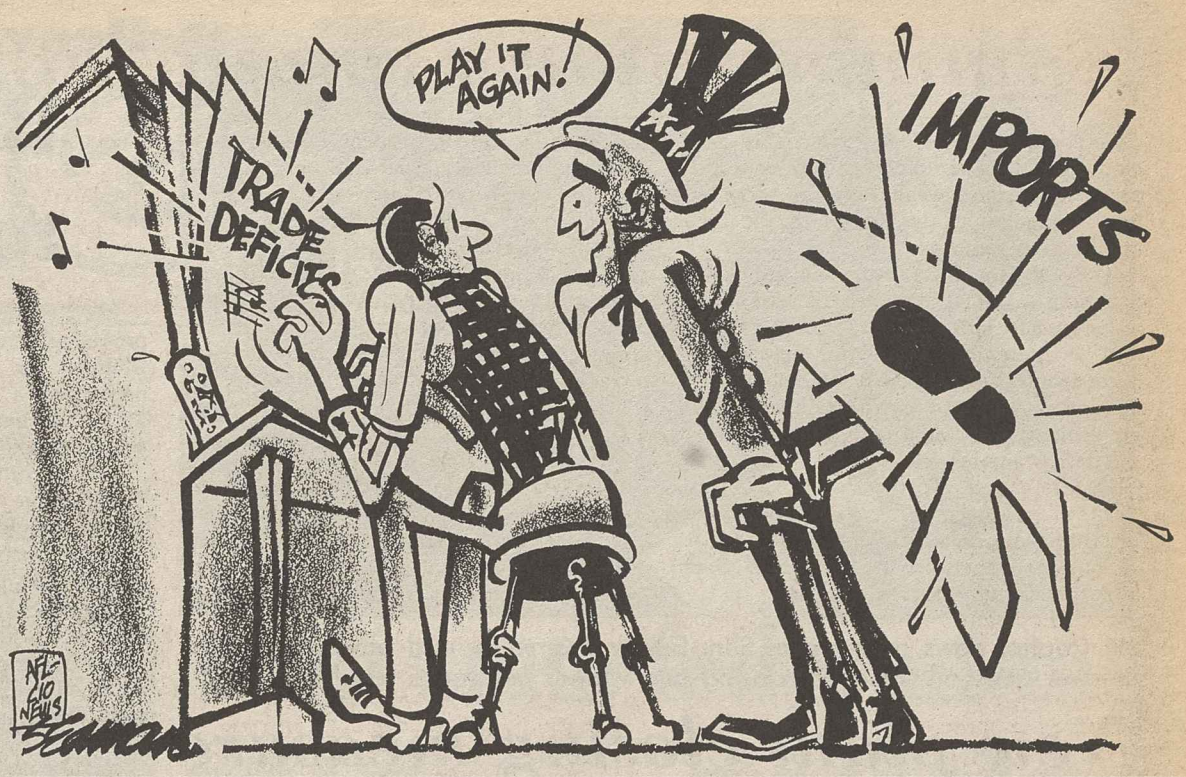
Repeal was not politically feasible, even in the heady early years of the Reagan presidency when Congress was doing the Administration's bidding.

But unless this Congress acts quickly and effectively, the President's desire to eliminate the minimum wage will be largely achieved through attrition.

Congress last adjusted the wage floor in 1977. Through scheduled step-ups, it reached the $3.35-an-hour level on Jan. 1, 1981. But it has been stuck there ever since.

"An increase in the minimum wage is long overdue," the Executive Council said. When its eroded value is restored, "the minimum should be adjusted annually to retain its traditional relationship to average hourly earnings."

The nation's wage floor is badly in need of repair.



Kirkland tells media:

Union voters have big stake in shaping political future

The following is excerpted from press conference statements by AFL-CIO President Lane Kirkland during the winter session of the Executive Council in Bal Harbour, Fla.

Last fall, America voted for a new Congress. Voters who belong to unions should be especially proud of the part they played in bringing about that change.

Union voters are concerned about the direction of the economy. This generation of Americans is the first who cannot reasonably expect to have the opportunity to do as well as their parents. We owe it to our country to help bring to office national leaders who are ready to help us find solutions to real problems.

This year, we—like all Americans—will be evaluating the competence and the promises of those who would be president.

The reason that union voters are so involved in politics is that they learned years ago that their vote at the workplace can achieve only so much. For our victories to become lasting social and economic achievements, we need political and legislative as well as collective bargaining action.

This year, we shall work to end the export of American jobs and the unfair import of goods that destroy America's ability to produce, just as we shall work to win plant-closing legislation.

Working parents

We shall work to help parents who cannot raise their families or maintain their income without child care and the right to parental leave, just as we shall work to raise the minimum wage.

We shall try to restore some accountability to a marketplace where insider trading, leveraged buy-outs and corporate raiding have replaced productive investment.

In 1987 and 1988, unions will be providing a voice for their voters, as the country faces perhaps its most important task in a generation: the selection of a leader who will take office in 1989.

Unions are here to enable working people to participate fully in the life of their country—both on and off the job. We expect the fullest exploration of how our unions can provide a stronger voice for their members in all aspects of American life.

America's great economic achievement has been the creation of a broad middle class that produced goods and services and could afford to buy them. We have seen in recent years the erosion of that middle class—an economy benefiting only a few, and providing less and less for the rest.

Retooling vital

We must face up to our society's need to retool the workforce. Adequate education and training, provided by government, companies and unions, are not just benefits for the affected worker. Education and training are investments in human capital that our country must make.

Many displaced workers who are the victims of inept economic policies have been forced to take jobs which pay less than $7,000. Millions of Americans are forced to work at a minimum wage, which is becoming more and more minimal each year.

A disproportionate share of those at the minimum wage are minorities and women. Unemployment insurance goes to only about one-third of the jobless and weekly benefits—when received—are far too low.

There are no golden parachutes for working people. Workers have no insider information that can help them support their families or prepare them for a new job. They have no stock options to cash in while they wait for better days.

But they do have a strong belief that this country can and should be a better and better place to live, to work and to raise a family.

They look to their unions and to their government—all levels—to provide the leadership that will respond to their needs, both on and off the job.

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At Capitol news conference, Sen. Edward Kennedy and other cosponsors answer questions on plant closing and worker assistance legislation.

New plant closing measure put on fast-track timetable

Continued from Page 1

notice of a plant closing triggers quick intervention by the government's federal industrial adjustment service.

The new bill is an expanded version of the plant closing legislation the House narrowly defeated in 1985. The chief House sponsors—William D. Ford (D-Mich.) and William L. Clay (D-Mo.)—are optimistic that the verdict will be different this year.

One of the arguments of opponents then was that action should be delayed to get the views of the task force Brock had promised to set up. Now, they stressed, the task force report has bolstered the case for congressional action and there is no excuse for further delay.

Sen. Howard M. Metzenbaum (D-Ohio), a principal author of the new bill, termed it "must" legislation.

He noted that its $980-million price tag, which includes funds from existing programs, is the same amount the Reagan Administration has proposed to increase U.S. "competitiveness" by upgrading skills of displaced workers.

A big difference is that the Administration plan is being advanced as a substitute for trade legislation. The labor-backed bill is a free-standing measure, in addition to the comprehensive legislation labor has urged to bring U.S. exports and imports into closer balance.

Passage predicted

Senate Labor & Human Resources Committee Chairman Edward M. Kennedy (D-Mass.) and Sen. Paul Simon (D-Ill.), whose subcommittee shares jurisdiction over the measure, predicted committee approval of the legislation by May. A majority of the full committee and Senate Majority Leader Robert W. Byrd (W.Va.) are among the sponsors.

Besides Ford and Clay, Rep. Silvio O. Conte (R-Mass.) has been a principal House sponsor of plant closing legislation. He promised to work towards a bipartisan consensus and said the chances of enactment are greater than ever before.

The bill would fund federally approved state programs that could include training, job-search assistance, basic and vocational education, and income support.

Workers would be eligible for services if they had been laid-off, experienced long-term unemployment or lost a self-employment job because of general economic conditions. Homemakers trying to enter the labor force because they are no longer supported by a spouse would also be eligible.

A portion of the funds would be reserved for three demonstration programs to be tried in a sampling of states. One would provide low-interest loans to workers to pursue their own training programs. Another would allow persons drawing unemployment compensation to continue to receive payments while they were trying to start up their own small business.

A third would establish public works employment programs for the long-term unemployed in from five to 10 communities with high joblessness.

The plant-closing notification segment of the bill would require notice by any employer intending to lay off 50 or more workers in any 30-day period. If 50 to 100 workers are affected, a 90-day notice would be required. The notice would be 120 days for layoffs and 101 to 499 and 180 days for 500 or more.

Consultation required

During the notice period, the employer would be required to consult with representatives of the workers or local government on alternatives to the closing or layoff, and to provide relevant information.

The bill also includes penalties urged by the AFL-CIO that would require employers who violate the notice and consultation requirement to pay an extra day's wages for each day of the violation.

In urging action by Congress, the Executive Council pointed to the heavy toll of plant closings, with dislocated workers averaging six months of unemployment and one-fifth still jobless after two years.

Less than 10 percent of plant closings result from bankruptcy or financial insolvency, the council noted. In many instances, timely notice could avoid a shutdown or at least minimize its consequences.

Heavy construction pact

Building trades plan to bolster union jobs

Bal Harbour, Fla.—In a move aimed at providing more union jobs, the AFL-CIO Building & Construction Trades Dept. negotiated a "milestone" agreement with 20 of the nation's largest heavy construction companies.

The accord, reached with the National Constructors Association, is designed to bolster employment opportunities for unionized construction workers and end the shift of jobs to nonunion crews.

It provides flexible work standards, contains a no-strike clause and establishes a joint labor-management committee to make sure the terms are applied in a uniform manner on all heavy construction jobs.

BCTD President Robert A. Georgine predicted it would "improve the competitiveness of organized labor in the current market and increase job security for many thousands of union members."

The accord, called the National Construction Stabilization Agreement, standardizes new contract language to be used by building firms when negotiating labor contracts for particular projects.

The new language is not binding on construction firms. Instead, it's intended to provide a common frame of reference in individual negotiations.

However, both Georgine and NCA Chairman William G. Bell expressed the belief that it will bring job stability, improve efficiency and enhance the quality of large construction projects nationwide.

"The agreement will be a major step in restoring and improving confidence in the labor-management process," they said in a joint statement. They emphasized that it will eliminate the expensive and time-consuming process of negotiating each project agreement from scratch.

Flextime and arbitration

Key ingredients include flexible work hours and workweeks, seven standard unpaid holidays, elimination of night or weekend shift premiums and dropping of travel and subsistence payments. It also provides for an expedited arbitration procedure.

The compact marked the second major settlement for the BCTD in recent months. Last November, the department won agreement to unionize construction at Toyota's huge new auto assembly plant in Georgetown, Ky.

That settlement, reached after a nationwide campaign protesting open-shop hiring practices at the Toyota construction site, committed Ohbayashi Corp., the Japanese construction firm, to give jobs to workers referred through union hiring halls and to pay union wages and benefits.

BCTD opposes random drug testing

Hollywood, Fla.—The 15 unions of the AFL-CIO Building & Construction Trades Dept. adopted a substance impairment policy that bars random physical searches and compulsory chemical testing of workers, urging instead that "reasonable cause" of impairment on the job be established before a worker can be tested.

The policy, adopted at the BCTD's midwinter meeting here, contains testing guidelines and is part of the model safety and health agreement that can be the basis of collective bargaining when testing is proposed by an employer.

The BCTD noted that violations of federal and state job safety standards, rather than substance impairment, cause most serious workplace accidents, and that incompetent supervision, inadequate planning, lack of worker training, unsafe equipment and working conditions, and impairment caused by use of toxic materials in construction can contribute to such accidents.

The BCTD suggested that employers "implement an effective safety and health and quality assurance program" rather than insisting on separate plans dealing with alcohol and drug use. It noted that a policy is needed because "contractors voluntarily or as a result of owner coercion have imposed conditions of employment purportedly for safety reasons that violate the human rights and collective bargained protections of employees."

The department, which defined substance impairment as chemically induced functional impairment while on the job, stressed that rehabilitation of substance abusers should be the major emphasis of a safety and health program. It further stated that rules forbidding impairment from alcohol and controlled substances should apply equally to all, including management.

Searches or testing should not be done unless actual observations of a worker's behavior "give rise to a reasonable basis for probable cause of the existence of impairment or possession," the BCTD said. Further, chemical testing should be supervised by a physician with worker confidentially protected in accordance with the American Occupational Medical Association's code of ethics and its drug screening guidelines.

GE bringing TV tube production home

IBEW competitiveness accord targets runaway job drain

In the first reversal of its policy of relying on foreign sources for color television picture tubes, General Electric Co. is bringing a significant amount of that production back to America.

The move back to domestic production was bolstered by a "special joint effort" in which the Electrical Workers will play a key role, said IBEW President John J. Barry. The new approach protects existing pay scales and keeps American workers employed while consolidating job descriptions in pursuit of efficient operations, he explained.

Concerned about the continued job drain caused by runaway operations, the IBEW helped galvanize a plan to "produce sets more efficiently in this country," Barry said. The essential ingredient, he said, is "a good-faith understanding that both sides must work together to establish a cost-competitive manufacturing environment in the U.S."

As a result of the labor-management agreement, GE will move production of some 500,000 large-screen sets to the Bloomington, Ind., plant it acquired in its merger with RCA Corp. The sets were previously manufactured for GE by Matsushita Electrical Industrial Co. of Osaka, Japan.

Barry expressed hope that the agreement with GE will serve as a prototype for other manufacturers to bring production home from abroad and help rebuild America's industrial base. "If we show American companies that we can compete," he said, "this should serve as an incentive for them to follow suit" and break their ties with foreign suppliers.

Investment in new plants and equipment will be essential if American industry is to regain the competitive footing it once held with foreign supplies, the IBEW president said. And GE seems prepared to make that kind of commitment.

The company said it will spend $20 million to modernize the Bloomington facility to increase output there by about 30 percent. The plant now employs 2,200 workers and GE indicated that the additional volume "will mean more jobs."

GE's movement to the Pacific Rim began in 1985 with the announcement that it would gradually end production of its own sets in Portsmouth, Va., and buy components from Matsushita. This was followed by the decision to use the Japanese consumer electronics giant to supply GE's Fairfield, Conn., operation.

Acquisition of the RCA operations, which currently produce about 1.5 million television sets annually, helped change GE's mind about continuing to rely on foreign suppliers, Barry indicated.

Equally important, the IBEW president said, was the fact that RCA brought to the merger a "more enlightened" labor relations policy than the one GE has pursued for decades.

Goss named to head Colorado Labor Dept.

Denver—Robert F. Goss, former president of the Oil, Chemical & Atomic Workers, has been named director of Colorado's labor department by Democratic Gov. Roy Romer.

Goss, 65, was elected OCAW president in 1979 and served until his retirement in 1983. He also was a member of the AFL-CIO Executive Council, serving from 1979 to 1985.

Goss's appointment to head the state labor department must be confirmed by the state legislature.

Organizing push set for Carolinas

Charlotte, N.C.—Plans for a stepped up coordinated organizing drive in North and South Carolina were hammered out here at a meeting of representatives from 15 AFL-CIO affiliates.

Despite major industrial development in recent years, the two states remain plagued by unremitting opposition to unions from management and some community leaders, according to the AFL-CIO Industrial Union Dept., which is coordinating the organizing effort.

Spearheading the planning session were Communications Workers President Morton H. Bahr, IUD President Howard Samuel, President Christopher Scott of the North Carolina AFL-CIO and President Randall Kiser of the South Carolina AFL-CIO.

Also participating in the discussions were IUD Organizing Director Harold McIver, Area Coordinator Michael Black, and Kenneth Johnson, director of the Southern Labor Institute.

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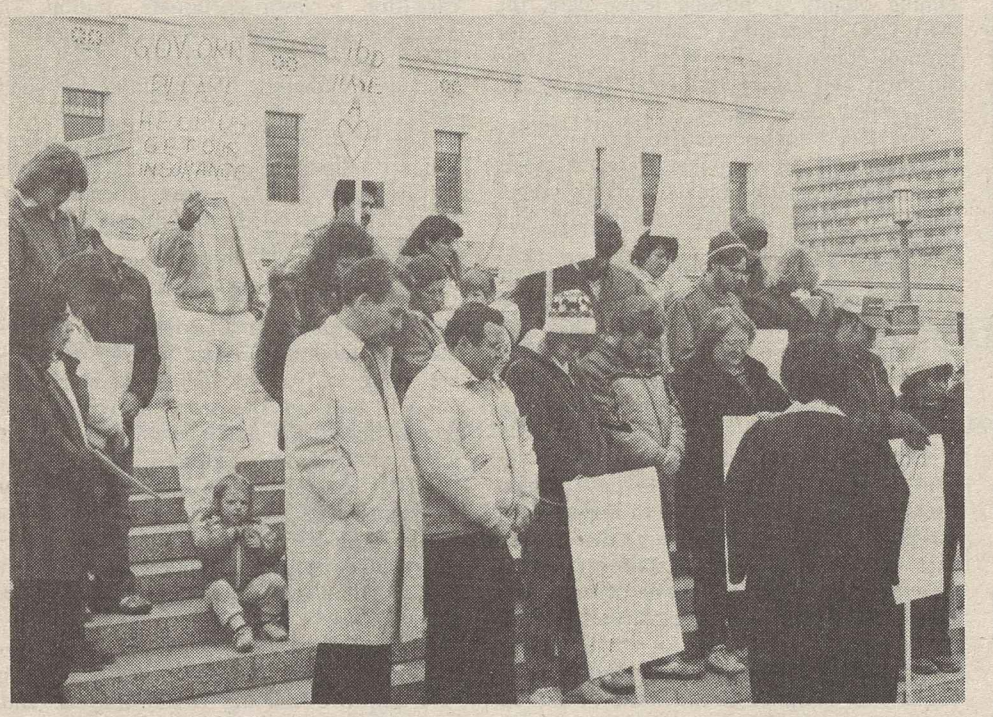

Prayer vigil

Dozens of pregnant workers, locked out along with 2,800 employees of IBP Inc. meat processing plant in Dakota City, Neb., protest the company's cutoff of medical coverage. Rev. Monica Bower of United Church of Christ leads members of the Food & Commercial Workers and their families in a prayer vigil at the state capitol in Lincoln. The AFL-CIO Executive Council condemned IBP's "callous treatment of its employees." (Story on Page 5.)

Council shapes plan to bolster affiliation with state federations

By John M. Barry

Bal Harbour, Fla.—A new, voluntary approach to expanding the membership of state AFL-CIO central bodies was approved by the Executive Council and will be proposed to the federation's next convention.

The plan would permit national and international unions to affiliate their entire memberships with state central bodies at a special rate through national action. This would require payment of an affiliation fee equal to 75 percent of the per capita payments that would otherwise be due the state federations.

The council said it will recommend changes in the AFL-CIO Constitution to the federation's 1987 convention next October to implement the plan.

It expressed the belief that such an option "will serve as an inducement to those unions to make the affiliation program work."

Funds collected under the plan would be distributed to the state bodies on the basis of membership, per capita rates and needs.

The plan was drafted by the council's Committee on State & Local Central Bodies, which has grappled for several years with the problems created by the failure of many local unions to affiliate with state federations.

Central body affiliation

Only 52.3 percent of the national AFL-CIO membership is currently affiliated with state central bodies, the committee pointed out.

Policy statements on more than a score of other topics were approved by the council in the second half of the week-long meeting.

Other highlights included reviews by Federation President Lane Kirkland of organized labor's legislative priorities in the current session of Congress and the related agenda for the four regional conferences slated by the federation this spring.

Sec.-Treas. Thomas R. Donahue presented detailed reports on the federation's finances, on labor's role under the new immigration law, and on the progress of the AFL-CIO Committee on the Evolution of Work, which he chairs.

The council chose Harvard Prof. John Dunlop, a former Secretary of Labor and a renowned labor-management mediator, as this year's recipient of the Murray-Green-Meany Award. And it approved the recent merger of the Typographical Union into the Communications Workers.

Global concerns

On international concerns, the council adopted statements supporting free trade union movements in South Korea, the Philippines, Latin America, the Caribbean and South Africa. It also welcomed the release of Andrei Sakharov from forced exile in the Soviet Union, but noted that "millions remain trapped in forced labor" in that country.

Other statements covered such domestic policy areas as unemployment compensation, health care coverage, health care protection during catastrophic illnesses, nursing home care, housing, the federation's Housing Investment Trust, civil rights, electronic monitoring in the workplace, and the employment-at-will doctrine.

The council denounced the lockout by IBP Inc. of some 2,800 members of the Food & Commercial Workers at the company's Dakota City, Neb., packinghouse and called on IBP to return to the bargaining table and negotiate a fair settlement with the union.

In other actions it endorsed boycotts by the Newspaper Guild against Consumers Union, by the Auto Workers against Colt Firearms, by the Rubber Workers against Plymouth Rubber Co., and by the Elec-

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Emergency action needed on gaping health coverage

Bal Harbour, Fla.—Major legislative action is needed to assure health care safeguards for 37 million uninsured Americans and another 50 million who have inadequate medical coverage, the AFL-CIO Executive Council declared.

"Workers and their families constitute three-quarters of those without coverage" and make up "a substantial number of the underinsured," the federation pointed out. And many employers compound the problem by slashing benefits, offering inadequate protection or providing no health benefits at all.

The solution, the council said, is for Congress to mandate a minimum package of specified health care benefits that employers must provide to workers and their dependents, including part-time and laid-off workers.

Elderly paying more

At the same time, the AFL-CIO called for action to help the elderly cope with rising medical costs. Deductibles and co-insurance have increased and there are gaps in covered services and changes in medical practices. The result is that senior citizens now pay a higher percentage of their income for health care than they did prior to enactment of Medicare in 1965.

The problem is more acute for the elderly who suffer catastrophic illness. They face "financial ruin," the Executive Council emphasized, because present Medicare benefits are quickly exhausted.

The federation endorsed congressional efforts to improve Medicare by providing catastrophic coverage coupled with such other essential services as preventive care and prescription drugs. It rejected the Reagan Administration's approach that would be limited only to catastrophic insurance.

While congressional initiatives constitute an "important first step," the statement emphasized, further action is needed to include long-term care provided at home, in community-based treatment centers and nursing homes.

On the broader issue of health care for all Americans, the council sharply criticized employers who refuse to offer health care protection to workers. Denial of any coverage "forces many workers and their families to postpone seeking care until their long-term health or even their lives are in jeopardy," it pointed out.

The federation's prescription for dealing with the crisis in health care coverage includes:

- Requiring employer-provided health plans "as a condition of doing business."
- Providing financial assistance to low-wage employees to assure them health care protection.

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Kirkland recuperating after kidney operation

Baltimore—AFL-CIO President Lane Kirkland is recovering in Johns Hopkins Hospital from successful surgery to remove a tumor from his kidney.

His surgeon, Dr. Patrick Walsh, said the surgery "went exceedingly well" and that his kidney was "functioning perfectly."

Kirkland is expected to be hospitalized about one week and spend another few weeks at home on his way to a full and complete recovery. He was operated on Feb. 24.

Kirkland told the Executive Council at the close of its mid-winter meeting about the pre-scheduled surgery. He told council members that the doctor assured him that after the recovery period he would be able to carry out all his federation activities.

Kirkland told the council: "Let me assure you that I like my job and that I will be a candidate for re-election in October." Kirkland was first elected AFL-CIO President in December 1979 and is completing his fourth two-year term in 1987.

Union pay advantage grows sweeter

BLS survey finds nonunion workers fall farther behind

Wage increases for unionized workers in 1986 were more than double those of nonunion workers, the Labor Dept. reported, widening the average weekly union pay advantage to $119.

Data compiled by the Bureau of Labor Statistics showed that last year, the average wage of union members rose to $444 a week, up $21 from the 1985 level.

By contrast, the average weekly wage of unorganized workers went up only $10 last year to $325.

The AFL-CIO emphasized that, even with the gains, workers still are paying the price for flawed Administration policies that have left the country awash in imports and help joblessness among American workers at recession levels.

"For the last six years," said federation economist John Zalusky, "all workers have failed to receive a fair share of the economic wealth they helped to produce."

Sweeter paychecks

However, Zalusky added, "it is once again clear that union-represented workers fare better in their paychecks than those who do not have collective bargaining on their side."

Across the board, the benefits of trade union membership were evident in the BLS data:

- Male union members averaged $88 a week more last year than those not protected by labor agreements.
- Unionized women in the workforce earned an average of $112 more a week than their nonunion counterparts.
- Among white workers, the average weekly wage for union members was $120 higher than for nonunion workers.
- For blacks, union membership meant an average weekly wage $132 higher than for those in the nonunion sector.

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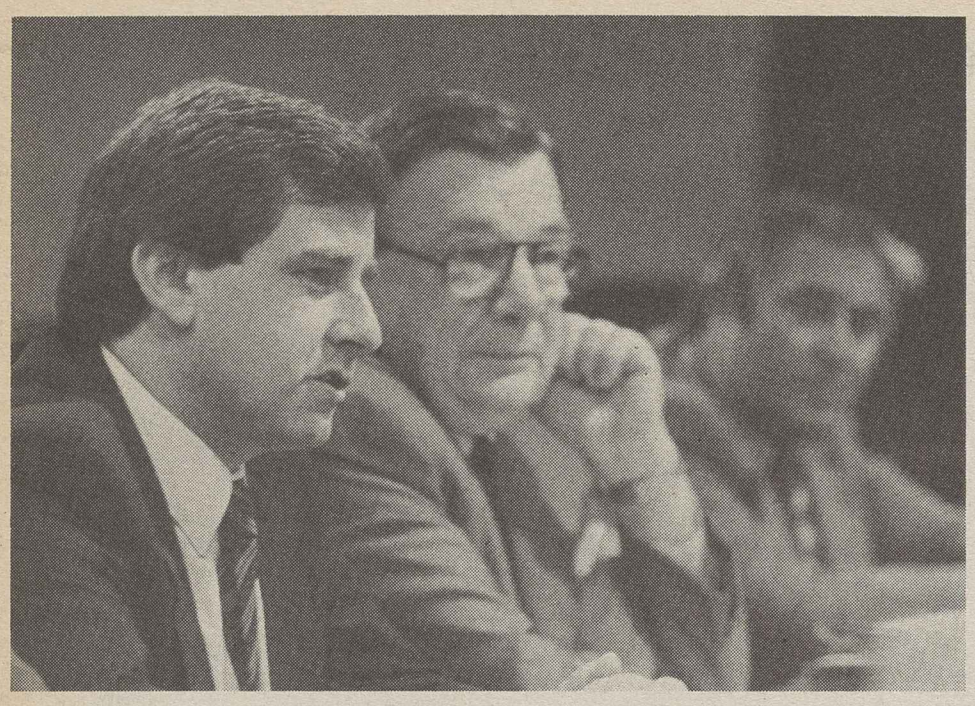

Report from down under

Simon Crean, president of the Australian Council of Trade Unions, briefs the AFL-CIO Executive Council on problems and issues confronting workers in his country and in other South Pacific nations, many of which parallel the concerns of American workers.

Philippine unions commended on ratification of constitution

Bal Harbour, Fla.—The key role played by the Trade Union Congress of the Philippines in guiding that nation's voters to overwhelming approval of a new democratic constitution won high praise from the AFL-CIO Executive Council.

Ratification of the constitution was "another landmark step" in bringing an "emergent and vibrant democracy" to that nation, the federation said. Victory was achieved despite opposition from deposed dictator Ferdinand Marcos's supporters on the right and the Communists on the left.

The federation conceded that the new constitution "is not a perfect document," and doesn't provide "all the answers to the difficult social and economic problems facing the Philippines."

But the Filipino people used the ballot box to repudiate the violence of the far left and far right, demonstrating "their determination to move ahead in the struggle for justice and freedom," the AFL-CIO said.

It was the third time in recent years, the council said, that the TUCP made "an important contribution toward the building of democracy in the Philippines."

The council singled out, in particular, the work of TUCP General Sec. Ernesto Herrera, recipient of the 1985 George Meany Humanitarian Award. The TUCP official is on President Corazon Aquino's slate of candidates for election to the Senate this spring.

"Ignoring threats against his life," the AFL-CIO said, Herrera was a key figure in the investigation of the 1984 murder of former Sen. Benigno Aquino, late husband of the Filipino president. Herrera "persuaded the majority of commission members to issue a report condemning military complicity in the crime," the statement noted.

In last year's election, the council continued, the TUCP was a major element in the "people power" alliance that forced Marcos to flee the country. While the "old-line oligarchs and segments of the military" mobilized their power behind Marcos, and the Communists advocated an election boycott, the TUCP mobilized a mass voter turnout and helped monitor the voting to guarantee a fair count.

The council noted the aid given the TUCP by AFL-CIO unions, through the federation's Asian-American Free Labor Institute, reaffirmed support for the Filipino trade union movement, and called on the U.S. government to provide significant economic aid to that emerging democracy.

Rights of elderly

Quality care urged for nursing homes

Bal Harbour, Fla.—Alarmed by the declining quality of nursing home care, the AFL-CIO Executive Council called for prompt congressional action to reverse the situation and assure residents "the dignity and respect they deserve."

The federation pointed to a number of investigations showing that "large numbers of marginal or substandard nursing homes continue to be certified" by federal and state governments.

It cited a recent report by the Institute of Medicine—an arm of the National Academy of Sciences—indicating that care in many of these facilities is "shockingly deficient" and is "likely to hasten the deterioration of physical, mental and emotional health" of patients.

Noting that organized labor, senior citizens and consumer advocates have fought for more than three decades to improve the quality of nursing home care, the council said Congress must enact uniform federal standards to assess the level of care, improve enforcement and protect the rights of the elderly.

The institute's study was made at the request of Congress in the wake of a 1982 proposal by the Reagan Administration to dismantle all protection for nursing home residents, the federation pointed out.

Its report made specific suggestions aimed at guaranteeing residents' rights and assessing the quality and appropriateness of the care provided. The institute recommended sanctions against facilities with poor records, an end to discrimination against Medicaid patients, and improvements in staff training.

The AFL-CIO pointed out that most public and some private nursing homes care for a disproportionate number of Medicaid and other low-income patients. But, it noted, public programs don't adequately compensate the facilities for such care.

The result is that "nursing home operators are reducing staff and services to dangerously low levels," while others are refusing to admit Medicaid patients altogether, the council said.

Adjustments needed

There is need for an adjustment in payments to facilities serving "a disproportionate share of low-income payments," the council said, in the same way hospitals receive incentives under Medicare. Such a move, the federation stressed, "is an essential step towards maintaining the delivery of quality services."

The AFL-CIO said Congress should:

- Make residents' rights a basic condition for nursing home participation in Medicaid.
- Prohibit discriminatory practices against Medicaid beneficiaries.
- Improve nursing home staffing and training.
- Step up surveys and inspections of nursing homes.
- Provide a range of enforcement tools, including interim sanctions, civil penalties and strict time limits for compliance, plus more severe penalties for repeat offenders.
- Require the Health & Human Services Dept. to develop a uniform system for assessing the performance of nursing homes and checking on patient well-being.

Benefit floor sought on health coverage

Continued from Page 1

- Limiting the maximum out-of-pocket employee costs for the basic package.
- Requiring states to set up insurance pools so employers can purchase the federally mandated benefits at an affordable cost.
- Mandating separate state pools so those who have been denied insurance protection because of existing medical conditions or prior health care histories can obtain coverage at a price within reach of the family pocketbook.
- Allowing unions to improve on the minimum federal requirements through collective bargaining.

"The AFL-CIO continues to believe that the most effective way of reducing health care costs, improving access and assuring quality would be for Congress to enact a national health care system," the council declared. "In the meantime, we will work for legislation that will assure access to basic health care services for working Americans and their families."

Under the federation's plan, employers would assure health care coverage for full-time and part-time workers and their dependents. Employer options would include providing coverage through a health maintenance organization or insurer, or through the state insurance pools.

Council outlines proposal to spur state affiliations

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tronic Workers against the Advertising Corp. of America.

These actions and statements are covered in greater detail elsewhere in this issue of the News.

The council approved increases in the minimum dues and per capita payments of directly affiliated local unions. It also adopted changes in the rules governing central bodies to spell out the responsibility to maintain lists of affiliates and their officers and voting strength. Another change would help small local central bodies consolidate into stronger units by permitting them to create chapters covering specified geographic jurisdictions.

In its report to the council on the new plan to spur state federation affiliations, the Committee on State & Local Central Bodies, headed by Vice President Wayne E. Glenn, cited a directive from the council in August 1985 to aggressively promote voluntary affiliations. In addition, the 1985 AFL-CIO convention termed effective central bodies of "critical importance" to the labor movement and called on the council to "monitor the progress of the new voluntary affiliation program." The convention authorized the council to develop "a new approach" if the rate of voluntary affiliations proved to be unsatisfactory.

The statement cited "modest progress" over the past 18 months as a result of vigorous efforts by the council committee in league with the central bodies, affiliated unions and the federation's Dept. of Organization & Field Services. Since the convention, for example, 898 previously unaffiliated local unions with a total membership of 153,300 have affiliated with state central bodies.

"Much still remains to be done, however, to achieve the ultimate goal of full affiliation," the council stressed.

It had earlier considered a proposal to require national and international unions to affiliate their entire memberships with state federations by paying into a special fund an affiliation fee calculated on the basis of the union's total membership. Substantial drawbacks were found in this proposal, however, and the voluntary approach was renewed with the added incentive of what amounts to a per capita payment discount for full affiliation.

Reduced fees

Under the amendment proposed by the council, a union electing the national affiliation option would submit an annual state-by-state breakdown, by local unions, of its average membership in the preceding year.

It would then pay the AFL-CIO monthly a state body affiliation fee equal to 75 percent of the average per capita charged by the various state bodies, weighted to reflect the geographic distribution of the union's membership.

Each of the union's locals would then be entitled to membership in the appropriate state central body with a vote in that body based on the local's membership as reported by the national union.

The monies collected by the AFL-CIO through the state body affiliation fee would be allocated to the state federations on the basis of their membership, per capita rates and needs.

The council would continue to monitor the progress of the affiliations program and make further recommendations, if appropriate, to the 1989 convention.

Members of the Committee on State & Local Central Bodies, besides Glenn, are Vice Presidents Kenneth T. Blaylock, John DeConcini, Charles H. Pillard, Lynn R. Williams and Milan Stone.

Status reports of other committees were presented by Vice Presidents Williams on strategic approaches and on occupational safety and health; Pillard on housing; Gerald W. McEntee, the balanced budget amendment and the Harvard Trade Union Program; Frederick O'Neal, the A. Philip Randolph memorial; Owen Bieber, South Africa and the Shell Oil boycott; Joyce D. Miller, social security; John J. Sweeney, organizing and health care; William W. Winpisinger, older and retired workers; William H. Wynn, restrictive legislation; Albert Shanker, education; and Vincent R. Sombrotto, community services.

Bieber described the Auto Workers' new television advertising campaign and gave the council a preview of the TV spots. Vice President Robert A. Georgine presented a film chronicling the building trades' dispute and settlement with the Japanese construction firm Obiyashi over the use of union labor in constructing the new Toyota auto plant in Georgetown, Ky.

Donahue presented the annual report on cases filed under the Article XX Internal Disputes plan, along with a report on the first year of the Organizing Responsibilities Procedure.

The council members also heard from Alan Kistler, who along with John N. Gentry mediates disputes under the ORP, and from the umpires, former AFL-CIO Vice Presidents Douglas Fraser and Glenn E. Watts.

Organizations aided

Contributions to the following organizations were approved: Health Security Action Council, National Housing Conference, Leadership Conference on Civil Rights, Joint Council on Economic Education, The New Leader, Full Employment Action Council, National Urban League, Conference on Economic Progress, Friends of Group Research, Center for National Policy, National Leadership Commission on Health Care, Labor Heritage Foundation, Carter Presidential Center, National Urban Coalition, Samuel Gompers Papers, National Council of Negro Women, Consumer Federation of America, Consumer Energy Council of America, National Committee Against Discrimination in Housing, USO, Project Literacy U.S., Southern Regional Council, National Low Income Housing Coalition, Fund for an Open Society, United Negro College Fund, and the SOS Coalition to Protect Social Security.

The next meeting of the Executive Council will be in Washington, May 5-7.

Panel proposes permanent strike support center

Bal Harbour, Fla.—A permanent structure within the AFL-CIO is essential to mobilizing union and public support for striking and locked-out workers, the Executive Council was told.

Vice President Lynn R. Williams said that the Subcommittee on Strategic Approaches which he chairs is exploring methods for providing more effective assistance to affiliates in critical collective bargaining and organizing disputes.

The subcommittee urged the federation to "formalize" this kind of support by creating a Strategic Assistance Center in the Dept. of Organization & Field Services that will be responsible for coordinating support for affiliates in critical disputes.

The goal, Williams said, is to "prevent the avoidable strikes and win the winnable strikes."

A vital component of waging a successful strike or resisting a lockout, said the subcommittee of the federation's Committee on the Evolution of Work, is to provide a mechanism for maintaining health coverage for affected workers.

Establishment of a federation-wide base for providing this coverage would reduce the costs of such insurance protection, Williams said. He told the council that a request for bids will be submitted soon to interested insurers.

The subcommittee emphasized that strike approval procedures employed by affiliates should allow sufficient time and opportunity to explore such strike alternatives as in-plant and non-workplace tactics to help resolve critical disputes.

The report to the council noted that a number of unions, constitutional departments and the AFL-CIO Comprehensive Organizing Strategies & Tactics Division have developed corporate strategy programs.

Although such alternatives "are not a panacea" in labor disputes, the subcommittee emphasized, "more can be done to raise the level of awareness and usage of these strategies." Unions that don't have the resources to carry out such campaigns should avail themselves of the expertise already developed, the report said.

Williams, president of the Steelworkers, pointed to the success of the AFL-CIO Steelworkers Support Committee created last August in a "massive mobilization of union resources" to aid more than 21,000 USWA members who were locked out by USX Corp., formerly U.S. Steel.

The committee's prime mission, he pointed out, was to "bring the dispute to the public's attention and provide moral support" for the locked-out workers. It succeeded in raising nearly $250,000 to help the USWA "overcome a barrage of anti-union media coverage and USX propaganda," Williams said.

This concerted effort by the AFL-CIO and its affiliates succeeded in "strengthening the resolve of the Steelworkers" and eventually helped convince USX to "negotiate reasonably" with the union.

Housing crunch shuts out homeless

Reagan budget policies stunt federal construction projects

Bal Harbour, Fla.—Congressional action is needed to ease the housing crunch for millions of low- and moderate-income families and to give nationwide priority to the plight of the homeless, the AFL-CIO said.

The Executive Council warned that the housing crisis will worsen unless there is a reversal of Reagan Administration policies that have halted construction under federally assisted housing programs, seek to end subsidies for privately owned low-income housing and ignore the homeless.

A survey of 25 cities by the U.S. Conference of Mayors found the demand for emergency shelter rose an average 20 percent during 1986, the council noted, with facilities in nearly three-fourths of the cities forced to turn away people in need.

But the "increasingly visible plight of the homeless . . . is only the tip of the iceberg of America's low-income housing shortage," the council warned.

"As multi-year project subsidy contracts run out under various urban and rural federal housing programs, lower-income residents in roughly 2 million units will be dumped out on the streets," the council said.

Owners will then be free to increase rents, convert projects to condominiums or sell the projects to investors, with poorer tenants likely to be displaced by those able to pay higher rents.

"Meanwhile, new public housing construction subsidies have virtually been stopped, and the Administration is seeking no funds for new housing for the elderly and handicapped," the council pointed out.

The Administration's solution to the housing crunch—short-term vouchers that cover some of the cost of housing—cannot meet the needs of the growing numbers of low- and moderate-income families, the council said.

Higher fees assailed

The AFL-CIO also scored Reagan budget proposals that would increase fees for mortgages insured by the Federal Housing Administration and the Veterans Administration, making it more difficult for moderate-income families and first-time home buyers to obtain a loan.

The federation also recommended that Congress:

- Provide $500 million for urgent relief to the homeless.
- Authorize new construction funds to meet the nation's housing needs, especially through low-rent public housing.
- Encourage homeownership efforts of nonprofit enterprises working to increase available housing for low- and moderate-income families.

The council urged Congress to "put teeth into the enforcement" of national fair housing laws by speeding up the handling of racial discrimination complaints. The statement also recommended that discrimination against the handicapped and families with children be included under existing fair housing legislation.

HIT union construction plan backed

Bal Harbour, Fla.—The AFL-CIO proposed a new investment program to promote union-built commercial and industrial buildings. The plan would be similar to the Housing Investment Trust, established in 1982.

HIT was launched as a vehicle for union and pension funds to provide housing and jobs for union members while assuring sound money management and market-level-or-better returns.

The effort has been very successful, the council noted, with 170 labor organizations and pension funds participating in the investment plan as of the end of 1986 and current assets exceeding $156 million. Since October 1984, when HIT merged with the federation's earlier effort, the Mortgage Investment Trust, total annualized return on investment has been 15.4 percent.

Since the HIT charter limits investments to housing, the AFL-CIO approved the formation of a parallel trust to invest in and promote union-constructed commercial and industrial properties.

After winning bank and Internal Revenue Service approval, HIT expects the new investment plan to be operational by the summer.

John T. Dunlop

Dunlop selected '87 recipient of labor's top honor

Bal Harbour, Fla.—John T. Dunlop, labor economist, mediator and Harvard University professor, has been chosen to receive the 1987 Murray-Green-Meany award, the AFL-CIO's highest honor.

His selection was recommended by the Community Services Committee and approved by the Executive Council.

Dunlop's role in national labor relations spans five decades, from his early years as chairman of the joint board for the settlement of jurisdictional disputes in the construction industry to his appointment as Labor Secretary under President Gerald Ford.

Quality health care

In 1973 Dunlop organized the Labor-Management Group, whose members include the AFL-CIO president and secretary-treasurer, six Executive Council members and eight chief executive officers of Business Round Table companies. That group has issued reports on the need to rebuild the nation's infrastructure, industrial policy, trade and other issues.

Dunlop's mediation approach also brought together leading labor, health care industry and insurance company representatives in 1980 to discuss health care concerns. The Dunlop Group has encouraged the development of local coalitions to improve the quality of health care while keeping prices down.

He also serves on the board of the George Meany Center for Labor Studies.

The Murray-Green-Meany award is a memorial to former federation leaders Phillip Murray, William Green and George Meany and consists of a medal and $5,000. It was established by the AFL-CIO in 1956 to honor outstanding contributions and service to working men and women. The award will be presented in June at the federation's national community services conference in St. Louis.

Council renews its invitation to Andrei Sakharov

Bal Harbour, Fla.—American labor renewed its invitation to Soviet freedom fighter Andrei Sakharov to come to the United States to receive the federation's George Meany Human Rights Award conferred on him last year.

Welcoming the release from forced exile of the Nobel Peace Prize winner and human rights advocate, the Executive Council called on Soviet authorities to respect Sakharov's "right to travel and to speak freely, in accordance with the Helsinki Accords." A similar request was denied by the Kremlin a year ago.

The federation expressed the hope that "this valiant fighter for human rights" would enjoy "good health and strength in his struggle for justice and dignity."

But it noted that, despite Sakharov's release after five years of house arrest in Gorky and the amnesty granted other prominent dissidents, thousands of prisoners of conscience still "languish inside Soviet prisons, forced labor camps and psychiatric hospitals."

Despite a "publicity campaign" by Soviet General Sec. Mikhail Gorbachev to project "an image of openness," the council said, Soviet society "remains closed, its citizens highly controlled and its fundamental totalitarian structure unaltered."

"Any relaxation of repression in the Soviet Union is to be welcomed," the AFL-CIO declared. But with trade unions, religious organizations and the press still under total state control, "there is still no evidence of structural change in the Soviet totalitarian system"—a situation "incompatible with free trade unionism."

Support for basic rights vital to progress in Latin America

Bal Harbour, Fla.—Latin America shows hopeful sights of moving toward "honest elections and greater respect for human and trade union rights," the AFL-CIO declared. But this process must be reinforced through United States support for the forces of democracy.

In a wide-ranging statement on Latin America and the Caribbean, the Executive Council said that democracy in that region hinges on resolving the "critical debt problem" of these countries without forcing governments into "harsh austerity programs" that heap new economic hardship on the backs of workers.

"Workers and their unions are not the cause of the debt crisis," the federation emphasized, "and it is unjust to expect them to resolve it through a drastic decline in living standards." This would jeopardize "the new and fragile democracies of the area," the council warned.

Dictators left-or-right

The AFL-CIO restated its historic opposition to dictatorships, pointing out there is no essential difference between the reactionary right-wing governments in Chile and Paraguay or the left-wing regimes in Cuba, Suriname and Nicaragua.

The federation insisted that trade relations between the United States and other Western Hemisphere nations "be conditioned upon the observance of human and trade union rights." Such conditions are already built into the Generalized System of Preferences and the Caribbean Basin Initiative, but they should be made an integral part of all trade legislation and then "vigorously enforced" by the Administration.

Addressing the ongoing conflicts in both Nicaragua and El Salvador, the federation called for a peaceful settlement "through dialogue and negotiations between the governments" and the rebel movements of their respective countries.

The council supported the stand of the Confederacion de Unidad Sindical, the Nicaraguan labor organization affiliated with the International Confederation of Free Trade Unions. It has called for withdrawal of U.S. military assistance to the Contras "linked to the simultaneous withdrawal" of Soviet and Cuban military support for the Sandinistas.

And it gave its backing to the position taken by the ICFTU-affiliated Confederacion de Trabajadores Democraticos in El Salvador, which has called for a negotiated end to the fighting based on respect for democratic rights. The federation stressed that U.S. economic and military aid to El Salvador be conditioned on improvements in human and trade union rights, and condemned extremists for attempting to "destabilize the democratic process."

Dues increased for directly affiliated unions

Bal Harbour, Fla.—The Executive Council voted to increase the per capita payment of local unions directly affiliated with the AFL-CIO, known as DALUs, from the current $5 a month to $6 effective July 1. At that time the minimum dues requirement for DALUs will also go up—from $10 a month to $12.

In taking the action, the council noted that it has been almost five years since the current minimum dues and per capita rates for DALUs were set, a period in which the costs of representing organized workers have risen rapidly. Nearly 90 percent of national and international unions have increased the per capita payments of their local unions in that span.

The council said the federation's overall policy to provide for the voluntary transfer of DALUs to affiliated national and international unions would be undermined if the DALU per capita remained stagnant.

Sharing the sacrifice

New York—The Clothing & Textile Workers, in an unprecedented jobs-saving bargaining proposal to Health-Tex Corp., offered to "share the work" available among the firm's 1,200 employees to prevent a planned shutdown of three plants in Maine and one in Virginia.

ACTWU said the proposal would mean that all Health-Tex workers would share in the layoffs and equalize the sacrifices to keep the Maine plants working. The company manufactures children's apparel.

"The fact that thousands of union members from Rhode Island, Virginia, Alabama and Georgia have volunteered to help the Maine union members is unprecedented and far-reaching," the union said. The plants slated for closing are situated in Portland, Brunswick and Gardiner, Me., and Petersburg, Va.

By making the proposal, ACTWU said, the union has shown it is willing to explore a variety of long-term solutions, including an independent study aimed at improving the efficiency of the Maine plants. A further proposal discussed recently with the company included the "possibility of searching for a buyer to take over the Maine plants," ACTWU said.

The union called the proposals a "serious effort to fully explore alternatives" to closing the four plants in order to avoid the severe impact such shutdowns would have on the laid-off workers and their communities.

The union said that it is willing to work with the state governments, the company and federal officials, if necessary, to explore ways in which all parties can cooperate in making the plants slated for closing successful and secure.

Jobless insurance system in shambles

Two-thirds of unemployed denied benefits as crisis deepens

Bal Harbour, Fla.—The nation's unemployment insurance system isn't working and major repairs are needed to get it back on track, the AFL-CIO said.

An Executive Council statement on the unemployment insurance crisis called on Congress to expand eligibility for both regular and extended benefits, strengthen the system's funding and establish minimum federal benefit standards.

"Only one-third of America's jobless receive benefits, compared to 76 percent in 1975," the council noted. "The long-term jobless are virtually unprotected by the extended benefit program that was supposed to help them."

State triggers for extended benefits are based on an insured unemployment rate that usually is only reached at the onset of a severe recession.

This method should be eliminated, the council said, and eligibility for extended benefits should be based on such factors as length of attachment to the labor force and credit for periods of covered employment.

A fact sheet accompanying the council statement noted that "98 percent of those out of work for six months or longer, regardless of the length of their attachment to the labor force, fail to qualify for this assistance due to changes brought about by the Reagan Administration in 1981."

Unemployment benefits on the average replace only 35 percent of lost wages, the council statement noted. It reiterated labor's support for federal benefit standards to lift the weekly payment to at least 50 percent of lost wages, up to a maximum benefit of two-thirds of the state's average weekly wage.

The council expressed concern at the depletion of state unemployment insurance funds and the increasingly common recourse of tightening eligibility restrictions and cutting payments.

Instead, it said, the wage base for the federal unemployment insurance payroll tax should be indexed to at least 65 percent of the average annual wage. This was one of the recommendations of the National Commission on Unemployment Compensation back in 1980.

In a related area, the council expressed concern at cutbacks by Congress in administrative funds for state employment security agencies.

Worsening situation

"As a result, payments have been delayed and programs to help the unemployed find new jobs have been decimated," the council noted. It warned that the situation will get worse and many local unemployment offices will have to close unless Congress quickly restores the $144-million shortfall through a supplemental appropriation.

The council expressed concern at proposals to divert unemployment insurance taxes or the payroll tax mechanism to finance job training for displaced workers. Such programs are essential but should be funded separately, the council said.

It also opposed the Administration effort to defederalize the funding for administration of unemployment insurance and job service programs. "Placing this burden on the states will result in additional cutbacks in services," the council warned.

Council raps repression of Korean labor

Bal Harbour, Fla.—The continued repression of workers and unions in South Korea drew strong condemnation from the AFL-CIO Executive Council.

Despite less restrictive labor laws recently passed by the Korean National Assembly, the council warned, the legislation will be "merely a charade" unless the government enforces the measures by cracking down on "bureaucrats and employers accustomed to ignoring the rights and needs of workers."

South Korea has been enjoying a "spectacular rate of economic growth and extraordinary success in the international marketplace," the AFL-CIO pointed out. But for the most part, "its workers, the creators of this growth, have been left behind—economically, politically and socially."

The new laws establish a minimum wage procedure, revise trade union regulations and restrict the government's "arbitrary power to abolish unions," the federation noted. If properly implemented, they would remove "some of the worst impediments" to trade unionism and increase the ability of free trade unions to advance their members' interest.

Reasons for skepticism

But, the council said pointedly, "we have grounds for skepticism." Past Korean governments have broken promises to provide a more liberal labor environment. And even under the new legislation, "freedom of association and the right of unions to determine their own structure remain severely restricted."

Moreover, there seems to be no break in South Korea's pattern of "intimidation, discrimination, discharges, arrests and even torture of union activists" merely because they're fighting for better wages and working conditions, the statement emphasized.

Precise information on the extent of these abuses by the police and military is difficult to obtain because of the secrecy imposed by so-called security laws, the council said.

The AFL-CIO praised the "responsible democratic opposition movement" in South Korea and stressed the need for "sympathetic encouragement" of this movement by the American government.

The federation supported the call of the International Confederation of Free Trade Unions to admit Korea to the International Labor Organization. This would put that country in a position where its "compliance with the ILO's conventions and labor standards could be monitored."

Pretoria censured for havoc in neighboring black nations

Bal Harbour, Fla.—South Africa's white-minority government was assailed by the Executive Council for its concerted campaign to create havoc in neighboring black nations that oppose the racist policies of President Botha's regime.

In response to sanctions passed by Congress over the Reagan Administration's opposition, the Executive Council said, Pretoria has attempted to undermine the economies of these "frontline" countries. The efforts have included cutting vital transportation links, choking off trade routes and taking other actions aimed at economic and political destabilization.

Aid to front line states

The federation called on the American government to help "thwart this cruel policy" by providing economic aid to the "frontline" states. This should include highway construction, preparation of deep-water ports and completion of railroad lines that avoid South African territory, the council stressed. It also called for a cooperative food distribution system to help share food surpluses in those nations "where people face starvation because of South African retaliation."

In the same spirit that led the AFL-CIO to support the strong, mandatory sanctions imposed on Pretoria, the council pledged its backing for legislation to give "priority consideration" to South Africa's neighbors who "respect internationally recognized trade union and human rights standards."

The federation pointed out that its opposition to apartheid is deeply rooted in labor history. "More than 30 years ago," the council said, "we condemned this system of racism and economic exploitation" in South Africa.

More recently, American labor has focused on South Africa's emerging black democratic trade union movement "as the principal and most promising force for the peaceful dismantling of apartheid and its replacement by a multi-racial democracy," the council continued.

These efforts are being carried out through the African-American Labor Center in cooperation with the International Confederation of Free Trade Unions and the South Africa Trade Union Coordinating Council.

They have included leadership training programs and assistance in developing industrial relations and collective bargaining procedures to help South African unions defend the interests of their members.

Although the success of these efforts has "provoked attacks" on the federation and the ICFTU, the council said, the AFL-CIO "will not be deterred by those who seek to divide the free trade union movement and to undermine the coordination of support for the democratic South African labor movement."

Reagan's disregard of civil rights draws fire

Bal Harbour, Fla.—The AFL-CIO called for an end to the Reagan Administration's "disregard for civil rights" and reaffirmed its commitment to fair housing, equal employment opportunity and affirmative action.

The Executive Council scored recent episodes of racial violence as "a national tragedy and a national disgrace," reminding Americans that "the goal of racial justice and equality has not been achieved."

With House and Senate Democratic leaders promising to move quickly on two key civil rights measures, AFL-CIO Legislative Director Robert McGlotten urged senators in a letter to cosponsor the Civil Rights Restoration Act to ensure that federal funds could not be used to discriminate against minorities, women, disabled persons and older Americans.

The scope of the anti-discrimination laws was narrowed by a 1984 Supreme Court decision which limited the cutoff of federal funds, countrary to the intent of Congress, McGlotten wrote.

In another measure supported by the AFL-CIO, Democratic leaders are seeking to strengthen the enforcement of fair housing laws by allowing administrative law judges to hear discrimination complaints instead of requiring victims of discrimination to file suit in court.

4 firms added to boycott list for unfair contract demands

Bal Harbour, Fla.—The AFL-CIO Executive Council endorsed boycotts against Consumers Union, Advertising Corp. of America, Colt Firearms Co. and Plymouth Rubber Co. in response to their insistence on severe and unjustified contract concessions.

New York Newspaper Guild members employed by Consumers Union are battling company demands for takeaways in shift differential, holidays, sick leave, severance pay, and disability protections and thwarting company proposals for a two-tier wage scale and a "merit pay pool" plan that would give management the exclusive right to determine who will get a raise.

Consumers Union publishes Consumer Reports magazine, Consumer Reports Annual Buying Guide and other books, as well as Penny Alert, a children's magazine and Advance Alert, a newsletter. Further, CU-produced films are shown on Home Box Office cable television. It also provides legal aid and car price reporting services.

At Advertising Corp. of America, 110 members of Electronic Workers Local 276 in Holyoke, Mass., have been on strike since last July 21, fighting the firm's concession demands that include elimination of all family health-care benefits and introduction of demeaning disciplinary rules. The company, which makes pocket calendars and desk diaries, has hired scabs to replace the strikers.

In Hartford, Conn., members of Auto Workers Local 376 went on strike against Colt Firearms on Jan. 24, 1986, after the company demanded a wage freeze and reductions in health benefits. Last September, the UAW local's unconditional offer to return to work was spurned and strikebreakers now fill those jobs. The Connecticut Labor Dept. has ruled the situation a lockout. Colt makes rifles and handguns.

Company takebacks

Rubber Workers Local 573 in Canton, Mass., struck Plymouth Rubber Co. in September 1985 because of the firm's insistence on contract provisions that would divert union work to nonunion employees, eliminate union representation in grievance procedures, leaving the rehiring of strikers up to the company, and require the local to drop all unfair labor practice charges it filed with the National Labor Relations Board.

Plymouth Rubber manufactures insulating materials under the brand names Plymouth, Slipknot, Plyvolt, Plysafe, Bishop, Plyflex and Plytuff; rubber bands labeled Plymouth, Revere, Patriot and Cambridge, and vinyl products labeled Plyhide and Plytron.

The Executive Council asked all affiliates and union members not to purchase the products made by these four companies and called on the federation's Union Label & Service Trades Dept. and the labor press to publicize the boycotts.

NLRB revamps policy to bar employer reneging on pre-hire agreements

Overturning a 16-year-old precedent, the National Labor Relations Board ruled unanimously that employers can't unilaterally repudiate union-negotiated pre-hire agreements.

The decision will have a significant impact on the construction industry where employers generally agree to hire union workers before beginning a building project.

Such pacts were authorized by Congress in 1959 to accommodate the industry's unique employment patterns of hiring on a project-by-project basis.

But since 1971, the Labor Board has taken the position that an employer had the right to abrogate such collectively bargained provisions without violating the National Labor Relations Act.

The board said it has now decided that continuing to sanction contract repudiation "and the inevitable disruptions that result is not conducive to labor relations stability."

For that reason, the NLRB said, it was overruling the earlier decision. From this point forward, it declared, a pre-hire agreement cannot be terminated until the existing contract expires or until employees covered by such a pact vote to reject their bargaining representative.

Iron Workers upheld

The ruling upheld Iron Workers Local 3, which brought unfair labor practice charges against John Deklewa & Sons Inc., a Bridgeville, Pa., construction firm, after management announced in 1983 that it was reneging on the pre-hire agreement.

The first such agreement was reached in 1960, and the employer continued to sign successor contracts over the next two decades. During that period, the company acted as a separate entity in negotiations with the union.

In 1980, the company joined the Iron Workers Employer Association of Western Pennsylvania Inc., and in that capacity became a signatory to the three-year agreement the association negotiated with the union in May 1982. That contract contained the same general hiring-hall and union-security provisions that had been part of Deklewa's earlier agreements with the Iron Workers.

Pact abrogated

The firm withdrew from the management association in September 1983 and simultaneously informed the union it was repudiating the contract and withdrawing recognition.

But, the Labor Board ruled, the company didn't have the right to take such action. "This contract was binding, enforceable and not subject to unilateral repudiation," it asserted. The company therefore was directed to compensate employees for any loss of wages that occurred between the September 1983 repudiation and the May 1985 termination date of the contract.

Because that agreement has now expired, the board noted, the employer is not compelled to negotiate a successor contract containing the pre-hire language, and the union cannot strike or picket in an effort to win renewal of the provision guaranteeing pre-hire rights.

The NLRB said the policy decision reached in the Iron Workers case would be applied to all pending cases challenging construction industry employers' unilateral repudiation of pre-hire provisions in their contracts.

The AFL-CIO and its Building & Construction Trades Dept. filed briefs with the NLRB in support of the Iron Workers' charges of unfair labor practices. Employer associations and the National Right to Work Defense Foundation tried to persuade the board to retain the 1971 policy.

Getting acquainted

During series of labor meetings in Bal Harbour, Fla., the Industrial Union Dept. was host to this reception for Rep. Richard A. Gephardt (D-Mo.), who has since become the first Democrat to formally announce his candidacy for the presidential nomination. Gephardt, left, confers with IUD President Howard D. Samuel and James E. Hatfield, right, president of the Glass, Pottery & Plastics Workers. Several other potential presidential candidates met with union groups at meetings or receptions. All candidates will be able to take part in an AFL-CIO video presentation to union audiences.

Strong legislation endorsed to outlaw unjust discharges

Bal Harbour, Fla.—Legislative proposals to modify the so-called employment-at-will doctrine so as to safeguard workers against unjust discharges have the support of the AFL-CIO, the Executive Council declared in a statement.

But the council observed that most of the proposals put forward thus far "reflect a lowest common denominator approach which disserves the interests of workers" while mollifying employers. "These proposals are not worthy of organized labor's support," it said.

To provide real safeguards, the council said, legislation to outlaw unjust discharges must contain at least the following elements:

- A prohibition on discharges without cause.
- Financing to assure that discharged employees will be able to enforce their statutory rights.
- Prompt review of discharge decisions by an independent tribunal.
- Mandatory reinstatement for any employee who is found to have been discharged wrongfully.
- Full compensation for losses sustained as a result of a wrongful discharge.

The council said the federation is committed to supporting legislation containing these elements at the national level, and it urged state central bodies to press for similar legislation at the state level.

At the same time, the council stressed that such legislation is no substitute for a union contract.

"Experience demonstrates that the surest way for workers to protect their jobs is through self-organization and collective bargaining," the statement said.

"Assisting unorganized employeees to organize and and to secure contractual protections from unjust discharges remains the labor movement's first priority.

Basic standards

"At the same time, the AFL-CIO remains committed to its long-term program of providing a base of support for the collective bargaining process through legislation that seeks to assure every working American the basic labor standards that are the hallmark of a decent society."

The council statement was adopted as a substitute after hearings were held on a resolution referred by the 1985 convention.

After considering five other referred resolutions, the council found that a proposal related to employee leasing had been made moot by the new tax law. It noted that the substance of a referred resolution on economic democracy was covered by a statement adopted earlier on plant closings.

Nonconcurrence was voted on a proposal that voters be given a $30 tax credit as an incentive to vote, on a measure calling for creation within the AFL-CIO of an office of state legislation, and on proposals dealing with part-time workers.

Council assails electronic snooping

Bal Harbour, Fla.—The collective bargaining process offers the "best means of preventing punitive or oppressive uses of electronic surveillance or monitoring" of workers, the AFL-CIO Executive Council declared, adding that it will supplement the bargaining process by pressing for legislative measures aimed at curbing such abuses.

The council stressed that with increasing frequency, employers are using electronic technology to engage in worker surveillance and monitoring.

Such action, the council maintained, "invades workers' privacy, erodes their sense of dignity and frustrates their efforts to do high-quality work" by placing "a single-minded emphasis on speed and other purely quantitative measurements."

The council pointed out that some employers regularly eavesdrop on telephone calls, film workers' every action—even during break periods—and electronically count keystrokes or other work functions, all in secret.

It called for a ban on secret audio monitoring or the workplace and an end to punitive or oppressive uses of electronic surveillance.

The federation further noted that certain computer software programs even reach beyond monitoring to the flashing on an operators's screen subliminal messages that urge faster production.

Locked-out IBP workers denied pregnancy care

Lincoln, Neb.—Nearly 50 pregnant workers, protesting the harsh tactics being used by the nation's largest meat processor to bludgeon their union, marched on the state capitol here to air their plight and urged Gov. Kay Orr to intervene. Orr is the mother of two children.

IBP Inc., formerly Iowa Beef Processors, cut off medical benefits, including those for prenatal care, hospitalization and newborn medical treatment, when it locked out 2,800 members of Food & Commercial Workers Local 222 at its Dakota City plant shortly before Christmas.

The AFL-CIO Executive Council, at its winter meeting, condemned the "callous treatment" being dished out by IBP at its flagship plant in Dakota City.

The tragic and possibly long-range impact of IBP's anti-family approach to labor relations was etched on the faces of the expectant protesters who worried about getting adequate treatment for their unborn children. Local 222 Business Agent Bill Schmidt declared, "It's totally wrong for them to risk the lives of unborn children in an effort to beat us into submission."

The company's cutoff of medical care jeopardized the life of one couple's baby, who was born before the lockout. That child, who has stopped breathing on three occasions, requires a special monitor that helps prevent crib death. IBP stopped paying the $180 monthly fee for the equipment after the Dec. 14, 1986, lockout.

In a letter to Orr, a Republican, the pregnant IBP employees declared that "punishing our unborn children for this lockout is unfair and unjust." It urged her to intercede on the workers' behalf and stressed that IBP President Robert L. Peterson has the power to "reverse his callous and unethical decision to terminate the medical benefits of pregnant women."

Council action

The Executive Council called on IBP, a wholly owned subsidiary of Occidental Petroleum Corp., to "return to the bargaining table and negotiate a fair settlement" with its workers. The workers were locked out after they rejected the company's concession-filled final offer that would have extended the current five-year wage freeze another four years.

At the union's request, the federation will conduct a public investigation of the dispute and plant working conditions through the Food & Allied Service Trades Dept.

Workers' pay at the Dakota City plant has fallen so low under the existing two-tier pay system that some full-time employees are eligible for welfare and food stamps. There has been no general wage increase at the plant since 1981, even though IBP is economically healthy. It pocketed $144 million in profits on sales of $6.5 billion in 1985.

The members rejected the company's demand to freeze wage scales for another four years—stretching the clampdown to nearly a decade. IBP pressured for even lower rates in the two-tier pay scale, elimination of time-and-a-half for overtime, and increased employee contributions to the monthly health insurance premiums.

The UFCW local has insisted on job safety improvements at the plant where the injury and illness rate is running 23 percent ahead of the national average in an industry already ranked by the Labor Dept. as one of the most dangerous. In January, the local filed a complaint with the Occupational Safety & Health Administration, charging that IBP "sanitized" its injury records by maintaining two logs. The one OSHA inspectors recorded had only 18 percent of the injuries that actually occurred.

A demonstration aimed at obtaining employee medical records for the union's study of safety and health conditions at the plant drew hundreds of workers dressed in identical red T-shirts with white first aid crosses. Leading the procession was an ambulance, and a delegation of union members used the ambulance's stretcher to cart more than 2,000 signed medical record release forms to company officials.

Company response

At the end of the legal response period, IBP said the union's release form was "defective" because it didn't say what the records would be used for. IBP drew up its own form for workers to fill out giving them the option of not releasing the records.

On Feb. 25, the union again presented signed release forms to the company, which now has 15 days to respond.

To protect members from bank foreclosures and repossessions, Local 222 and FAST officials met with nearby banks to get written affirmation that such actions would not be taken against the locked-out workers. When the area's largest lender, Security National Bank, refused to cooperate, Local 222 members picketed the bank.

Remembering Randolph

AFL-CIO President Lane Kirkland receives new paperback edition on the life of A. Philip Randolph, founder of the Sleeping Car Porters and a pioneer in the struggle of black workers for economic justice and civil rights. Presenting the volume are Norman Hill, left, president of the Randolph Institute, and Frederick O'Neal, president of the Actors & Artistes and vice president of the AFL-CIO as well as the APRI.

Pace of job creation tumbles despite Administration boasts

Despite the Reagan Administration's claim that millions of new jobs have been created over the last six years, the rate of job expansion actually has been less than during any of the four previous Administrations and is only 80 percent of the pace under the Carter presidency.

That's the finding of the National Committee for Full Employment in its report, "Jobs '87: The Moral and Ethical Challenge of Joblessness and Underemployment." The coalition of labor, religious and civil rights groups outlined its conclusions during hearings held by the congressional Joint Economic Committee.

The report acknowledged that while some of the shortfall in new jobs could be explained by a slower population growth, "every indicator of labor market health shows that the American worker's situation has deteriorated since 1979, the last full non-recession year before the 1981-82 recession."

"Real unemployment," which includes persons working part time but seeking full-time work and those who want work but are too discouraged to continue their search, was 12.6 percent last year, 30 percent above the 1979 level of 9.7 percent, the report noted.

Compounding those gloomy statistics is the Reagan Administration's job creation record, the full employment committee charged. Job growth has become "increasingly unbalanced," the report found, with the lowest paying service sector industries accounting for the most growth.

Between 1979 and 1985, 75 percent of the 9.5 million jobs created in the expanding sectors were in retail trade and service industries—both the lowest paying industries and those with the highest proportion of part-time work, the survey found.

Today, the nation is experiencing the "contraction of the highest paid sectors of the economy," with transportation, communications, utilities and government—all higher wage service jobs—at below average growth. These job shortfalls are in addition to the 3 million manufacturing jobs lost since 1980, the report noted.

Low wage surplus

"This unbalanced growth is creating a surplus of part-time work and lower wages," the report stated, with 5.1 percent of the labor force—5.6 million workers—involuntarily trapped in part-time work last year.

Wages have fallen as well, with the shifts in employment causing a 3.5 percent drop in average weekly pay and a staggering 8 percent drop in real earnings from 1979 to 1986.

The full employment committee also discounted Administration claims that total compensation has been rising faster than wages alone. It pointed out that real hourly compensation is still below its 1978 peak and is related to increases in payroll taxes and other factors that do not contribute to an improved standard of living.

The coalition's proposal includes:

- Creation of training programs and lay-off assistance for workers, including mandatory notice of plant closings.
- An increased minimum wage indexed to inflation.
- Development of an effective welfare-to-work program.
- Increased education and training programs for young workers.

Washington wins renomination as Chicago's mayor

Chicago—Mayor Harold Washington, carrying labor's endorsement for a second term, won a hard-fought Democratic primary in a rematch with Jane Byrne, his predecessor as mayor.

Washington, who won the Chicago AFL-CIO's support by a two-to-one margin at an endorsement meeting, faces a multiple challenge in the Apr. 7 general election. Two Democrats who chose not to run in the primary will be on the ballot as candidates of newly created "parties." And the Republican candidate is a longtime Democrat who won the GOP primary.

Washington won the Democratic nomination four years ago with a plurality but not a majority of the votes and went on to become Chicago's first black mayor. This time, he won a clear majority in the primary, polling some 559,000 votes to 500,000 for Byrne in nearly complete returns.

The also-ran in the Democratic primary was Shelia Jones, a follower of the Lyndon LaRouche cult of political extremism.

LaRouche candidates won surprise victories last year in two statewide Democratic primaries in Illinois, when relatively few voters knew what they stood for. But this time around, the cult's mayoralty candidate was held to some 2,500 votes out of more than a million cast.

Reagan rebuked

Asbestos removal bill wins House approval

Congress prepared to deal a stinging bipartisan rebuke to the Reagan Administration for blocking distribution of federal funds that would enable thousands of schools to get rid of potentially deadly asbestos insulation this summer—before children, teachers and service workers return for the new school year.

The House passed by an apparently unanimous voice vote a labor-supported resolution directing the Environmental Protection Agency to start processing applications for federal grants and loans from school districts applying for funds that Congress appropriated last year.

Instead of distributing the $50 million appropriated, the Reagan Administration has asked Congress to rescind the appropriation—claiming the money isn't needed because the problem of asbestos in the schools has already been "greatly reduced."

That isn't what members of Congress have been hearing from their home districts.

Using the pending request for rescission as an excuse for delay, EPA has held up even the start of the application procedure for federal grants. Unless it unblocks the pipeline soon, it will be too late to let out contracts and get the work done by qualified contractors during the summer vacation.

A quickly-formed coalition that included the Service Employees, Teachers, School Administrators, State, County & Municipal Employees, and Laborers, along with other education and parent groups, helped prod Congress to speedy action.

Real problem

At hearings called by a House Energy subcommittee headed by Rep. Thomas A. Luken (D-Ohio), the SEIU branded the Administration's claim of "no problem" with asbestos contamination a clear fiction.

"The fact is that asbestos in our nation's schools remains a grave hazard to the health of school children and employees," the union said. "Over 15 million school children and thousands of school workers remain in school buildings contaminated with dangerous asbestos."

The House took up the resolution under a no-amendment shortcut procedure requiring a two-thirds vote, and everyone who spoke on the issue urged the bill's passage. The Senate was preparing to act on the measure.

The resolution, which may be vetoed by the President, directs EPA to ensure that funding awards are made promptly so that work can be completed this summer. The funding includes both grants and no-interest loans to school districts.

Last year, in a related area, Congress passed a labor-urged bill to compel EPA to set standards for safe removal of asbestos from school buildings—after evidence that haphazard removal operations conducted by untrained persons often spread the danger of deadly asbestos fibers. Maintenance workers in school boiler rooms were especially at risk.

Campaign assists asbestos victims

New York—Unions are bolstering the White Lung Association's campaign to notify the state's more than 3,000 victims of asbestos-related diseases that time is running out to file legal action.

Operation Justice, the group's information campaign, is using radio and television public service announcements, subway posters and brochures in union halls, hospital waiting rooms and public libraries to reach those asbestos victims who had been barred from legal action in the past by the state's statute of limitations.

The campaign is an outgrowth of the six-year, labor-backed effort to change the statute of limitations to reflect the long latency period of several occupational diseases including those related to asbestos.

Last July, Gov. Mario Cuomo signed a measure tying the statute of limitations to the date of discovery of an asbestos-related disease, rather than to the date of exposure to the carcinogenic substance. The change opened the door for many victims previously barred from taking legal action.

Those victims, estimated at more than 3,000, have only until Aug. 1, 1987, to take legal action, or they will once again be locked out, no matter how high their medical costs rise.

Union pay gap widens to $119 a week

Continued from Page 1

- Among Hispanics, the average union member made $132 more each week than the unorganized worker.

The industry figures compiled by the BLS showed the same pattern of a widening gap between those whose wages resulted from collective bargaining and those workers without the benefits of trade unionism.

There was a $163-a-week differential in the construction industry, a $141 weekly spread in transportation, a $128 difference in retail trade, $74 among government workers, $58 in manufacturing, $48 in wholesale trade and $43 in the service sector.

In only one area—finance, insurance and real estate—did nonunion workers have the edge. Their average weekly wage of $352 was a mere $4 higher than that of unionized employees.

Veteran N.Y. unionist Chris Plunkett dies

New York—Christopher J. Plunkett, assistant to the president of the New York City AFL-CIO since 1962, died at his home Feb. 22 after a stroke. He was 81.

At the time of his death, Plunkett also was president of the New York Metal Trades Council and served on the executive board of Electrical Workers Local 3. He joined the local in 1935 as an apprentice.

Survivors include three daughters. Memorial services were held at St. Bridget's Roman Catholic Church, with burial at Holy Rood Cemetery.

Schedule of Labor Studies Center courses

The George Meany Center for Labor Studies will offer eight workshops during March and April. The schedule:

Union Administrator & Business Agent, Mar. 8-13—An institute for full-time officers or business agents on identifying and solving problems, time management, monitoring finances and budgeting.

Organizing Techniques, Mar. 15-20—An introduction to basic organizing skills for new organizers and a refresher course for veterans.

Evolution of Work & the Labor Movement, Mar. 15-20—A course that examines union strategies for dealing with new technology and the changing workplace and workforce.

Effective Union Action for Civil Rights, Apr. 5-9—A workshop especially for civil rights/women's staff on legal issues and civil rights activities.

TV: The Cool Medium, Apr. 12-15—Three days of coaching union officers on how to face TV cameras and work with TV reporters.

Advanced Arbitration, Apr. 12-17—A program for experienced union representatives on examination and cross-examination of witnesses, preparation of briefs and research.

Organizing in the Construction Industry II, Apr. 20-24—A course covering media techniques, Davis-Bacon enforcement, legal issues and bidding strategies.

Organizing Techniques for Public Employees, Apr. 26-May 1—A workshop on successful methods of attracting and signing up public employees in bargaining units.

AFL-CIO affiliates using the campus for their own staff training programs are: Amalgamated Transit Union, Mar. 1-6, Mar. 8-11, Mar. 15-18 and Mar. 29-Apr. 4; AFL-CIO Dept. of Organization & Field Services, Mar. 1-4; Asbestos Workers, Mar. 2-3; AFL-CIO staff retreat, Mar. 6-7; AIFLD, Mar. 8-Apr. 10; AFL-CIO Dept. of Community Services, Mar. 11-13; Service Employees, Mar. 22-27, and Bricklayers, Mar. 22-27.

More information about labor studies programs is available from the Registrar, George Meany Center, 10000 New Hampshire Ave., Silver Spring, Md. 20903. Telephone 301/431-6400.

EDITORIALS

America's Homeless

NOT SINCE the Great Depression have there been so many homeless people in America.

During this decade, homelessness has been growing at a staggering average rate of 25 percent a year. No section of the nation has escaped the problem. It has afflicted cities, suburbs and rural areas. The tragedy is that so many people are willing to close their eyes.

A background paper prepared by the Democratic Study Group when Congress was considering emergency relief for the homeless punctures some of the myths this Administration has used to avoid doing anything to increase the supply of housing that the poor and near-poor can afford.

Derelicts sleeping on grates—some mentally deranged, some victims of alcohol—are a real problem, and their plight cannot be ignored by a civilized society. But they are not a majority of the homeless.

Families with children make up almost one-third of the homeless and are the fastest-growing component. So much for that myth.

GRIM EXPERIENCE has tought us that reliance on an expanding economy is merely an excuse for inaction. The biggest rise in homelessness came after the nation climbed part way back from the depths of the last recession.

The statement on housing adopted by the AFL-CIO Executive Council noted that the supply of low-income housing is shrinking even as the need for such housing rises. It expressed justified outrage that in the face of this national crisis, the Reagan Administration has halted all new construction of publicly assisted housing.

As subsidy programs run out, landlords will be able to increase rents, convert projects to condominiums or sell the project to investors. Lower-income residents will be dumped on the streets, replaced by those able to pay market rents.

This Administration, and some in Congress as well, can come up with endless excuses for doing nothing. But the price of such stupidity is too high.

Labor's Endorsement

IN THE months to come, serious candidates for the Democratic and Republican Party nominations for President will have an opportunity to seek the support of union members as part of the AFL-CIO's endorsement process.

At a news conference during the Executive Council meeting, Lane Kirkland was asked what union members should expect of presidential candidates seeking labor's endorsement.

This is the gist of his reply:

"I think they have to be concerned about the problems of people who have lost their jobs, been stripped of their role in life and reduced to seeking employment at poverty wages.

"That's a basic problem. I think that's a concern not only of the trade union movement, but of everyone.

"Deficits flow to a very major extent from the chronic level of unemployment that's being excused and accepted in this country.

"For every 1 percent of unemployment, the impact upon the government budget in costs of social services and the losses of tax revenue is a swing in the $40-to-$60-billion range.

"Virtually everyone, at all points in the political spectrum, will say the budget deficit is a crucial problem.

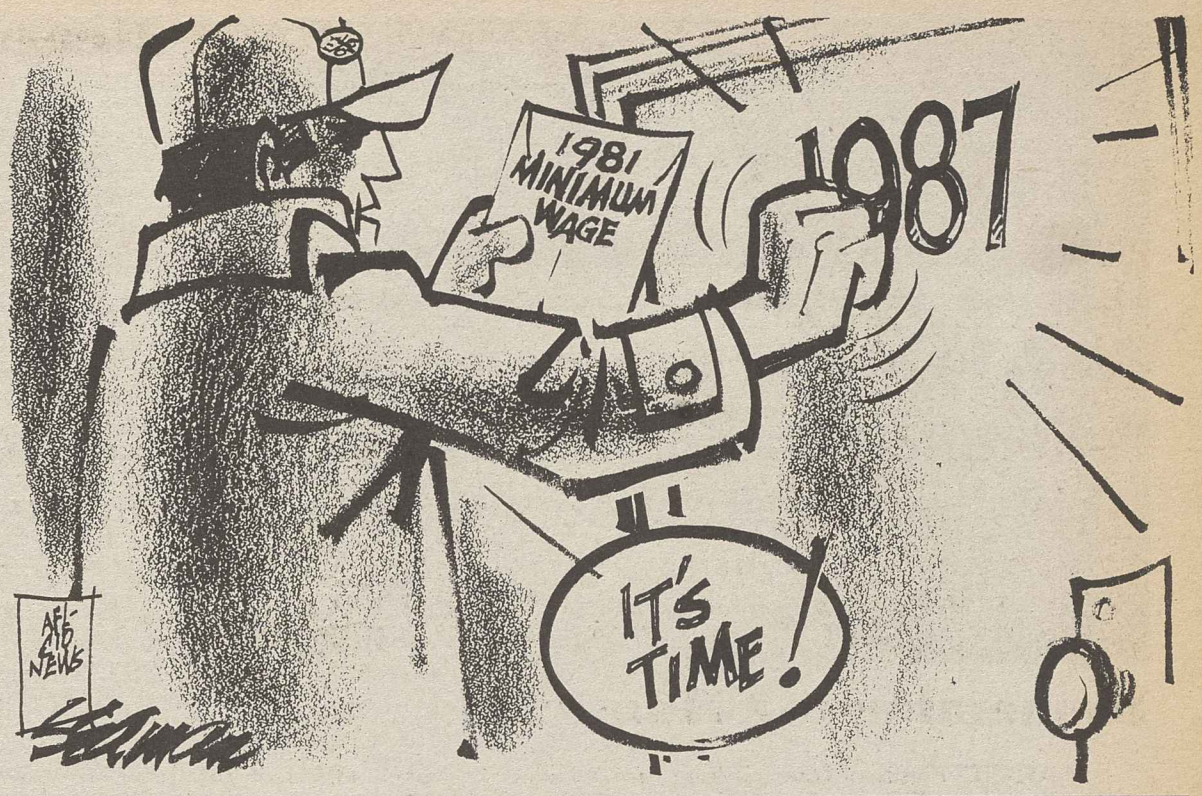
"How can you effectively address that without ruinous cuts in the minimum budget that has to be sustained for the government to meet its constitutional obligations?

"The healthiest and most constructive way to bring the budget closer to balance is to reduce unemployment. That will both raise revenue and cut expenses related to unemployment.

"If a candidate can't deal with that question, it's hard to see how he can be very persuasive."

Does such a focus set the labor movement's concerns apart from other elements of the electorate?

Kirkland's reply: "I don't think that makes us any different from anyone else in this country who is thoughtful and interested in the welfare of fellow human beings."



Washington Window

Employers need nudge to end child care crisis

By Press Associates

Working parents know how exhausting it can be to get infants to a home-based child care provider, toddlers to day care centers and older children off to school.

Then there's the anxiety when children get sick and must stay home, and the heavy bite on hard-earned paychecks to pay for child care.

But economic necessity has made working mothers one of the fastest growing segments of the labor force. In 1950, only one out of every eight married women with a child under the age of six was working. That has skyrocketed so that today's ratio is one out of two.

The task of finding affordable, quality child care can be formidable for two-earner families and especially for the 25 percent of all working mothers with dependent children who are single, divorced or widowed.

The child care dilemma for the American workforce, which is now 44 percent women, is the focus of a new report, "Juggling Jobs & Babies: America's Child Care Challenge." The study was prepared for the Population Reference Bureau by Martin O'Connell of the Census Bureau and David E. Bloom of Harvard University.

Unmet needs

The report found that the child care industry, both for-profit and nonprofit, is growing in response to need, but demand has outpaced growth and the cost of child care is high.

Estimates for weekly home care costs range from a low of $165 in St. Louis, Dallas and San Francisco to a high of $340 in Boston. For child care centers, weekly costs range from $50 to $160 in the four metropolitan areas. For minimum-wage and low-income workers, such child care costs can price them out of the job market.

The number of employers providing child care facilities increased from under 50 in 1970 to about 2,000 in 1986, with a large percentage of these firms in California and within the health care industry.

But compared with the nation's 6 million employers or 44,000 companies with 100 or more workers, this is a drop in the bucket. Only 1 percent of employees in medium and large firms were eligible for even a partial defrayal of child care costs in 1985.

The United States has failed to respond to the problem on a national policy level. Child care tax credits, enacted in 1976, allowed $720 maximum for one dependent child in 1986, but that was far below real estimated costs, and the credit does little for low-income parents.

Funding cut

Acting on a Reagan Administration request, Congress in 1981 folded the Title XX program, which provided child care money to low- and moderate-income families, into a block grant and cut the funding by $200 million. This action reduced the number of children served by the program in 32 states.

Legislation to provide unpaid family and medical leave died in the last few sessions of Congress due to strong opposition from business.

At the state level, only New York and California have begun labor-urged child care programs for state workers, and Hawaii just opened its first government-sponsored day care center. Arizona, California, Connecticut and Florida provide tax benefits to employers that offer child care assistance, and in Massachusetts an experimental program provides low-interest loans to companies to establish child care centers.

For Congress to wait for employers to adopt policies to ease workers' child care burdens, such as on-site day care centers or child care payments, flexible work arrangements and leave to care for ill children, would be a great mistake.

As the study's authors conclude, "Most employers will need coaxing by federal, state and local governments to adopt progressive child care policies, even though such actions might actually serve their own interests by improving employee loyalty and job satisfaction."

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AFL-CIO LEGISLATIVE ALERT!

New Senate Bill Misses The Boat

Federation President Declares Bensten Trade Bill 'Inadequate' To Address Trade Crisis

When congressional leaders met with the AFL-CIO Executive Council in Florida this February, they were told again that a strong and effective trade bill was at the top of labor's legislative agenda for this congressional session. It was a message that bore repeating.

With the 1986 trade deficit at $170 billion (a four-fold increase since 1980) and millions of jobs already lost, the Senate has not yet made an adequate response to the worsening trade situation.

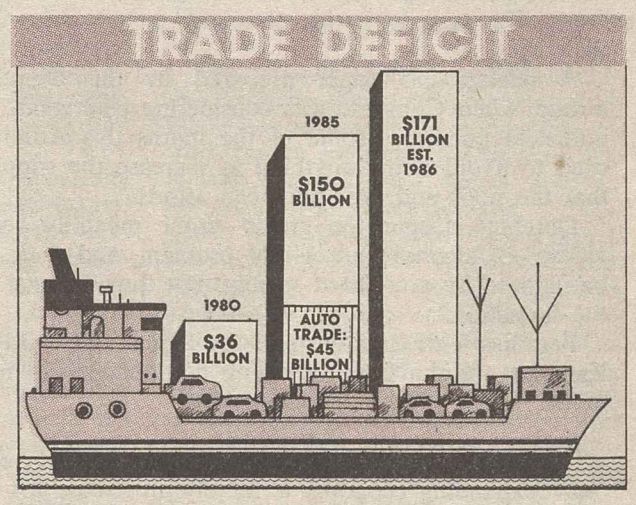
In a February 25th letter to all senators, AFL-CIO President Lane Kirkland stated that as presently drafted, S. 490, a new trade bill introduced by Senate Finance Committee Chairman Lloyd Bentsen (D-TX), is "totally inadequate to the task of addressing the nation's trade crisis."

"Years of negotiations without the will to take necessary action have proven to be an exercise in futility," he said. "The AFL-CIO strongly believes that the trade deficit issue must be faced head-on." For this reason, the AFL-CIO is urging senators to support S. 499, introduced by Senator Riegle (D-MI).

Like the Gephardt (D-MO) amendment to H.R. 3 in the House, the Riegle amendment would require the identification of major trading partners with excessive trade surpluses. It would then require that any of these countries which also engage in unfair trading practices begin an orderly reduction of their surpluses.

The letter goes on to add that, "any worthwhile trade bill must include the denial of labor rights as an unfair trade practice. S. 490 does not address this essential issue."

According to the Executive Council statement issued in Florida, the AFL-CIO "will not support, and will oppose, trade legislation that does not address these vital points."



What You Can Do: Write to both of your senators and members of the Finance Committee. Urge them to adopt trade legislation which contains both a strong deficit reduction provision, and provisions to protect workers' rights abroad. Tell them that a cosmetic, "veto-proof" bill, like S. 490, is unacceptable. Urge them to support H.R. 3 and S. 499.

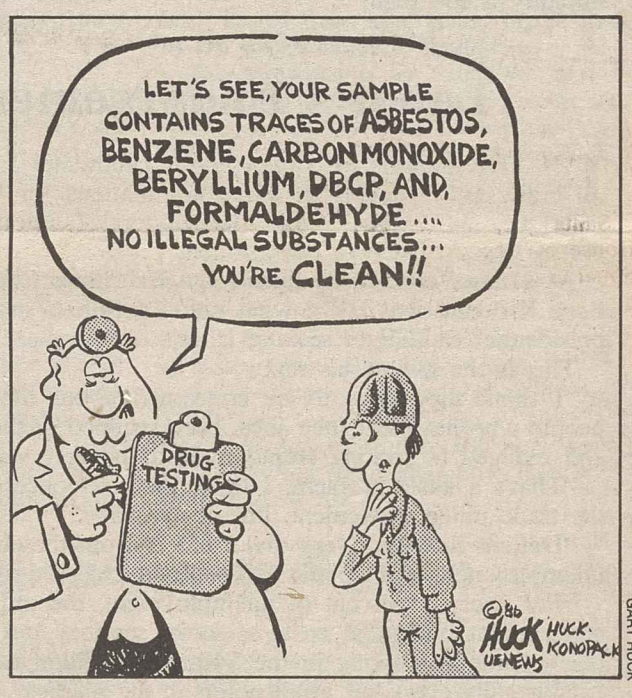
House Fight Against Polygraphs Resumes

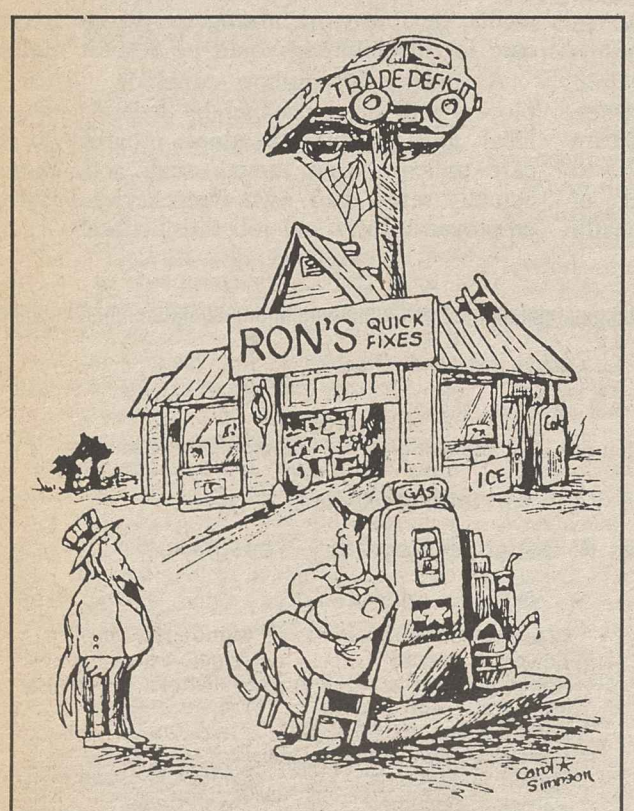
Last year, workers won a sizable victory when the House passed a labor-supported bill restricting the use of polygraphs by a 63 vote margin. On February 24, Reps. Williams (D-MT), Jeffords (R-VT), Hawkins (D-CA) Martinez (D-CA) and close to 120 other House members reintroduced the measure as H.R. 1212.

Over the last few years, more and more employers have decided they have the right to use polygraph devices to pry into the lives of employees and job applicants. Although proven unreliable, more than 2 million tests are being given each year. Many are being used to interrogate individuals about their union sympathies, political beliefs, lifestyles, health problems, personal habits and financial status -- all in the name of company security.

In his floor remarks, Rep. Williams pointed out that, "The courts in this country refuse to admit polygraph results as evidence in trials because of the documented inaccuracies of these gadgets. It is sadly ironic that criminals are protected from polygraphs while American workers are not!" This bill would put an end to this practice in the private sector.

An especially strong showing in the House this time around would send a message to the Senate that, they too, should act this year. Write to your representative and tell them you want them to support this bill.





"Things are a little up in the air around here. I'll call you when it's ready."

—UAW-LUPA

Round Two: New Textile and Apparel Trade Bills Introduced

Last year, Congress failed to override a presidential veto of the Textile and Apparel Trade Act, a labor-backed bill to control the flood of textile, clothing and shoe imports into this country.

This year, a new bill to help stop the job hemorrhage in these industries has been introduced. The Textile and Apparel Trade Act of 1987, sponsored by Senators Hollings (D-SC) and Thurmond (R-SC) as S. 549 and Reps. Derrick (D-SC) and Jenkins (D-GA) as H.R. 1154, differs from previous legislation by: establishing a uniform, global response, not targeted at specific countries; providing for compensation to exporting countries hurt by new quotas; and setting limits on the growth of imports, rather than imposing cut-backs.

Apparel imports have doubled since 1981, now control over 50% of our market, and are growing at an average annual rate of 19%. Over 250 plants have closed and 388,758 American workers have lost their jobs since 1980. Unless legislation is passed by Congress to regulate this massive flow of imports and bring order to our apparel market place, the destruction of the industry and its workers will soon be complete. Contact your lawmakers and urge them to take a stand on fair trade by supporting S. 549 and H.R. 1154 when they get to the floor.

What One Worker Can Do

Choose one topic from this Alert which is of interest to you. A card or letter to your elected representative could spell the difference between victory or defeat in a fight to protect your rights, benefits or your health and safety.

Asbestos Removal: Ask your senators to support S.J.R. 54, introduced by Senator Baucus (D-MT). This resolution, similar to one which has already passed the House, re-affirms Congress' intent to authorize funds for asbestos removal from public buildings.

Double-Breasting: Urge your representative and both of your senators to cosponsor H.R. 281 and S. 492, the new double-breasting bills which would prevent the undermining of union jobs in the construction industry.

Polygraphs: Write to your representative and ask them to support H.R. 1212, a measure to protect your right to privacy.

Retiree Benefits: Both of your senators and your representative should be contacted and asked to support S. 548 and H.R. 1186, legislation that protects the benefits of retirees during bankruptcy proceedings.

AFL-CIO news

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MARCH 7, 1987

MEMO FROM COPE
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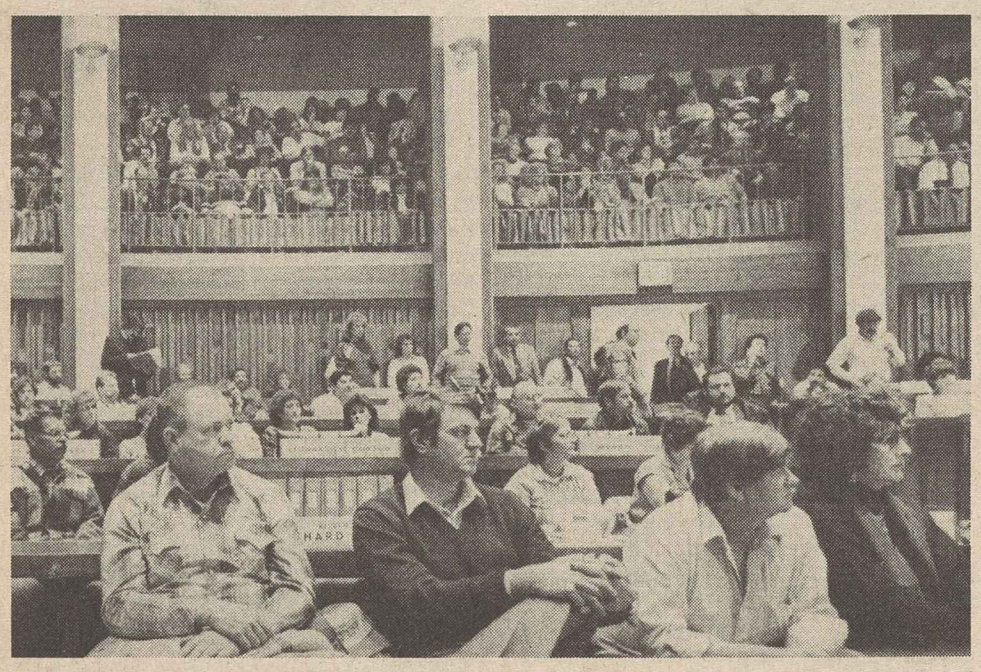
Trade fight pressed in Congress



New Mexico unionists fill House chamber as committee marks up right-to-work bill before sending it to defeat on the floor.

Open-shop bill rejected by New Mexico House

Santa Fe, N.M.—The New Mexico House of Representatives handed the National Right to Work Committee a stunning defeat as it overwhelmingly rejected a compulsory open-shop law.

Defeat of the RTW effort—into which the committee had poured cash and a corps of paid staff members from out of state, and utilized motion picture actor Charlton Heston in television commercials—marked the end of the first round in this year's legislative "right-to-work" battle.

New Mexico unions countered the anti-worker campaign with television and radio ads featuring House Speaker Ray Sanchez telling the public that "right-to-work is not right for New Mexico." He said the state didn't need "East Coast politicians or West Coast actors making decisions for us."

Action committee

More than 800 union members formed a Legislative Action Committee that carried labor's message to members of the legislature. AFL-CIO Regional Director Steve Beiringer credited J.E. Eddie Eyer of the Food & Commercial Workers and State COPE Director Mary Sue Guitterez, working under the direction of New Mexico AFL-CIO Executive Sec.-Treas. Neal Gonzalez, for the successful campaign.

AFL-CIO Field Rep. Ed Kisner worked on the grass-roots effort and Region IV COPE Director Chano Marino assisted on the legislative front.

Union leaders here warned the fight isn't over. The RTW forces and Gov. Garry Carruthers (R) are trying to map a strategy to force another compulsory open-shop vote before the legislature recesses in late March.

Rejection of the measure marked the third successive defeat for right-to-work proponents in a state that has been a perennial target of anti-union forces. The RTW drive here was intensified in the wake of last November's adoption of a compulsory open-shop law in Idaho.

In 1979 and again in 1981, then-Gov. Bruce King (D) vetoed legislation that would have outlawed union shop agreements, insisting that the proposal would not help the working men and women of New Mexico.

A House committee lined up 5-to-3 against the right-to-work measure. But instead of killing it in committee, it sent it to the floor with two amendments that were certain to seal its fate.

One amendment would have delayed the bill's effective date until the minimum wage reached the $6-an-hour level. The

Continued on Page 4

'Tough, effective' bill sought to reduce deficit, regain jobs

By Gene Zack

Organized labor pressed its fight for trade reform on Capitol Hill as a mountain of imports twice as high as the nation's exports drove the January U.S. trade deficit to $14.8-billion—the third highest monthly level in history.

The "studied indifference" of the Reagan Administration is responsible for the deepening crisis, the AFL-CIO told a House Energy & Commerce subcommittee. And the only thing that can stave off economic disaster, Federation Research Director Rudy Oswald emphasized, is "a tough, effective trade bill that will help American workers and industry regain the production, jobs and income lost" in the past six years.

January's trade shortfall—nearly 17 percent higher than December's $12.7-billion level—threw cold water on Administration forecasts of a $30- to $40-billion decline in the deficit from 1986's record-shattering $170 billion. The January figures project a 1987 trade imbalance that could reach or exceed $177 billion.

The White House continued to push its scenario in which worldwide economic expansion, falling dollar exchange rates and bilateral trade negotiations would turn the situation around.

But that's not likely to happen, Oswald told the subcommittee. "The dollar has fallen for two years," he noted, "negotiations don't deal with the real problems in manufacturing, and even if worldwide economic expansion took place, it doesn't follow that other nations would import more U.S. goods."

Gap widens

The January trade figures underscored that point. The widening gap resulted mainly from a precipitate 11.5-percent decline in the export of U.S. goods. Imports, by comparison, fell back only three-tenths of 1 percent, even though the declining dollar was supposed to take away much of the price advantage they've enjoyed in recent years.

The urgent message that the solution lies in sweeping trade reform was repeated by Auto Workers President Owen Bieber and Communications Workers President Morton Bahr in appearances before a House Ways & Means subcommittee.

Bieber pointed out that last year's trade deficit was nearly five times larger than the $36-billion shortfall recorded in 1980. "This ballooning figure is responsible for the loss of millions of jobs," he declared, with the impact spreading outward from manufacturing to engulf nearly all sectors of the economy, including agriculture and the high-technology field.

Job losses

"Millions of unemployed and underemployed Americans and thousands of depressed communities can explain their plight by pointing to the employment cutbacks and plant closings resulting from trade problems," the UAW president emphasized.

Bahr dismissed as "a dream" Administration claims that the answer lies in pursuing a philosophy of "free trade." As an

Continued on Page 2

El Paso protest targets transfer of jobs to Mexico

El Paso, Tex.—More than 1,000 union members demonstrated here to protest the export of American jobs to Mexico, as scores of company officials met to explore new ways to move assembly operations across the border.

Workers who marched outside the downtown convention center were joined by a mobile picket line as unionists manned 200 trucks that circled the site of the trade show. It was one of the largest labor turnouts here in recent years.

The demonstration was designed to register labor's opposition to the elaborate trade show, whose purpose was to show corporations how to maximize profits by exploiting Mexican workers whose daily wage is less than the hourly pay of workers in the United States.

More than 125 companies set up exhibits in the convention center, displaying products ranging from telephone systems and copiers to plastics and packaging. The trade show was arranged by the marketing company of Corral & Associates Inc.

El Paso AFL-CIO President Victor

Continued on Page 2

Crafts ask halt to double-breasting

Labor law loophole lets contractors tear down standards

By David L. Perlman

Local union leaders with grim personal experience with double-breasted contractors told the House Labor-Management Relations Subcommittee why legislation sought by the AFL-CIO Building & Construction Trades Dept. is so important to the workers they represent.

To an Operating Engineer from Buffalo, double-breasted contractors are "a spreading cancer" that is destroying bargaining and destabilizing the industry.

A Carpenters organizer from Washington, D.C., spoke of the destruction of meaningful bargaining when contractors who have built their reputations on the skills of union craftsmen switch work to nonunion entities.

BCTD President Robert A. Georgine, the lead advocate for the union-sought legislation, said loopholes in federal labor law and interpretations by the NLRB have enabled construction employers to play "corporate shell games," in which agreements freely entered into are ignored at will.

The legislation introduced by Subcommittee Chairman William L. Clay (D-Mo.) would bind an employer to the terms of a union agreement he has signed unless his workers vote out the union that represents them.

Single employer

It would make clear through definition that two or more firms performing the same type of work in the same area are considered as a single employer if they are under common ownership, management or control.

A similar bill, also authored by Clay, passed the House in the last Congress by a 229-173 vote but didn't get to a vote in the Republican-controlled Senate.

Clay said at the start of hearings that he considers the legislation "a top priority" and with the change in control of the Senate he is "hopeful" that this year it will be enacted into law. Its goal, he said, is "to restore fairness, honesty and stability to labor-management relations in the construction industry."

Georgine said the problems that the BCTD documented in its testimony in the last Congress "are worse today." And he charged the National Right to Work Committee and anti-union employers with using "fraudulent" arguments in their attacks on the bill.

He cited as an example the assertion that workers would be permanently frozen into unions they don't want to represent them. In fact, Georgine noted, workers will continue to have the right to an NLRB election to decertify a union, without re-

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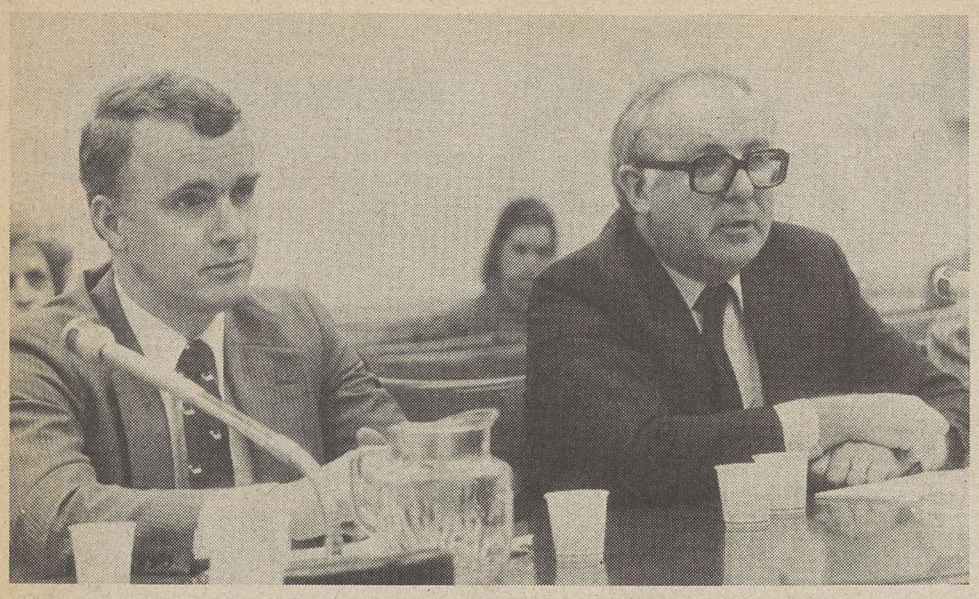


At House trade hearings, AFL-CIO Research Director Rudy Oswald and Brian Turner, left, executive assistant to the president of the IUD.

Texas unions demonstrate against job shift to Mexico

Continued from Page 1

Munoz, who organized the demonstration, pointed out that there are now nearly 200 plants in neighboring Juarez, employing more than 85,000 workers at jobs once held by American workers.

These plants are part of a two-decade old program under which U.S. and Mexican customs regulations were revamped to permit American firms to move goods back and forth across the border freely, paying U.S. duty only on the value added in Mexico. This amounts to nothing more than the wages—which range between 30 and 75 cents an hour.

Although the program was supposed to involve "twin plants"—providing the same number of jobs on each side of the border—it hasn't worked out that way. The 85,000 workers in Mexico's maquiladoras, or "golden mills," in Juarez stand in sharp contrast to only 5,000 workers employed in the "twin" operations here in El Paso, Munoz pointed out.

"There are 26,600 people unemployed in El Paso right now," said Antonio Sanchez, manager of the Clothing & Textile Workers joint board. "Practically all of them are jobless because of the twin plants."

At least 8,000 El Paso garment workers alone have lost their jobs over the past six years as factories closed and moved across the border to Juarez, Sanchez emphasized.

The message for employers attending the trade show here was essentially the same as one given 700 business executives, bankers and consultants last December at an exposition in Acapulco. That show was originally sponsored by the U.S. Commerce Dept. until an angry Congress cut off the use of taxpayers' dollars to encourage the flight of American industry.

Wage enticement

At the Acapulco affair, Rex Maingot of American Industries Inc., a Texas consulting firm that assists U.S. companies that want to build in Mexico, told corporate officials:

"The bottom line is this. Your cost per Mexican worker is 69 cents an hour versus at least $9 an hour in the states. That's a savings of $15,000 a year per worker."

The dimensions of the problem are enormous. In the 15 Mexican cities that adjoin the United States along the 1,900-mile border, American corporations have built 865 factories—most of them since 1983.

The maquiladoras employ 320,000 Mexican workers who last year assembled $3 billion of duty-free parts that were then sold in this country. The trade show here, like the exposition in Acapulco, was designed to accelerate the migration of American assembly jobs to Mexico.

The El Paso demonstration was the labor movement's way of fighting back. It was the first activity of the Texas AFL-CIO's Twin-Plant Task Force, appointed in January by State Federation President Harry Hubbard.

Munoz is chairman of the task force and Richard Tarver, president of the Communications Workers local in the Rio Grande Valley, is vice chairman.

Other task force members include Delbert Adams of the national AFL-CIO, Manual Ysaguierre of the Texas federation, Juan Aranda of the Steelworkers, Bob Few of the Electronic Workers, President Rolando Herrera of the Webb County (Laredo) AFL-CIO, Eddie Long of the Plumbers, Mario Leal of the CWA and Tommy Blackman of the Auto Workers.

Auto Workers' TV spots focus on trade reform

Detroit—The Auto Workers kicked off a three-week national television advertising campaign to mobilize public support for strong Congressional action to ease America's trade crisis.

"The alarming growth in America's trade deficit is destroying good jobs and threatening living standards in communities across the country," said UAW President Owen Bieber. "Our campaign will highlight what a passive trade policy is doing to America. It will also stress that we can keep America strong if we adopt effective measures to combat the trade deficit."

The campaign features three 30-second spots that dramatically demonstrate the impact of foreign imports on jobs, industries and communities. They warn that continued dependence on cars, clothes, electronics and even food produced by low-paid, exploited workers abroad "could one day shut down America."

All three ads feature the same message: "There are solutions. We can keep America strong." Some of the spots close with the words, "But first, Congress must demand fair trade," while others say, "We can start with an effective trade policy."

Bieber said the campaign's emphasis on the threat posed by low-wage labor abroad "sends a message that it would be a tragic mistake for us as a nation to seek 'competitiveness' at the expense of our living standards. We cannot permit corporations to pit American workers against exploited foreign workers in a contest for scarce jobs."

The television campaign will be supplemented by newspaper and radio advertising as the congressional debate on trade unfolds. Bieber said the UAW has allocated more than $2 million for the project to educate American consumers about the dangerous drift in trade policy that has marked the Reagan presidency.

Import-export gap

Tough trade measure sought to curb deficit

Continued from Page 1

economic theory, he told the subcommittee, the concept of "a barrier-less world trading society is no more viable than the Marxist-Leninist vision of a classless economic society."

What's happened, the CWA president said, is that Administration inaction has encouraged other nations to train their sights on the American consumer. In the process, they've succeeded in penetrating the American market, while using "skillful protection of their own markets" to block the sale of American goods in their countries.

As a result, Bahr pointed out, imports now make up 63 percent of all radio and television sales, 58 percent of all shoes and 45 percent of machine tools. By contrast, he said, only 21 percent of U.S.-made construction machinery, 6 percent of this nation's home appliances, 3 percent of its shoes, 2 percent of its apparel and automobiles, and only 1 percent of its steel products and home furniture go overseas.

Rising imports and declining exports cost 2.5 million jobs last year alone, the CWA president said. Saving those jobs would have cut the official unemployment rate from its 7-percent recession level to 5 percent in 1986.

Economists were gloomy about the latest trade figures. They represent "a setback to improved trade for 1987," said Jerry Jasinowski, chief economist for the National Association of Manufacturers. "Exports are falling because of the deterioration in economic growth abroad."

Allen Sinai, chief economist for Shearson Lehman Bros., agreed. "Exports down means weakness in our trading partners" who are unable to purchase more U.S.-made products, he explained.

Exports in January amounted to a discouraging $16.4 billion. That's 9.4 percent less than last year's monthly average. Imports were $31.1 billion, 3.4 percent below the monthly average in 1986.

As usual, the largest U.S. monthly trade deficit was with Japan. It swelled from $3.8 billion in December to $5.2 billion last month. The gap with Western Europe widened to $2.4 billion from $2.2 billion. The deficit with Canada grew from $1.1 billion to more than $1.6 billion.

Support rising

On Capitol Hill, the sentiment appeared to be rising for labor-backed trade legislation. The goal is a measure to put the brakes on imports from countries that maintain excessive surpluses with the United States, that undercut living standards by exploiting workers and denying them basic rights, that engage in unfair trade practices in flooding the American market, or that erect barriers to U.S. goods going abroad.

The AFL-CIO emphasized that five countries—Japan, Canada, West Germany, Taiwan and South Korea—account for 70 percent of the nation's trade deficit. "Unless legislation addresses those major imbalances, it will be difficult to solve the nagging problem," Oswald told the subcommittee.

While the Administration dragged its feet, the situation has continued to deteriorate, he said. "There is now general agreement that America's massive trade deficit presents a clear and present danger to the domestic economy. Those who in the past denied the very existence of a problem, or counseled patience to the victims of trade, have been largely silenced by the enormity of the shift in U.S. trade patterns."

Mediation proves effective in resolving internal disputes

Bal Harbour, Fla.—AFL-CIO Sec.-Treas. Thomas R. Donahue said mediation continues to prove its effectiveness as a means of settling disputes between affiliates under Article XX of the AFL-CIO Constitution.

In his annual report on the operations of the Internal Disputes Plan set forth in Article XX, Donahue said 43 cases—62.3 percent of those processed during the year—were settled at the mediation level. Since 1962 when the plan was initiated, 1,398 of the 2,451 cases filed have been settled through discussions between the organizations involved and mediation.

All cases filed since February 1982 have been handled by Mediator John N. Gentry. In cases not settled at the mediation level, the impartial umpire, Howard Lesnick, conducts hearings and issues determinations.

During the council's winter meeting here, Federation President Lane Kirkland announced the appointment of Prof. Paul Weiler of Harvard Law School, a former chairman of the British Columbia Labor Relations Board, to serve as a second impartial umpire.

The Article XX report showed that 65 new cases were filed in 1986 and 18 remained pending at the end of the year. The umpire's determinations found violations in seven cases and no violations in five, with four cases pending at that level.

Nine appeals were pending at the start of the year and nine new appeals were filed. At the subcommittee level, determinations were sustained in five cases. One appeal was referred to the Executive Council Appeals Committee and 12 others were pending.

Seventeen non-compliance complaints were pending at the start of the period and two were filed during the year. Subcommittees achieved compliance in one case and found non-compliance in one. Eight cases remained actively pending while nine were non-active.

Non-compliance status

Three organizations were listed as in non-compliance at year's end and subject to Article XX sanctions: the National Association of Broadcast Employees & Technicians, the National Union of Hospital & Health Care Employees and the International Typographical Union. The ITU has since come into compliance, merged with the Communications Workers and is no longer under sanctions. The United Transportation Union disaffiliated in April 1986 after sanctions were imposed.

Donahue also reported to the council on the first year's success rate of the Organizing Responsibilities Procedure adopted by the council in February 1986.

As of the end of last year, three cases had been transferred to the Article XX system, eight were settled in mediation, five were decided by impartial umpires, three were pending in mediation and one was pending for decision by an umpire.

The over 40-percent success rate, Donahue said, shows that the procedure has proven itself as an effective means of averting wasteful organizing competition. In the procedure, he stressed, mediation is the most important ingredient since situations in which the parties work out their own approach are the ones most likely to lead to organizing successes.

Ford stalls at border

Hermosillo, Mexico—A strike by 850 unionized production workers, seeking to push their wages up to $48 a week, has closed a four-month-old Ford Motor Co. plant here.

The strike began Mar. 2 after contract talks between the company and the Ford Workers Union broke down.

The workers, whose weekly pay averages about $27, are typical of the hundreds of thousands of Mexican workers employed at American assembly plants that ran away from higher pay scales in the United States. The Ford operation is part of the drive by American companies—sometimes with the blessing of the Reagan Administration—to relocate in the mushrooming "maquiladora" complex on this side of the Rio Grande.

Ford began producing subcompact Mercury Tracers at the $500-million plant last November, mainly for export to the United States. The walkout idled the entire workforce of 1,600 low-paid Mexican employees.

HRDI projects offer hope to layoff victims

Bal Harbour, Fla.—Victims of plant closings and permanent layoffs are getting training, counseling and job search assistance through labor-run programs administered by the AFL-CIO's Human Resources Development Institute.

They are also getting jobs, HRDI President Alan Kistler reported to the organization's Board of Trustees. He said 85 percent of workers completing HRDI programs have been placed in jobs at an average starting rate of $7.85 an hour.

Kistler said programs in progress, mostly held in union halls in cooperation with central bodies or international unions, are serving some 3,400 laid-off workers at 14 locations.

HRDI's grant from the Labor Dept., the chief source of funds for its national activities, hasn't been increased since 1981. HRDI will seek additional funding this year, Kistler said.

AFL-CIO President Lane Kirkland, who serves as chairman of the Board of Trustees, commended HRDI for the "breadth of its services" despite limited resources that "are out of sync" with its needs.

Kistler and HRDI Executive Director Mike McMillan reported also on worker learning centers in Louisiana and Texas, which serve both displaced and currently employed workers who need remedial education.

The AFL-CIO Departments of Education and Community Services and the George Meany Center for Labor Studies have also been involved in various HRDI programs. In St. Louis, HRDI is a partner with Columbia University in a program to help disabled union members return to work.

McMillan reported that HRDI has helped trade union groups develop 162 labor-involved programs funded through the Job Training Partnership Act and serving tens of thousands of jobless workers. He said HRDI is planning a research project to identify the most effective labor-involved employment, training and education activities.

Coss succeeds Tucker at Rubber Workers

Akron, Ohio—Kenneth Coss has been appointed secretary-treasurer of the Rubber Workers to fill the unexpired term of Donald C. Tucker, who retired Jan. 31. His appointment by President Milan Stone was approved by the union's executive board.

Coss, 51, held various posts in URW Local 553 in Painesville, Ohio, before joining the international staff in 1974. He worked as a field representative, assistant to the secretary-treasurer and administrative assistant. He has been active over the years in the Uniroyal Inc. negotiations. Coss's term expires in September when elections will be held at the URW convention for all top officers of the union.

With smiles and celebration, HERE committee members flash "V" for victory sign following successful union organizing campaign among food service workers at cafeterias serving the House of Representatives.

Bayou Steel vote brings in union—and new contract

Laplace, La.—Workers at Bayou Steel, one of the largest mini-mills in the South, celebrated a double victory Feb. 25 with the recognition of the Steelworkers as their bargaining representative and the ratification of a first-time, concession-free contract—all in one vote.

The unusual circumstance that resulted in the linking of recognition and contract ratification began 32 months ago when the USWA began its organizing drive among the plant's 475 workers.

Bayou Steel management's unfair labor practices caused the USWA to narrowly lose a December 1984 representation election. Before appeals on the charges could be exhausted, the plant was sold to RSR Steel, a firm that owns other mills where the workers are represented by USWA. Through that relationship, a contract was worked out after RSR agreed to recognize the union based on ratification of the contract.

That six-year agreement, approved by a 318-to-117 vote, provides raises of 69 cents an hour over the life of the contract, cost-of-living protection in the final three years, establishment of a company pension plan with full credit for past service and a $12-a-month benefit per year of service, and strong contracting out restrictions.

The contract provides for nine holidays with Memorial Day to be added in 1988, reduces the deductible under the health insurance plan, provides seniority rights for promotions, demotions, layoffs and recalls, and contains strong health and safety language.

Capitol cafeteria employees win fight for representation

By Candice Johnson

Food service workers at the House of Representatives won a sweet victory as cafeteria workers voted to join the Hotel Employees & Restaurant Employees.

A National Labor Relations Board election was the endpoint of an 18-month organizing drive, as counter workers, waitresses, grill cooks and others made home visits and held committee meetings, strong in their determination to win union representation. More than 225 workers are employed at cafeterias in five House buildings.

An active organizing committee was key to the victory, the cafeteria workers agreed. "There was a lot of fear at first," said James Williams, who works at the Rayburn building carry-out, "but we just kept going back," focusing on the lack of respect, favoritism and low wages the food service workers encountered. A core group of 25 committee members kept the drive on track.

Grill cook Lillian Frazier noted that as the organizing campaign took off, management implied that a vote for the union might jeopardize workers' jobs. Some supervisers harassed union supporters, said Connie Winston, a short-line cook in the Rayburn cafeteria. The organizing committee found "different problems in different shops."

The House's decision to sub-contract its food service to Service America Corp. in January became a rallying point for the organizing drive, as the company threw out sick leave and life insurance benefits the workers had acculumated and recalculated years of service. Service America also reneged on promises to provide training, said Winston.

"They had asked us for a chance, but if they wanted fair treatment from us, they should have been willing to treat us fairly," said Winston.

She pointed out that the cafeteria workers had not received a raise during the past four years and were told by Service America that they would not receive any salary increase for at least two years.

Problems worsened

"There were problems on the job prior to Service America," said John Phillips, who works the main line counter, "but those problems were made worse by the food contractor."

HERE Organizing Director Vincent J. Sirabella credited cooperation and teamwork by the workers' organizing committee, the international's organizers and HERE Local 25 representatives for the victory.

Executive Sec.-Treas. Ron Richardson of Local 25 called the campaign "a historic event," marking the first time that Capitol Hill food service workers were able to organize a union to bargain for improvements in wages and benefits.

During the campaign, the cafeteria workers won support from many members of Congress, including Democratic Representatives Barney Frank (Mass.), William Clay (Mo.), Louis Stokes (Ohio), Ronald Dellums (Calif.) and Cardiss Collins (Ill.), and former Maryland representative Parren Mitchell.

Home work abuses underscore need to retain ban

The Labor Dept.'s reluctance to pursue wage chiseling violations committed by an Iowa sweatsuit manufacturer that hires home workers is strong proof of the need to maintain the ban on homework in the needle and jewelry trades, the Ladies' Garment Workers charged.

Last August, the Labor Dept. proposed to lift the 45-year ban on homework in six industries—women's apparel, jewelry, gloves and mittens, buttons and buckles, handkerchiefs and embrodiery—with employers who hired homeworkers stipulating they would meet minimum wage and overtime requirements.

But at the same time, Labor Dept. investigators uncovered minimum wage and overtime violations of $728,193 at Bordeaux Inc., a company that distributed applique work to women in Iowa to complete at home using their own equipment.

Action delayed

The Labor Dept. took no action against the garment manufacturer until last Dec. 3, just one day before the public comment period on the proposal to lift the homework restrictions closed, although the delay was costing the Bordeaux workers $1,000 a day in back wages, the ILGWU pointed out.

ILGWU President Jay Mazur called the Bordeaux case a "typical example of homework abuse."

"Bordeaux workers, fearful of losing their jobs, claimed that they were making $5 or $6 an hour, even though the Labor Dept. knew that every single homeworker was earning less than the minimum wage," he charged.

"Only former Bordeaux workers were willing to testify about the low wages and exploitative working conditions," Mazur said, noting that the typical homeworker is usually an immigrant or minority woman in an urban ghetto where the fear of speaking out is great. "If these conditions exist in rural Iowa, imagine how much worse the exploitation is in thousands of urban communities across this country," he noted.

After conducting time studies, the Labor Dept. concluded that for Bordeaux to meet minimum wage requirements, piece rates for sweatshirts should be $4.18 for experienced workers and $6.70 for those with less than one year on the job. But the garment manufacturer paid a flat piece rate of just $2.45, investigators found.

At House hearings last September, former Bordeaux workers testified that their hourly wages averaged just $1.85, with spouses and children often needed to finish the jobs on time. "Several times the owners brought me new pieces at 11 p.m. or midnight to be finished by 6 a.m.," Connie Jorgensen testified about her experience with Bordeaux, "but I received no overtime pay or extra benefits for my time; I was paid the straight piece rate pay per item."

The company had been touted as a model homework employer in a Reader's Digest article which prompted 1,861 letters supporting its homework proposal, nearly half of those in favor of lifting the ban, the Labor Dept. pointed out.

Labor Dept. rebuked

But a report issued by the majority members of the House Subcommittee on Labor Standards rebuked the Labor Dept. for postponing court action against Bordeaux. It called the maneuver "troubling," because the department's inaction reduced the amount of recoverable back wages by $1,000 a day.

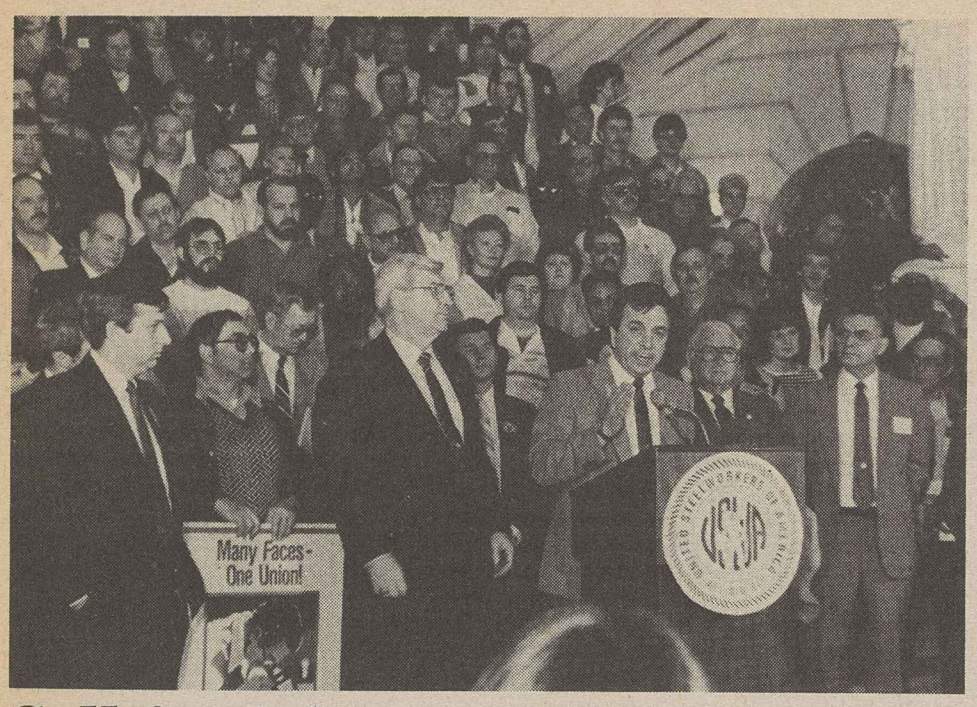
"This is a critical indictment of the department's will to enforce the Fair Labor Standards Act," the report continued, adding, "it also does not speak well for the quality or timeliness of future homework enforcement if the ban is lifted."

Mazur agreed, stressing that minimum wage requirements "cannot be enforced in homework in these industries which have barely changed in the last century. The time and resources needed to investigate the Bordeaux operation will be multiplied thousands of times over if the Labor Dept. lifts the prohibition on industrial homework."

Hollywood new locale for AFTRA organizing

Hollywood, Calif.—The Television & Radio Artists opened a national office here to serve West Coast members and to coordinate the union's organizing efforts. While the organizing program has been shifted here, AFTRA will maintain its headquarters in New York.

The West Coast office address is 6922 Hollywood Blvd., Hollywood, Calif., 90028.



Call for jobs

Steelworkers from across Pennsylvania rally at state capitol in Harrisburg during the union's three-day legislative conference. More than 400 USWA members crowded the capitol steps as USWA District Director Andrew Palm outlines the union's job-saving economic and legislative program. They urged Democratic Gov. Robert Casey to keep his campaign pledge to create and retain jobs. From left, Lt. Gov. Mark Singel (D), USWA District Directors John Reck, Palm, Paul McHale and Anthony Rainaldi.

Amnesty International hailed for battle against repression

Amnesty International was honored by the AFL-CIO and affiliated unions for its quarter-century of labor aimed at winning freedom for the world's "prisoners of conscience."

The human rights organization monitors repression and brutality throughout the world, and through letter-writing and publicity campaigns, works to win freedom for persons imprisoned for their religious or political beliefs, or because of their sex, skin color or ethnic origin.

At a reception hosted by the Teachers, AFL-CIO Sec.-Treas. Thomas R. Donahue praised Amnesty International for "its single-minded focus on prisoners of conscience." Those prisoners include trade unionists "in too many nations who are jailed because they have asserted the rights of workers—assertions always found offensive by tyrants . . . or by revolutionaries who replace one tyranny with another."

Donahue spoke of the goals shared by the human rights group and an American labor movement with a century-old tradition "of speaking out and acting in support of the democratic rights of people everywhere and in unrelenting opposition to those who would deny those rights."

"For all of its work, Amnesty International deserves the thanks of people who value decency and respect human values," Donahue declared, adding that labor will continue its global support for freedom "so that one day the hope of democracy will become a worldwide reality."

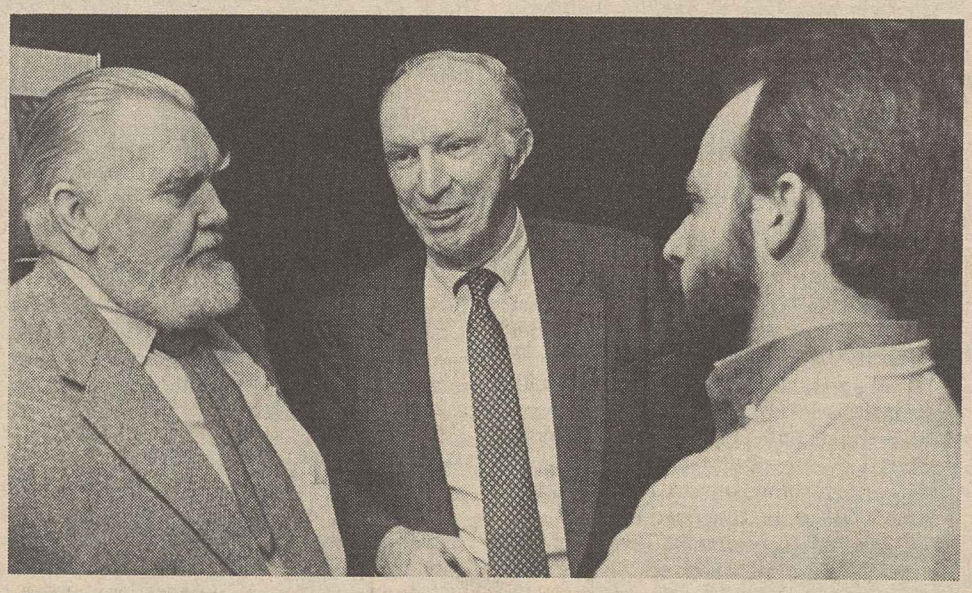
Featured speakers included Victor Davydov, a Soviet activist who was labeled "socially dangerous" and was confined to a psychiatric hospital for three years, and Mary Ntseke, a black trade unionist from South Africa, as well as other former prisoners of conscience.

Persistence pays off

Davydov credited Amnesty International members for their persistence in pressing his case, finally forcing the Soviet Union to allow him to emigrate. He made a special plea for a letter-writing campaign on behalf of union organizer Yegor Volkov who has been confined to a psychiatric hospital for 20 years. Volkov was arrested in 1967 after organizing a protest among construction workers against wage cuts.

Ntseke, general secretary of the Brushes & Cleaners Workers, said the human rights group gives hope and strength to workers seeking justice in South Africa. Although she was never charged with a crime, in 1981 Ntseke was arrested and spent over a year in solitary confinement until her release in 1982.

Joining the tribute were the Auto Workers; Bakery, Confectionery & Tobacco Workers; Bricklayers; Clothing & Textile Workers; Communications Workers; Electronic Workers; Food & Commercial Workers; Glass, Pottery, Plastics & Allied Workers; Government Employees; Ladies' Garment Workers; Letter Carriers; Longshoremen; Machinists; Operating Engineers; Railway & Airline Clerks; Rubber Workers; Service Employees; State, County & Municipal Employees, and Steelworkers.



Former political prisoner Viktor Davydov meets with AFL-CIO Sec.-Treas. Thomas R. Donahue, center, and William C. Doherty, executive director of the American Institute for Free Labor Development, left, during tribute to Amnesty International marking 25 years of service.

Union insurance agents provide vital services

Although the AFL-CIO is exploring a low-cost group insurance plan through its Union Privilege Benefit Programs, the campaign is not intended to detract from the efforts of unionized insurance agents to make their livelihood, UPBP President Ray Denison emphasized.

He stressed that language contained in the UPBP's publication, "Horizons," reprinted in the Feb. 14 issue of the AFL-CIO News, was not intended to disparage unionized agents or to suggest that they are unethical.

"These organized insurance agents provide a professional service for fellow trade unionists," Denison explained, "and they have been an important part of the labor movement" for more than four decades.

"The AFL-CIO and the Union Label & Service Trades Dept. have consistently recommended that union members buy any form of insurance from a union agent, just as they pursue the 'buy-union' concept with any other service or product," he said.

He noted that the separate Insurance Workers of America and the Insurance Agents International Union were among the first internationals to unite following the AFL-CIO merger. The union they created—the Insurance Workers International Union—merged with the Food & Commercial Workers three years ago. The Office & Professional Employees also represents insurance agents.

Labor tells Congress:

Workers need details of past toxic exposure

Workers who have been exposed to health hazards in previous jobs should be located, alerted and given the opportunity for medical checkups, union witnesses urged at Senate hearings.

Industrial Union Dept. President Howard D. Samuel opened labor's case for the passage of the High Risk Occupational Disease Notification & Prevention bill. He was backed up with first-hand testimony of Steelworkers who have been exposed to health hazards that have already doomed some of their fellow workers.

The hearings by the Senate Subcommittee on Labor opened a push for legislation based on a bill that won House committee approval in the last Congress. It was sidetracked by adjournment time pressures compounded by strong industry and Administration opposition.

Sen. Howard M. Metzenbaum (D-Ohio) a principal sponsor of the legislation along with Sen. Robert T. Stafford (R-Vt.), is now chairman of the Senate Labor subcommittee considering it. The chief House sponsor, Rep. Joseph M. Gaydos (D-Pa.), is again the chairman of the House subcommittee with jurisdiction over the bill.

The legislation would establish a federal program to identify and provide medical counseling to workers whose health may have been endangered. It would help local health facilities set up programs for continuing health checkups.

'Fundamental right'

As Samuel noted, existing hazard notification requirements administered by the Occupational Safety & Health Administration may alert present employees but don't help former employees whose occupational ailments may surface years after they have left the job.

Workers have a "fundamental right to know that they are at high risk of disease because of previous exposure to toxic substances," Samuel said. He termed the labor-supported bill "a basic self-defense measure that will provide workers with the essential information to permit them to take the kinds of actions necessary to either prevent disease from occurring in the first place, or to detect it early enough for treatment."

Samuel's testimony included a point-by-point refutation of past Administration criticism of the bill. Instead of trying to kill it through misrepresentation, he said, the Administration should be working with Congress toward the goal of disease prevention and health care cost savings.

He contrasted the proposed $25-million authorization for the notification procedure with the estimated $3.5-billion cost of occupational disease payments from social security and disability benefits, Medicare and Medicaid.

Early action vital

Steelworkers Safety & Health Director Michael J. Wright supported the bill, not just for present USWA members but on behalf of some 500,000 former members who may have been exposed to toxic materials in the past.

"Since occupational disease may develop years after first exposure, many of them continue to face a high risk," Wright noted. Often, he said, they don't know the risk they're under. Yet "many of these diseases can be cured through early diagnosis and treatment."

Supporting testimony by two USWA members bore out labor's concerns.

Robert Watson, recording secretary of USWA Local 1066 in Gary, Ind., cited the many chemicals and acids that he and his co-workers were exposed to in the course of their work, which involved removing grease and mill scale formed on steel sheet during hot rolling—a process called "pickling." Workers are regularly exposed to an acid mist, and a recent study linked the process to a high rate of lung cancer.

Watson said he checked informally on a number of people he had worked with in the pickling operation. He found that at least 11 former workers had contracted lung, throat or respiratory cancer, which was fatal to eight of them.

George Cafasso, chairman of the Safety & Health Committee of Local 1557 in Clairton, Pa., told of working in a plant that made metallurgical coke, producing benzene as a byproduct.

Benzene has long been known to cause leukemia and other blood disorders. After years of litigation, OSHA is finally preparing to issue a new benzene standard.

But, Cafasso testified, it will come too late for many workers previously exposed. Some of them would be alive today if they had been notified of the risk and had regular medical follow-up tests, he said.

New Mexico House rejects move to outlaw union shop

Continued from Page 1

other would have required the governor, within 30 days after enactment of the bill, to offer jobs on the state payroll to all unemployed New Mexicans so that they would have a legitimate "right to work."

The key to the defeat of the anti-union measure was a grass-roots lobbying campaign kicked off at a two-day conference in late January. The more than 400 union members who attended approved plans to structure a statewide network of committees to lobby state legislatures.

This effort was backstopped by the New Mexico AFL-CIO which conducted a direct-mail campaign aimed at 33,000 union households in the state. It included a "uniongram" that warned members of the RTW forces' efforts to "bully the state legislature" into passing the measure.

The result was a flood of letters and postcards to New Mexico legislators calling for a resounding "no" vote on the bill.

Union members here were so well organized that when the Senate committee held a mark-up session, more than 800 workers turned out for the hearings. A few weeks later, 1,000 unionists showed up for the House committee's hearings. The turnout was so large that the committee moved its mark-up to the House chamber.

Illinois AFL-CIO elects Walsh secretary-treasurer

Springfield, Ill.—Richard Walsh was unanimously elected secretary-treasurer of the Illinois AFL-CIO by its executive board to fill the vacancy created by the retirement of Harl H. Ray.

Walsh, 43, is a member of Teachers Local 4438. He has served the state federation as legislative director since 1979 and political director since 1980.

Ray, 69, had been secretary-treasurer since 1979. Prior to that he was COPE director and a legislative assistant. A member of Operating Engineers Local 399, he served for six years as president of the Champaign-Urbana AFL-CIO.

Drive to save retiree benefits gathers steam

Labor-supported bills to protect retiree health and life insurance benefits through an amendment to the federal bankruptcy law will have bipartisan support in a race against the clock.

Congress is under time pressure because a stopgap measure it adopted last fall will expire on May 15. The temporary legislation was enacted to prevent the LTV Corp. from cutting off benefits to tens of thousands of retired Steelworkers and Auto Workers.

The new legislation was unveiled at a Capitol Hill news conference by its principal sponsors, Sen. Howard M. Metzenbaum (D-Ohio) and Rep. Louis Stokes (D-Ohio), and leading co-sponsors including Pennsylvania's two Republican senators, John Heinz and Arlen Specter.

Recent amendments to the bankruptcy law prevent employers from unilaterally slashing wages or making other changes in a union contract unless a bankruptcy court determines that contract modifications are essential to the company's survival and fairly applied. But there is no clearcut protection for benefits to retirees, apart from the federal pension insurance program.

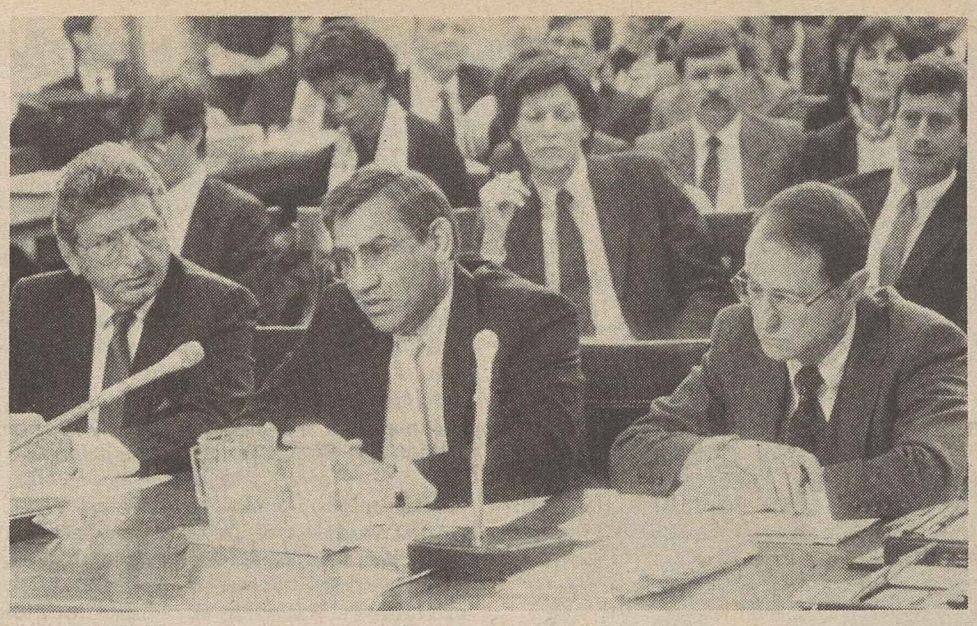
That's what the proposed Retiree Benefits Security Act seeks to remedy.

Union role

It would establish the right of a union to represent retirees. As with union contracts, modifications not agreed to voluntarily could be made only when ordered by a bankruptcy court after hearings. Retirees would also be given an additional tool to protect benefits by being designated as a separate class of creditors. That means that their consent would be required for approval of a reorganization plan to bring the company out of bankruptcy.

Metzenbaum stressed that LTV is just one of a number of companies that have tried to cut costs by cutting benefits. He noted that the still-profitable A.H. Robbins Corp. had sought bankruptcy court approval to terminate its health coverage to retirees even though the company is solvent. It entered bankruptcy only to head off damage suits resulting from its Dalkon shield product.

Metzenbaum and Stokes said they will press to complete congressional action by May 15, but will seek a temporary extension of the existing ban if the deadline can't be met.



Case against double-breasted contractors is made by Building & Construction Trades President Robert Georgine, with Legislative Director Leo Zeferetti, left, and Gen. Counsel Laurence Cohen.

Inflation surge drives down workers' purchasing power

A surge of seven-tenths of 1 percent in consumer prices drove American workers and their families deeper into an economic hole, pushing real average earnings down three-tenths of 1 percent in January.

And the months ahead could bring more bad economic news. The government reported that January saw a steep 1-percent decline in the leading indicators that gauge future business activity. It was the biggest one-month drop in two and a half years.

The loss in workers' purchasing power in January would have been even worse had not the Bureau of Labor Statistics made wholesale revisions in the values it assigns to various components in the consumer price index.

The new method for calculating inflation places less emphasis on food, which makes up a significant share of monthly outlays for workers and the elderly, and downgrades transportation expenses and the cost of medical care. The latter has been rising at an alarming pace over the past several years despite efforts by labor and consumer groups to contain health care costs.

By contrast, more weight was given to such upscale items as cable television services and the purchase of home computers, video cassette recorders and video games.

Without the change, January's CPI would have grown eight-tenths of 1 percent over the previous month. Even with the downward revision, it was the worst showing since June 1982. The figures mean that inflation is running at an annual rate of 8.6 percent. During all of 1986, prices went up only 1.1 percent.

The sudden resurgence of inflation offset an increase of one-tenth of 1 percent in average hourly earnings and a rise of three-tenths of 1 percent in hours worked.

As the new year got under way, workers found themselves worse off than they were in January 1986. Real earnings were down one-tenth of 1 percent from a year ago.

Hardest hit was the mining and oil extraction industry, where real earnings fell 2.6 percent below the level of January 1986. The year-to-year decline was 2.3 percent in transportation and public utilities and 1.5 percent in retail trade.

Minor gains

Workers in the construction industry were a little better off, with real earnings up 1.3 percent in the year's period. In manufacturing, there was an advance of five-tenths of 1 percent, and workers in wholesale trade managed a scant one-tenth of 1 percent improvement.

By contrast, the salaries of highly paid professionals in the finance, insurance and real estate sector pushed their purchasing power up 4.6 percent, while real earnings in services advanced 1.8 percent.

The January CPI increase was paced by a 6.6-percent jump in gasoline prices and a 9.8-percent leap in home heating oil costs, both resulting from the ongoing efforts of OPEC—the Oil Producing & Exporting Countries—to curtail output and end the downward spiral in world oil prices.

Because of the adjustment in its calculations, BLS reported that medical care costs rose only four-tenths of 1 percent, compared with December's seven-tenths of 1 percent increase. But the cost of obtaining medical care was 7.5 percent higher than it was a year ago, making it still the fastest growing component in the CPI.

The January decline in the leading indicators was paced by a huge drop in contracts and orders for new plant and equipment and hefty declines in building permits and new orders for consumer goods.

Other components that pulled the index lower included prices of sensitive materials and the number of average weekly claims for state unemployment insurance.

Crafts assail double-cross by employers

Continued from Page 1

gard to the contract bar that applies in non-construction industries.

The only right anti-union groups want to preserve, Georgine suggested, is "the right of employers to walk away from their agreements at will."

Thomas Hopkins, representing 1,700 members of Operating Engineers Local 17 in the Buffalo area, and an employer who runs an all-union operation against double-breasted competition suggested a conspiracy to kill the unions with kindness at contract time.

John Gast Jr., who started as a union ironworker and operates a steel erection firm that has always been able to compete with lower-wage competition through quality and efficiency, said double-breasted contractors have come up with a new technique to give their non-union operations an extra advantage.

He expressed his dilemma in a letter to Clay, stressing the point that a bargaining relationship must be built on mutual trust. His letter asked:

"How can unions trust contractors if they know that, after an agreement has been reached at the bargaining table, the contractors will bid jobs using their non-union 'related entity' and be awarded the jobs because the 'related entities' don't have to pay the union wages and fringes just agreed to.

Employer suspicions

"How can I, as a union contractor, agree on proposals to present to the union when my fellow contractors are double-breasted and I am suspicious that they are trying to inflate the union rate in order to make it easier for their nonunion entity to get work."

Two Carpenters local and district representatives from Washington, D.C., Terry Milstead and Joseph Stanalonis, testified to a pattern of gradual and then accelerating shifting of work from the union operation to a newly-formed nonunion subsidiary.

Milstead spoke of the detective work he had to do to trace common ownership of union and nonunion companies, including following trucks to determine interchange of equipment and spending hours poring through courthouse records and documents. But despite massive evidence, he said, the NLRB backed off from issuing an unfair practices complaint against the company.

Stanalonis said contractors that have gone double-breasted suddenly become "too busy" to take on jobs through their mainstream union operation but steer potential customers to their nonunion entities.

Charles E. Key, business manager of the North Georgia Building Trades Council, testified that subcontractors have been told by double-breasted general contractors that "if you want to work for us, you'll need to set up a nonunion shop."

One result, Key said, is that the number of union contractors employed in his council's jurisdiction shrunk from more than 5,000 in 1982 to about 1,400 now.

And when the unions agree to roll back wages so that their employers can compete with nonunion operations, "the contractors just turn around and cut their nonunion wages by the same amount."

That's not bargaining, Key said. It's "a conspiracy to fix prices by controlling both sides working in the same market."

San Francisco to negotiate pay equity pact with SEIU

San Francisco—The city's civil service commission adopted the results of a pay equity survey, which concluded that women and minority workers are victims of wage discrimination.

In a unanimous vote, the five commissioners accepted the report in an agreement with the Service Employees, which represents about 90 percent of the city employees, and other unions representing public workers. The finding of pay discrimination affects 12,000 of the city's 23,000 workers.

"This civil service salary study confirms that city jobs dominated by women and minorities are significantly underpaid when compared to those jobs traditionally held by men," President Paul Varacalli of SEIU Joint Council 2 said.

SEIU will sit down with city officials to close the wage gap in negotiations on a separate track from the collective bargaining schedule, he said. Estimates show that $80 million would be needed to end all pay inequities, Varacalli noted, adding that the city reserved $30 million for pay equity increases two years ago.

Voter referendum

The two-month commission study was initiated after a voter referendum last November instructed the city to examine its pay system for wage inequities. The study found that jobs traditionally held by women and minorities paid 40 to 50 percent less than city jobs held mostly by men.

City health workers with an annual salary of just over $21,000 are paid 50 percent less than men in jobs requiring similar skills, while laborers and some clerks earn salaries averaging 16 percent above those of custodians, the report noted.

The survey compared city and county job classifications with those in other jurisdictions that had negotiated or implemented pay equity raises and took into account the concentration of women or minority workers in each classification. A job classification was considered "disproportionately occupied" if it included 70 percent or more women and minority workers. Workers in jobs not held by a disproportionate number of mionorities or women are not subject to pay equity adjustments, the report noted.

W.J. Cunningham joins AFL-CIO legislative staff

William J. Cunningham, a congressional staffer for the past 17 years, has been appointed an AFL-CIO legislative representative.

Legislative Director Robert M. McGlotten said Cunningham will specialize in taxes, trade, unemployment compensation and non-nuclear energy issues. He will fill the vacancy left by the resignation of Vince Trivelli, who has moved out of the Washington area.

Cunningham, 44, was most recently on the Oversight Subcommittee staff of the House Ways & Means Committee, and previously was an executive assistant to Committee Chairman Dan Rostenkowski (D-Ill.).

UAW restructuring aids organizing

New York—The Auto Workers announced plans to make its District 65 into a new union department, strengthening the working relationship between the international union and its affiliate.

In ceremonies at the affiliate's headquarters here, UAW President Owen Bieber and District 65 President David Livingston signed an agreement integrating the 40,000-member unit into the Auto Workers' constitutional structure while leaving the district free to continue to pursue its own organizing initiatives and its traditional jurisdictions.

Founded as an independent union in 1933, District 65 represents workers in such nonmanufacturing industries as publishing and at universities. It affiliated with the UAW in 1981.

"This agreement reflects the maturing of our relationship and lays the groundwork for continued progress," Bieber and Livingston said in a joint statement. "While we have operated well together for the past six years on the basis of a relatively unstructured affiliation, we will now operate even more effectively on the basis of organic unity."

At the same time, the UAW announced the restructuring of its Technical, Office & Professional Dept. to advance organizing and bargaining programs among new groups of workers. The new program calls for establishment within the department of a Public Employees Council, a Private Employees Council and a Health Care Council under the direction of Vice President Stephen P. Yokich.

Labor hits shotgun approach of random drug tests

Drug eradication efforts in both the private and public sectors can and should be carried out without subjecting workers with no indication of a drug problem to the indignity of random, employer-imposed urine tests, unions contended at Senate hearings and in federal courts.

The Senate Commerce Committee hearings focused on Administration-backed bills requiring random drug testing of railroad and airline workers. Similar bills have been introduced by Committee Chairman Ernest F. Hollings (D-S.C.) and Sen. John C. Danforth (R-Mo.), the senior minority member.

Unions in all branches of transportation criticized the shotgun approach of the legislation and expressed concern that the cost and emphasis of the mandatory testing would divert resources from needed safety improvements and rehabilitation help for persons trying to recover from drug or alcohol abuse.

In a related area, the Government Employees continued to challenge in federal courts programs of random testing of federal workers and new anti-cheating guidelines developed by the Dept. of Health & Human Services for collection of urine samples. Agencies have been directed to test employees in "sensitive" jobs for evidence of marijuana or cocaine use.

The tests, which government officials suggested could serve as a model for the private sector, require putting coloring in toilet tanks to prevent watering of urine samples and immediately testing the temperature of the specimens handed over by employees to detect any substitution.

AFGE President Kenneth T. Blaylock charged that the guidelines "will do nothing more than add humiliation and indignity to a process that we believe is already unconstitutional."

Better uses for funds

Taxpayer dollars, he suggested, "would be better spent on drug education, rehabilitation and to stop the flow of drugs into our nation and into the hands of its children."

The AFGE has brought a constitutional challenge to the guidelines as an infringement of due process and an invasion of the right to privacy. The suit, which also charges failure to comply with notice-and-comment requirements for federal regulations, asks the U.S. District Court in New Orleans to bar implementation of the guidelines.

In an earlier suit, the AFGE won a temporary injunction prohibiting an Army installation in Georgia from requiring urine tests of its civilian employees.

At the Senate hearings on drug testing of transportation workers, the Railway Labor Executives' Association said it welcomes efforts to overcome drug and alcohol abuse.

Rail unions oppose "indiscriminate testing" of workers not under any suspicion of drug use, RLEA Attorney Lawrence M. Mann testified. There should at least be preliminary screening for indications of drug or alcohol abuse before resorting to urine testing, he said.

Capt. Richard B. Stone, aeromedical resources chairman for the Air Line Pilots, said random drug testing "without even the slightest basis for suspicion" would be "repugnant to the U.S. Constitution." He noted that the ALPA participates in labor-management programs to deal with drug and alcohol problems.

While the Hollings-Danforth bills deal only with railroads and airlines, union and employer groups in the bus and trucking industries were also invited to testify.

Climate of distrust

Transit Union Legislative Director Robert A. Molofsky said the ATU "vigorously opposes" employer-determined random testing in the workplace. Apart from legal and constitutional implications, he said, such programs create "climates of distrust and intimidation."

Vernon McDougall, safety director of the unaffiliated Teamsters, said the tests the Administration wants to impose trample on individual and constitutional rights.

Employer groups were divided, with some expressing concern at the high cost of testing. Transportation Sec. Elizabeth Dole, who expressed the Administration's support for the legislation, estimated that the cost of a large-scale drug testing program would be in a range of $18-to-$25 for each employees tested.

Service Employees President John J. Sweeney testifies for parental leave bill.

Parental leave bill passed to safeguard family values

Workers shouldn't have to risk their jobs to care for newborn children or an ailing family member, Service Employees President John J. Sweeney asserted at House hearings on the parental leave bill.

Sweeney, who recently co-chaired a United Nations family policy panel, termed it "a national shame" that this country is so far behind other nations in recognizing the family obligations of its workers.

The minimal provisions of the parental leave bill amount to "a right, not a benefit," he said.

The labor-backed bill would require employers of 15 or more workers to grant requests for up to 18 weeks of unpaid leave over a 24-month period on the birth, adoption or serious illness of a child. It would also allow employees to take up to 26 weeks of unpaid leave when they are unable to work because of their own serious illness.

Employers with health insurance coverage for workers would be obligated to continue the coverage during the period of the unpaid leave.

Wide support

Sweeney and representatives of a wide range of groups supporting the legislation testified before a joint hearing by two subcommittees of the House Education & Labor Committee. A similar, but not identical bill, is pending in the Senate. In the last Congress, the parental leave bill won House committee approval but made no headway in the Senate.

Rep. William Clay (D-Mo.), chairman of the Subcommittee on Labor-Management Relations, likened the parental leave bill to provisions of the Fair Labor Standards Act, governing minimum wages, maximum hours and a ban on child labor.

Employer groups complained that parental leave would be too costly, but business cost estimates are greatly exaggerated, Sweeney said. In real life, he suggested, many employers won't even hire replacements.

As for the claimed burden on smaller businesses, Sweeney noted that SEIU contracts with a number of small jewelry manufacturing firms in New York allow up to one year of job-protected leave.

The legislation would be "good business and good for business," Sweeney testified. "Juggling work and babies takes a toll on productivity."

Both the National Organization of Women and the U.S. Catholic Conference testified for the legislation. The Catholic Conference testimony termed the bill "a good first step toward a pro-family policy for working people."

3-year recording pact ratified by Musicians

New York—The Musicians ratified a new three-year contract with the major recording companies that provides a 4 percent scale increase each year.

The contract, ratified by a 1,153-to-844 vote, will also improve health and welfare benefits for the 5,200 members it covers. Employer contributions to the Music Performance Trust Fund will be reduced 10 percent and no payments will be made for the first 25,000 sales of any recording.

The union fought back management's demands to an end to the Music Performance Trust Fund and severe reductions in contributions the Special Payments Funds.

The fund helps provide admission-free, public performances in the United States and Canada. It was created in 1940 to provide employment for musicians whose job opportunities had dropped through the use of recordings.

The Special Payments Fund will receive a similar reduction in employer payments. It provides annual royalties based on percentages of suggested retail prices, after specific deductions.

CWA appeal triggers probe of microchip industry safety

The Occupational Safety & Health Administration will investigate the health hazards faced by workers in the semiconductor industry. The action was ordered by Labor Sec. William Brock in apparent response to a personal appeal from Communications Workers President Morton Bahr.

The Labor Secretary and Bahr, an AFL-CIO vice president, discussed the "life threatening situations" faced by workers who manufacture microchips. Their talks occurred at the federation's Executive Council meeting in Bal Harbour, Fla.

An OSHA spokesman confirmed the agency has instructions to "look into this situation and get back to the Secretary." The Labor Dept. action comes amid growing pressure for semiconductor manufacturers to clean up their work processes.

At a press conference in Bal Harbour, a coalition of 36 labor, women's, environmental and community groups and individuals announced a nationwide drive aimed at forcing the chip-making firms to remove the hazardous chemicals from the workplace.

Concern about worker safety in that industry was heightened by the results of a recent study done for Digital Equipment Corp. which found nearly double the expected rate of miscarriages among female production workers. While the study did not link any of the chemicals used in chip-making to the higher miscarriage rate, several leading microchip manufacturers, including AT&T, opted to remove pregnant workers from production lines. CWA represents workers at AT&T.

The coalition pointed out that removing hazardous chemicals from the workplace is the proper solution, not the removal of pregnant workers.

At the press conference, Bahr stressed that exclusionary policies are "just a temporary stopgap that benefits no one." He said such policies ignore the fact that there may be reproductive hazards for men as well as women. And because many of the chemicals used in the industry are known or suspected cancer-causing agents, most workers remain at risk through exposure to these substances.

Recommended actions

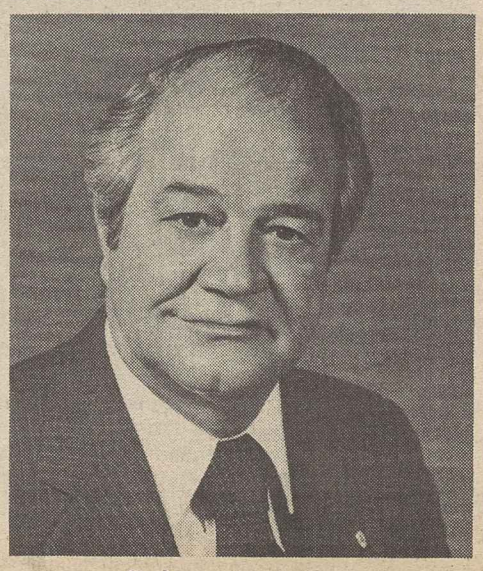
The coalition recommended these actions by the semiconductor industry:

- Removal of substances known or suspected of causing reproductive damage and substituting safer chemicals.
- Use of engineering controls to prevent worker exposure to potentially harmful substances.
- As a temporary measure until chemicals are removed or engineering controls installed, offering medical removal to prospective parents, male and female. Temporary transfer should be without loss of wages, seniority or benefits.
- Financing independent industrywide studies to assess health effects of workplace exposures.
- Integrating the concept of occupational and environmental health and safety into all research into product or process design to ensure that new technologies are safe for workers and the community.

Plasterers & Cement Masons pick Holton to succeed Roots

The Plasterers & Cement Masons executive board elected Sec.-Treas. Robert J. Holton as president to succeed Melvin H. Roots, who retired Feb. 11.

Holton is the first cement mason in the union's 123-year history to hold the presidency. His term will run through the end of 1989.



Robert J. Holton

Holton, 64, had served as secretary-treasurer since 1978. He was elected an international vice president in 1970. Before that, he served in a variety of posts with Cement Masons Local 577 and with the Northern Colorado Building & Construction Trades Council.

He was a vice president of the Colorado AFL-CIO for six years and an executive board member of the Denver AFL-CIO. Holton was commissioner of the Denver Urban Renewal Authority for 16 years. He also served as chairman of the Plumbers Advisory Committee and a member of the Metro-Denver Building Code Committee.

Roots, 63, was elected president emeritus by the executive board. He was first elected president of the Plasterers & Cement Masons in May 1981 and re-elected in August 1984.

Before joining the international staff as deputy organizer in 1955, Roots served as president of Plasterers Local 112 in Oakland, Calif., the California State Conference and the Northern California District Council.

He was elected an international vice president in March 1957 and to the executive board in 1965.

EDITORIALS

The President's Quest

PRESIDENT REAGAN'S competitiveness initiative is a rhetorically elegant, substantively barren attempt to divert attention from the tidal wave of imports and the enormous, intractable trade deficit that has wiped out millions of jobs, devastated local communities and placed the economy in a risky and fragile condition.

The President's characterization of his goal as a "quest for excellence" is commendable and, like the President, we in the trade union movement would like to see more products bearing the Made in America label. (A union label would be nice, too.)

Unfortunately, the measures proposed by the President fall short of the actions needed to trim the $170 billion trade deficit, while other parts of his package—such as the budget cuts in elementary, secondary and higher education programs, and the promise of continued attempts to deregulate and decontrol—certainly won't help in the quest for excellence.

The fact of the matter is, this Administration's response to the nation's trade and trade-related problems has been, and obviously continues to be, a benign and passive one of watching the dollar fall, interminable multilateral negotiations, and exhorting other nations to stimulate their own economies in the hope the demand for U.S. products will increase.

A STRONG, effective trade deficit reduction measure that requires our major trading partners to reduce their excess trade surpluses with us if they are engaging in unfair trade practices must be enacted, and the United States should not permit unlimited entry of goods produced in countries which do not respect basic worker rights.

That legislation should also include adjustment assistance and injury relief, removal of existing tax and tariff incentives to U.S. industries to move abroad, and measures that deal with specific problems in particularly hard-hit industries.

We must also deal with debt problems of less-developed countries in a fashion which strengthens their economies and enhances rather than shrinks the living standards of their citizens.

Lastly, it would indeed be regrettable if this new focus on competitiveness degenerates into an attack on the qualitative aspects of life which, by some yardsticks, would not be deemed "cost effective" or "competitive."

These include a broad range of nationally determined standards and regulations affecting consumers, workplace health and safety, child labor protections, the right to bargain collectively, control of hazardous wastes, and the quality of our air and water.

—Guest column in USA Today by Arnold Cantor, assistant director of the AFL-CIO Dept. of Economic Research, Feb. 24, 1987.

Retiree Rights

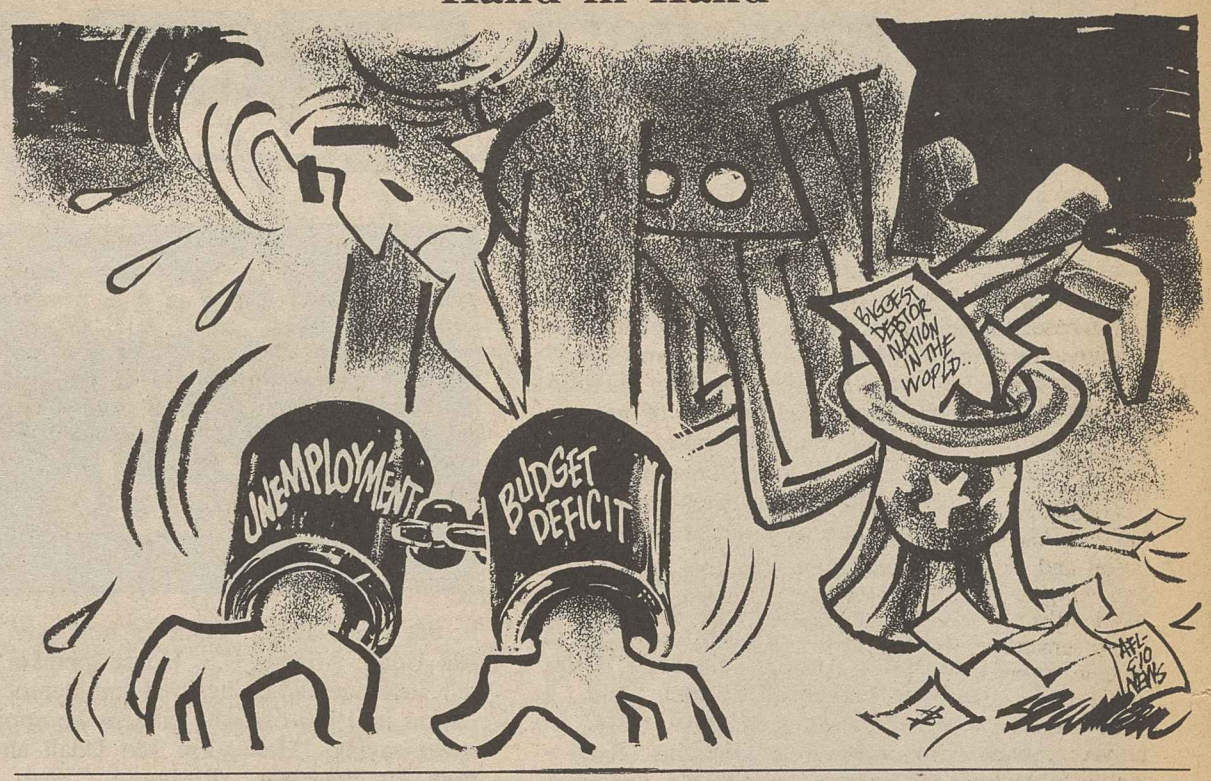
IN CONTRACT NEGOTIATIONS, there is no free lunch. When a union negotiates a continuation of health and life insurance coverage for when workers retire, it is in effect earmarking part of the compensation package for the future protection of its members.

The federal pension insurance program was enacted to protect workers and retirees from loss of their earned pension rights, and it has largely done so.

When employers found a loophole in the bankruptcy law that allowed them to make unilateral changes in their union contracts, Congress stepped in with necessary safeguards. It amended the law to require negotiations over any contract changes. And it provided that, in the event of a deadlock, a bankruptcy judge would be bound by strict guidelines of necessity and fairness in imposing any contract changes.

As a minimum, retirees should have comparable protection for any health and life insurance coverage their former employers want to reduce or eliminate. Stopgap legislation enacted in the last Congress expires May 15. Permanent legislation has been introduced in both the House and Senate. It should be enacted, quickly. The need is urgent. The clock is running.

Hand in Hand



Washington Window

Amnesty 'adoptions' aid prisoners of conscience

By Press Associates

Every day on every continent, men, women and even children are arrested, kidnapped, imprisoned, tortured, executed or simply "disappear" because of their political beliefs, associations or activities for social change. Many of them are trade unionists.

For 25 years, Amnesty International has been doing something about it. Headquartered in London, Amnesty has more than a half-million members and supporters in 150 countries. Since its founding, it has worked on behalf of more than 25,000 "prisoners of conscience" around the world. Last year, 150 of these prisoners "adopted" by Amnesty groups in the United States were freed.

Amnesty works to apply pressure on governments to free prisoners of conscience—those jailed for their beliefs, race or ethnic origin who have neither used nor advocated violence. It also seeks fair and prompt trials for these prisoners and the universal abolition of torture and executions. Torture is regularly used against political prisoners by one-third of the governments in the world, says Amnesty, whose research staff of 200 is recruited from more than 30 nations.

Imprisoned unionists

Amnesty's methods include letters and cards to government officials, long-term adoption of individual prisoners of conscience, publicizing patterns of human rights abuse, meetings with government representatives and, where torture or death are feared, a network of volunteers who send urgent telegrams. Meetings and vigils may be held, petitions circulated. Sometimes money is raised to send medicine, food and clothing to prisoners and their families.

A released prisoner of conscience from the Dominican Republic wrote Amnesty a note of thanks: "When the first two hundred letters came, the guards gave me my clothes. Then the next two hundred letters came, and the prison director came to see me. When the next pile of letters arrived, the director got in touch with his superior. The letters kept coming and coming—3,000 of them. The President was informed. The letters still kept arriving, and the President called the prison and told them to let me go."

American trade unions and Amnesty have an important ongoing relationship based on the fact that in many parts of the world, people are jailed and mistreated simply because they are union members or activists.

Public campaigns

Amnesty's first list of imprisoned unionists was published in 1974 and documented 229 people jailed in 17 countries. Subsequent lists show that the situation for trade unionists around the world has not improved.

A sample of its cases:

- Jose Ramon Trejos, an activist with a taxi drivers' union, and his two sons, aged 21 and 17, were abducted from their home in Rancague, Chile, by eight hooded men in October 1985. The younger son was released the next day. Trejos was released after a few weeks, but his older son was charged and imprisoned.
- Wanda Dragon was arrested in Poland in July 1985 for possession of literature published by the banned Solidarnosc trade union. Her prison cell was cold, infested with cockroaches, and she had to sleep on the floor. Medicine and a special diet she requires were not provided in prison.
- Florentino Arcillo, an activist in the Central Luzon Farmers Alliance in the Philippines, was abducted from his family's home in Manila in April 1985. Two weeks later he was found in a military detention center, where he had been tortured.
- Gilberto Omar Lopez, a member of the Transport Workers Union, was arrested by members of the National Guard in El Salvador in March 1986 at his place of work. His clothes, soaked in blood, were given to his family.

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MEMO FROM COPE

Odds 'n Ends

ONE OUT, ONE IN as "announcement season" commences for presidential aspirants or non-aspirants. New York Gov. Mario Cuomo says "forget it" and ends speculation that he would seek Democratic nomination in 1988. Balancing Cuomo's "no" is Rep. Richard Gephardt's "yes," making Missouri House member first one officially out of gate in long run for Democratic standard-bearer. Former Gov. Pete DuPont of Delaware remains GOP's only *announced* candidate. Whole batch more from each party will be making formal declarations soon.

MORE CELEBRITIES eye political careers. Sonny Bono (erstwhile of Sonny and Cher) runs for mayor of Palm Springs, Calif., a posh resort city in *southern* part of state. Another celebrity, Clint Eastwood, already is mayor of Carmel, Calif., a posh resort city in *northern* part of state. In addition, U.S. Army Gen. Pete Dawkins (Ret.)—now an investment banker—reportedly considers 1988 run for U.S. Senate in New Jersey as Republican against Sen. Frank Lautenberg (D). Sports fans will recall Dawkins as star football player at West Point a generation ago.

IT'S TRUE, elected officials spend a lot of time worrying about campaign financing—their own. Federal Election Commission issues report showing 33 incumbent senators who are up in 1988 already have $12.2 million in their campaign kitties, an average of $369,000 each. But that's not all. FEC figures show 33 senators not up until *1990* already have $6.9 million in hand, an average of about $210,000. And even *that's* not all. A lot of those who just got elected or re-elected in 1986, and don't run again until *1992,* have big bucks for next time out. Bob Dole (R-Kan.) has $2.2 million left over from '86 (he's expected, however, to use it for try at GOP presidential nomination). Other senators with impressive cash on hand for 1992: Glenn (D-Ohio) $837,000; Packwood (R-Ore.) $692,300; Inouye (D-Ha.) $598,400; Grassley (R-Iowa) $486,400; D'Amato (R-N.Y.) $456,300; Dixon (D-Ill.) $408,800.

POLITICAL HUMOR, of self-putdown kind, blossoms in early stages of presidential nomination chases. One of the best of this year's batch came from former Delaware Gov. Pete DuPont (R) only officially announced for President (until Gephardt killed his line) candidate. He told audiences: "This is a historic moment. You have before you 100 percent of the declared candidates for President of the United States. You may never see all of them in one place again." (One of best ever came from Mo Udall, Arizona U.S. House member. He would tell audiences when he tried for Democratic nomination in 1976 of some citizens he approached on street saying, "Hello, I'm Mo Udall and I'm running for President." Response: "Yeah, we know. We were just laughing about that this morning.")

NOT LAUGHING anymore are right-wingers, their leaders and political committees. Major annual meeting, Conservative Political Action Conference, up to now has been upbeat love-fest. This year's recent get-together a downer—sniping, finger-pointing, kvetching—all reflecting over-the-hill reality of once "new right." President Reagan, described at once as "the best and the worst thing that ever happened to the conservative movement," is criticized for paying only "lip service" to right wing's social issues. Two of his Cabinet members, Secretary of State Schultz and Health and Human Services Secretary Bowen are bitterly attacked. Schultz's resignation is demanded. Establishment Republicans are pelted for "letting the flames go out" on so-called Reagan revolution. GOP National Committee leaders are lambasted as "mental pygmies." Reflecting reality of this meeting, "new right" leader Paul Weyrich said movement "is divided 19 ways from Sunday."

TWO FURTHER NOTES from rightist gathering. (1) Rep. Jack Kemp way out front in presidential straw poll as first choice of 68 percent of those present. Far back in 4-5 percent range: Recently-resigned White House communications director Pat Buchanan, Sen. Bob Dole, Rev. Pat Robertson, VP George Bush. (2) Man they're all fighting to succeed, President Reagan—beset by Who's-in-Charge-Gate, slumping personal popularity, weak support on policy matters—trying to Boost spirits of right wing, perhaps his own as well, tells audience "the going may be a little rough at this moment (but) be of good cheer. We're coming back and coming back strong. . .We're saving the best stuff for the last act." Bravado not enough to hide his problems, or those of right-wing leaders and groups.

FUR FLIES in debate over debates. GOP and Democratic Party announced agreement in press conference recently on joint commission to sponsor presidential debates in 1988. League of Women Voters—which has sponsored debates since 1960—held own press conference one hour later to lay out its own plans for the '88 candidate debates. League insists sponsors should be totally independent of parties and candidates.

MORE ON MONEY and elected officials comes out of Congressional Quarterly report showing 51 House members have more than $250,000 each in funds left over from 1986 campaigns. Nine have more than $500,000 each. One, California Republican David Dreier, is sitting on $949,829.

AND STILL MORE on money. GOP Senate candidates in 1986 raised $28 million more than their Democratic opponents and outspent them in 23 of 34 races. Yet, Democrats won 20 of the 34. In eight of the 12 closest finishes, won by six or fewer percentage points, Democrats won despite less funding. Total contributions to GOP Senate candidates reached $107 million, to Democrats $79 million. The biggest bundle was raised for the California race, GOP loser Ed Zschau collecting $11.8 million to winner incumbent Alan Cranston's $10.8 million.

Municipal Officials Flunk Administration

City officials across the land have issued a report card on the Reagan Administration's performance in dealing with urban matters. It has told the Administration to write on the blackboard 500 times: "We have loused up. We have loused up. . . ." etc.

Three-fourths of the 516 officials who responded, representing 396 cities and towns, gave the administration "poor" or "failing" grades on urban issues; 50 percent "poor" or "failing" on unemployment and social policy.

Only on inflation and interest rates was the administration marked "good" or "excellent."

Grading Reagan's government from "A" for excellent to "F" for a failure—with "B" good, "C" fair and "D" poor—municipal officials handed out the following marks in specific categories:

- Social policy—"A" one percent, "B" 11 percent, "C" 37 percent, "D" 33 percent, "F" 18 percent.
- Unemployment—"A" two percent, "B" 10 percent, "C" 37 percent, "D" 39 percent, "F" 12 percent.
- Urban needs—"A" zero percent, "B" five percent, "C" 20 percent, "D" 40 percent, "F" 35 percent.
- Federal deficit—"A" zero percent, "B" five percent, "C" 17 percent, "D" 40 percent, "F" 38 percent.
- Environment—"A" 2 percent, "B" 20 percent, "C" 42 percent, "D" 25 percent, "F" 11 percent.

The city officials reported they have had to raise taxes and cut services as a consequence of severe cuts in federal urban programs, and more than third predicted further tax and user free hikes would be necessary this year.

Con-con still breathing

The screwball idea of calling a constitutional convention to bypass Congress and initiate a balanced budget amendment isn't dead.

A resolution to summon a constitutional convention squeezed through the New Mexico House and is a threat in the state Senate.

In Congress, responsible legislators from both parties agree that the rigid Gramm-Rudman-Hollings budget law was a big mistake. But a law can be rectified. A constitutional requirement could throw the economy into a tailspin. And a runaway constitutional convention could throw away the Bill of Rights.

Reagan and the People. . . .

Marching in Different Directions

The American people and the President they reelected overwhelmingly less than 2½ years ago, are marching in opposite directions.

The President—like a record stuck in one groove—keeps calling for more cuts in the government's basic human services programs. The people increasingly reject his position. In fact, more and more Americans demand greater—not lesser—federal resources be allocated for people-helping measures.

The trend began before, and is independent of, public disillusion with the President over Who's-in-Charge-Gate. It is more fundamental in that it repudiates the major premises of Reagan's entire political career—that government is, as Reagan charges, "the problem, not the solution," and that once he reduced its role everything would be hunky-dory.

A recent ABC/Washington Post poll compared public sentiment for increases in key people-aid programs at three stages of the Reagan presidency—the first month after he took office, one year ago and the beginning of this year. It shows substantial jumps in public support for *more* federal aid in each of the intervening periods.

% AMERICANS WHO WANT MORE RESOURCES FOR PEOPLE AID

Program	*2/81*	*2/86*	*1/87*
Social Security	49%	51%	63%
Medicare	53	63	74
Food stamps	15	18	27
College loans/aid	22	34	46
Child day care	38	44	57

Further erosion of public confidence in the President and his ability to lead evident in responses to a recent Gallup/Newsweek survey. It shows a majority of Americans now look to Congress rather than Reagan to deal effectively and fairly with these key issues: Unemployment, deficit reduction, trade, taxes, health care, welfare reform.

* * *

Poll results are as durable as love letters in the sand, and it is possible President Reagan's standing with the public will rebound. But right now the public view of his ability to lead is on a rapid downhill slide and for the first time in several years is as low as the popularity of his policies.

A March 1 New York Times/CBS survey shows 46 percent of Americans disapprove of his handling of the Presidency, only 42 percent approve. This is Reagan's lowest rating since January 1983 during the depths of recession.

As clear an understanding as any of the President's slumping status is public reaction to the Tower Commission Report treatment of him (it criticized his remote "management style" and suggested he had more and earlier knowledge of the Iran-Contra business than he's admitted.) Fifty-two percent of the public feel the report was fair in its assessment, and 22 percent felt it was too easy on him. That's 74 percent who either agree with the report's conclusions or suspect even greater Iran-Contra knowledge and complicity by the President. And 51 percent think he's lying about failing to remember when he approved sale of arms to Iran.

Sixty-six percent think he's not in charge of his own government.

AFL-CIO news

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Senate panels set quick action on plant closing notifications

By David L. Perlman

Two Senate subcommittees began fast-track consideration of a plant closing and displaced worker assistance bill that the AFL-CIO testified will save jobs and shorten the duration of unemployment.

"This bill will move, and it will move quickly," Sen. Howard M. Metzenbaum (D-Ohio) promised at the start of two scheduled days of hearings.

AFL-CIO Sec.-Treas. Thomas R. Donahue welcomed the assurances of prompt action. A lot of displaced workers might have been spared the tragedy of lost jobs and long-term unemployment if such a law had been in place, he noted.

Both Metzenbaum, who heads the Subcommittee on Labor, and Sen. Paul Simon (D-Ill.), chairman of the Subcommittee on Employment & Productivity, are co-sponsors of the bill. So is Sen. Edward M. Kennedy (D-Mass.), chairman of the full committee. Kennedy has set a timetable for reporting the legislation to the Senate floor by early May.

Human toll

Auto Workers President Owen Bieber and Communications Workers President Morton Bahr testified to the human wreckage left by wave after wave of plant closings and worker displacement. Every section of the nation has been affected, they noted, Sunbelt and Rustbelt alike.

The bill under consideration, and a similar measure scheduled for hearings in the House, would require employers to give advance notice of any layoff or closing affecting 50 or more workers. The larger the number of workers affected, the longer the notice period, to a maximum requirement of 180 days advance notice if 500 or more workers are affected.

It would require employers to explore with workers and communities alternatives to a plant closing or major layoff.

The legislation would fund a federal displaced worker unit in the Dept. of Labor to coordinate education, training and reemployment assistance.

It would obligate states to set up rapid response teams to go into action on notice of a scheduled shutdown to arrange counseling, testing, job search assistance, vocational and classroom training. Income support, beyond the normal 26 weeks of unemployment compensation, would be provided for persons in training programs.

Canadian plan

Donahue noted that Canada has such a rapid response mechanism, which has been able to substantially reduce the duration of unemployment. But he stressed that such a system can only work effectively "with a requirement for advance notice which triggers the adjustment efforts."

Responding to employer opposition to a mandatory notice period, Donahue pointed out that many American corporations operate abroad under foreign laws requiring advance notice of shutdowns and layoffs.

Some portions of the bill's worker assistance program parallel Administration proposals and have a common origin in recommendations made earlier this year by

Continued on Page 6

AFL-CIO Sec.-Treas. Thomas Donahue testifies on plant closings with Legislative Director Robert McGlotten, right, and economist Markley Roberts.

Down the hatch

The owner of Googies bar in New York City sends Coors beer spilling down the sewer as Jim Shaw, Massachusetts Frontlash director, applauds to bolster labor's boycott against the anti-union beer maker. (Story on Page 5.)

Part-time jobs fail to reduce unemployment

By Gene Zack

Unemployment remained stalled at the 6.7-percent level in February, as the ranks of those forced to take part-time work because full-time jobs weren't available swelled by 300,000.

In addition to the 8 million unemployed, the AFL-CIO noted, there are 1.1 million discouraged workers who have quit the job market because they can't find jobs and another 5.8 million involuntarily working part time.

"That means that the 14.9-million workers who are totally or partially unemployed continue to pay the price for the Reagan Administration's failure to deal with either the trade deficit or the soaring federal deficit," said Federation Research Director Rudy Oswald.

Fewer get benefits

Compounding the woes of the jobless, the government reported that there were more than 140,000 fewer idled workers drawing unemployment insurance benefits than there were a year ago. In mid-February, the number on the jobless insurance rolls stood at slightly more than 3.1 million—a steep decline from the 3.2-million beneficiaries in the same month in 1986.

Although the Labor Dept. reported that civilian employment rose by 370,000 last month, Oswald pointed out that married women filled 290,000 of those new jobs. Some of this is the continuing shift to two-

Continued on Page 2

Angered workers protest pension raid

Bank officials duck questions from ACTWU members

By Arlee C. Green

Richmond, Va.—The mismatch was as great as David versus Goliath when three dozen workers from a Reeves Brothers Inc. plant confronted officials of Sovran Bank here about their part in a $100-million loan scheme that requires Reeves to rip off funds from its workers' pension plans. David didn't slay the giant, but he did get his—and the public's—attention.

With the news media gathered around a second-floor elevator, Sovran's Senior Vice President William R. Craig stood inside, refusing to meet with more than just a few of the workers. Three Reeves workers got in the elevator with Craig to ask what he could do to help save their pensions. Craig had few answers, but did accept a copy of one retiree's pension benefit check which could be forever frozen at $44 a month.

The Reeves hourly workers, who manufacturer foam rubber in Cornelius, N.C., voted last April for the Clothing & Textile Workers to represent them. Now as members of ACTWU Local 2500, they are still bargaining for a first contract and Reeves officials have been charged by ACTWU with unfair labor practices for not telling the truth about the company's pension plans.

Plan termination

The workers are concerned their pension will be chopped out from under them soon. Reeves has already applied to end the pension plan for salaried employees.

While the pension pillaging may affect just two Reeves plans covering about 7,000 workers, the ramifications could touch nearly every pension plan in the country. Reeves Brothers became an attractive takeover target in January 1986 when actuaries reported that the company's pension plans were "overfunded" by more than $23 million.

In May 1986, Schick Inc. finalized a takeover bid, and the excess pension funds became part of the repayment scheme set up by Drexel Burnham Lambert, financial advisers, with National Westminster Bank in New York as the leading bank. Corporate finger-pointing has already begun as the company and the banks each disclaim authorship of the pension-raiding conditions.

Other banks involved are Sovran, Amer-

Continued on Page 2

Oklahoma rejects open-shop law

Oklahoma City, Okla.—The House of Representatives resoundingly defeated a compulsory open-shop measure, voting 50 to 43 against tacking a "right-to-work" amendment onto a bill dealing with case law on commercial contracts.

It was the second successive trouncing of the National Right to Work Committee, which a week earlier saw a similar measure go down to defeat in the New Mexico legislature.

State AFL-CIO President Jim Freeman called the vote a "great victory" in a state where the anti-union issue has been on the front burner a number of times in the last quarter-century. Organized labor managed to dodge the "right-to-work" bullet twice in the past two years.

Three days after suffering their initial defeat, the anti-union sponsors sought to bring the amendment up for reconsideration. Their effort was thwarted when the House voted 51 to 43 to table the motion, with labor picking up an additional vote in the process.

Floor leadership

Leading the fight against "right-to-work" was Majority Floor Leader Guy Davis (D). House Speaker Jim Barker (D), hospitalized because of a mild heart attack, refused to be left out of the picture and was in constant contact with pro-labor members throughout the debate and vote.

"We have won the legislative battle," Freeman asserted. But he emphasized that "the war isn't over." Right-wing forces are mobilizing for a voter referendum on "right-to-work," the State AFL-CIO president warned, which will require another all-out labor effort to prevent Oklahoma from becoming the 22nd state in the nation with such a law on its statute books.

The RTW forces, flushed with victory after winning a compulsory open-shop referendum in Idaho last November, focused massive amounts of money, manpower and political armtwisting on the Oklahoma campaign.

But labor countered with a major effort of its own, establishing a network of local union leaders, shop stewards, political and legislative activists and other volunteers. To

Continued on Page 4

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3/14/87

ACTWU members employed by Reeves Bros. voice their pension concerns outside Sovran Bank headquarters. They were joined by Virginia AFL-CIO President David Laws and Sec.-Treas. Daniel LeBlanc.

Angered workers protest pension raid

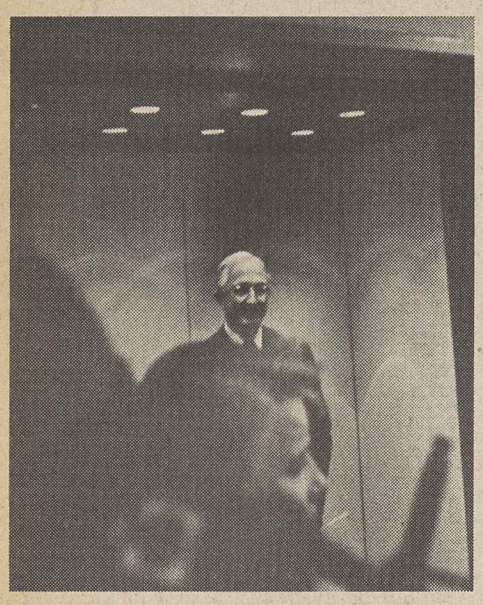
Bank officials duck questions from ACTWU members

Continued from Page 1

ican Security Bank of Washington, D.C., Canadian Imperial Bank of Commerce in Toronto, Ont., Empire of America Federal Savings Bank in Buffalo, National Bank of Canada in Montreal, Que., Bank of Tokyo Trust Co., Bank of Scotland, and Nederlandsche Middenstandsbank, N.V.

The Reeves scheme is unique because the nine banks that lent Schick $100 million to aid its takeover required that Schick and Reeves "agree to use their best efforts to terminate (the pension plans) as soon as practicable." The loan document requires the companies to "prepay the outstanding principal amount of the term loan in an amount equal to the amount of such excess funding" up to $20 million.

AFL-CIO Sec.-Treas. Thomas R. Donahue, in a letter to the American Bankers Association, said that this "covenant-inspired raid on workers' pensions appears to be unprecedented." He stressed labor's concern that this "may signify a broader move by the banking community to directly usurp pension fund surplus assets which rightfully, as workers' 'deferred wages,' belong to plan participants."



Sovran Bank official William Craig holds his position in the elevator.

ABA President Mark Olson has not responded to Donahue's query as to whether the bankers' association supports such pension skimming activities.

Because of a legal loophole, companies can request, and often receive, permission from the Pension Benefit Guaranty Corp. to siphon off excess funding of pension plans after provisions are made to cover the anticipated liabilities for those vested in the plan.

On Jan. 29, 1987, Reeves Brothers notified the PBGC of its intent to terminate the pension plan covering its salaried employees. The PBGC has 60 days to decide on the legality of the proposed termination.

For a chance to question Sovran Bank representatives, the Reeves workers drove eight hours to Richmond. When they began leafletting outside the bank headquarters, they were invited inside along with about 30 Richmond-area trade unionists, including Virginia AFL-CIO President David Laws and Sec.-Treas. Daniel LeBlanc.

Bankers ducked

The group continued leafletting passers-by in the sub-freezing weather before going to a second-floor meeting room in the Sovran Center, where the bank provided coffee, pastries and chairs. The workers refused the "thanks for stopping by" hospitality and chose to stand and wait.

Bank officials never made it to the meeting room during the half-hour the workers waited. Twice the group headed for the 14th floor offices of the Sovran executives, but bank security guards turned off power to the elevators. The group was reassured that Sovran officials would meet with them.

On the second trip to the elevators, a small group met with Craig as television film crews recorded the moment. While the workers, all wearing stick-on badges that said, "It's our pension, not yours," didn't get the answers they sought, they did get the publicity they sought.

Fighting back

"Let me tell you," said Annette White, a leader of the group, "these folks didn't know who they were picking on when the decided to take our pensions. We're gonna fight them all the way."

Retired hourly workers from Reeves receive pension benefits that average less than $60 a month. Clifford Graham, who retired last year after 17 years with the company, receives a monthly check of just $44. "Without that little bit of money, I don't know how I'd make it," Graham told reporters.

"We demand that the excess funds be used to improve our pensions," said Sharon Van Auken, another Reeves worker. She explained that the company has repeatedly told local bargainers than the pension plan is "underfunded" and that it had "no plans to terminate the funds."

Reeves hourly workers put in three 12-hour shifts a week, with no time-and-a-half after eight hours daily. Salaried workers, who are on a five-day, 40-hour week, are paid time-and-a-half after eight hours, Van Auken said.

Reeves workers left the bank just as city police arrived in the bank's lobby. After boarding a bus back to their motel rooms, the workers sang "We shall overcome." They promised further demonstrations at other banks until their questions are answered.

INS revising rule to cover hiring halls

New York—Regulations to carry out the new immigration reform law will require union hiring halls to verify the legal resident status of workers they refer to employers, the Immigration & Naturalization Service said.

Although an ad hoc coalition of unions, civil rights, religious, social welfare and legal groups has insisted that Congress imposed this requirement only on employers and for-profit employment agencies, Assistant INS Commissioner William Slattery told a conference here that the provision is going to be extended to hiring halls, too.

At the same time, Slattery announced an application fee of $185 for every undocumented worker seeking legalized status under the new law. There would be a ceiling of $420 per family.

The stiff fee schedule was opposed earlier by the AFL-CIO, the Clothing & Textile Workers and the Ladies' Garment Workers, along with many social welfare agencies. Such costs, they told INS in a formal submission last month, are beyond the economic reach of most undocumented workers who have historically worked at or below the minimum wage.

Leniency rejected

Muzaffar Chisti, the ILGWU's immigration project director, accused the INS of taking actions "exactly contrary to congressional intent." He said the aim of the law was to be as lenient as possible in granting citizenship to those who entered this country illegally but who have since established links to their communities.

"It looks like legalization will not measure up to our expectations," Chisti told the conference.

Rep. Barney Frank (D-Mass.), the keynote speaker, pledged that Congress will provide more funds for the immigration service than the Reagan Administration has requested. "It won't be enough, but it won't be as little" as the figures put forward by Atty. Gen. Edwin M. Meese and the Office of Management & Budget, Frank said.

He accused "the higher levels" of the Justice Dept. of "making an effort to gut the antidiscrimination features" of the new law. The ad hoc coalition made the same point in an earlier submission to the INS.

Union contracts add King birthday holiday

A survey of collective bargaining agreements reports that 11.3 percent specify Martin Luther King's birthday as a paid holiday, up from 9 percent in 1986.

The "Collective Bargaining Negotiations & Contracts" survey, a product of the Bureau of National Affairs, found that the number of contracts that recognize the third Monday in January as a federal holiday has already surpassed the 10.5 percent that observe Columbus Day.

The survey found the King holiday observed as a paid holiday in 15.5 percent of nonmanufacturing contracts and 8.6 percent of manufacturing agreements.

Jobless rate stays high despite more part-timers

Continued from Page 1

earner families to provide adequate purchasing power, he said. The rest is an effort by married women to replace incomes lost because their spouses have lost jobs in the stagnating industrial sector.

Commissioner Janet L. Norwood of the Bureau of Labor Statistics told the congressional Joint Economic Committee that she was "concerned" about the rising number of people in the ranks of those involuntarily working part time.

And Calvin George, executive director of the National Committee for Full Employment, called the situation "particularly alarming." The real rate of joblessness and underemployment last month, he said, was 12.3 percent. That's an increase of one-tenth of 1 percent over the previous month, George emphasized, and underscores the "underlying weakness of the economy."

Oswald pointed out that most of last month's job growth was concentrated once again in services. Since February 1986, the number of jobs in this sector of the economy—where pay scales are at or near the minimum wage and where much of the part-time work can be found—has increased nearly 2.2 million.

Factory jobs lost

This contrasts starkly with the virtual lack of change in industrial employment over the month, due largely to the continued hemorrhaging in the nation's foreign trade deficit. There were 73,000 fewer manufacturing jobs in February than in the same month a year ago. And the mining sector, which includes the price-battered oil and gas industry, experienced a drop of 153,000 jobs in the 12-month period.

Since the Reagan Administration took office in 1981, the nation has experienced a net loss of 949,000 manufacturing jobs and 412,000 jobs in mining, oil and gas extraction.

In that same period, service sector employment has increased more than 10.1 million.

In other economic developments:

- Two of the nation's largest rubber makers—B.F. Goodrich Co. and Firestone Tire & Rubber Co.—disclosed plans to phase out operations at plants in four states.

The action, which was blamed on the continuing pressure of low-cost imports, will eliminate the jobs of nearly 4,000 workers, most of them members of the Rubber Workers.

Firestone will shut down tire plants in Des Moines, Iowa, Bloomington, Ill., and Oklahoma City, Okla. The closings will affect 3,000 workers—nearly one-third of the present workforce—leaving only 1,500 URW members at a Decatur, Ill., tire plant and 250 at an inner tube plant in Russellville, Ark. The company also has a non-union tire plant in Wilson, N.C.

Goodrich will phase out the manufacture of aircraft tires, missile and marine products and molded rubber products at its Akron, Ohio, plant, idling nearly 800 employees.

- General Motors Corp. announced it will close its Norwood, Ohio, plant at the end of August—almost a year earlier than originally announced.

The giant automaker said it would cease production of the Chevrolet Camaro and Pontiac Firebird at the end of the current model year. The decision will cost the jobs of nearly 4,000 Auto Workers. The company rejected UAW proposals for cost-cutting steps to avert the shutdown.

- New orders for durable goods nosedived 7.5 percent in January, the largest decline in nearly seven years. The last previous record was the 8.2-percent plunge in May 1980.

Economists were pessimistic about the figures, calling them an early signal of weak capital spending for the rest of the year. The decline followed a 1.5-percent increase in December and a 5.1-percent jump in November.

Testing for honesty: 'How much have you stolen?'

Polygraphs aren't the only form of "lie detector" tests that employers use to intimidate workers and screen job applicants.

Increasingly, employers are turning to written attitude tests that are supposed to measure "honesty." These depend on psychology to detect potential security risks, instead of measuring physiological responses such as sweating or blood pressure. They're at least as unreliable.

A labor movement that views the long campaign against polygraph testing by employers as finally winnable is closely watching the tilt to attitude testing. There are both differences and similarities.

Administering a polygraph test has a physical resemblance to an electric-chair execution and costs an employer upwards of $40 each.

It's cheaper—only about $10 a head—for an employer to buy a written attitude test that promises to screen out "high risk" workers who give the wrong answers to questions that are supposed to measure degrees of honesty.

According to a recent Wall Street Journal article, some 2.5 million such tests were administered to job applicants last year, with retailers the biggest customers. Testing firms expect to do about 30 percent more business this year.

One commonly used test disqualifies about 25 percent of job applicants, but few ever learn the real reason they weren't hired. The test is presented as just another bit of paperwork required in connection with a job application.

Not foolproof

Even the test makers concede that the screening isn't foolproof, that some honest people are disqualified and some crooks get by. But that doesn't keep the testing firms from making sweeping generalizations.

A vice president of the Chicago-based Reid Psychological Systems was quoted in the WSJ article as concluding that people applying for fire fighter and pharmacist jobs are more likely to steal from their employers than those in some more mundane occupations.

Fire Fighters President John A. Gannon is outraged at what he considers a "gross slander" of workers to whom "danger and death are constant companions."

He pledged a campaign to challenge the "spurious psychology" behind the tests being sold to employers and to protest the infringement on civil liberties.

Tests on which job hiring decisions are made are supposed to reveal when an applicant is fudging the truth by giving an answer that he thinks the employer wants to hear.

One test asks whether an applicant agrees that "stealing from an employer is different from stealing from friends." Another asks, "How much have you stolen from past employers?" Some people trip up on that by assuming that they wouldn't be believed if they denied any past misconduct.

Michael Tiner, government relations director of the Food & Commercial Workers, anticipates that some employers will insert test questions to probe into a job applicant's attitude toward unions.

But whether conducted by polygraph devices or through written questions, he said, "all of these tests are psychological rubber-hose treatments by employers to intimidate people."

Meanwhile, conventional polygraph devices came under sharp criticism at House hearings on legislation to ban their use by nearly all private employers.

Evidence not credible

Dr. John F. Beary of Georgetown University's School of Medicine said polygraphs are merely an "excitement detector" that in an employment setting does not provide credible evidence as to whether an individual is telling the truth.

Other academic experts testified along similar lines. But Assistant Atty. Gen. Steve Markman told the House Subcommittee on Employment Opportunities that the Justice Dept. opposes legislation to limit polygraph use and will urge President Reagan to veto any polygraph curb that passes Congress.

A somewhat amended bill to restrict polygraph use passed the House in the last Congress but did not come to a vote in the Senate. This year's bill, introduced by Rep. Pat Williams (D-Mont.), already has 140 co-sponsors.

Sandinistas jail two top officers of seamen's union

Nicaragua's Sandinista government has launched a new labor crackdown with the arrest of two officers of the Bluefield Seamen's Union, the AFL-CIO's American Institute for Free Labor Development reported.

Union President Dennis Britton and Sec. of Organization David Williams were taken into custody in Managua by state security police, according to a report from the Confederation of Trade Union Unity —CUS.

The whereabouts of the two union officials is unknown, and requests by a labor attorney to communicate with the prisoners were denied.

AIFLD Executive Director William C. Doherty indicated the arrests could be linked to a Sandinista takeover of the seamen's union two weeks earlier. At that time, an election meeting ordered by the Ministry of Labor was dominated by Sandinista officials who voted out the current officers and elected new ones.

Trumped up charges

Doherty expressed concern that the Sandinista regime would trump up "financial corruption" charges against the ousted union officials. The same technique was used several years ago in a government-inspired takeover of the Port Workers' union in Corinto.

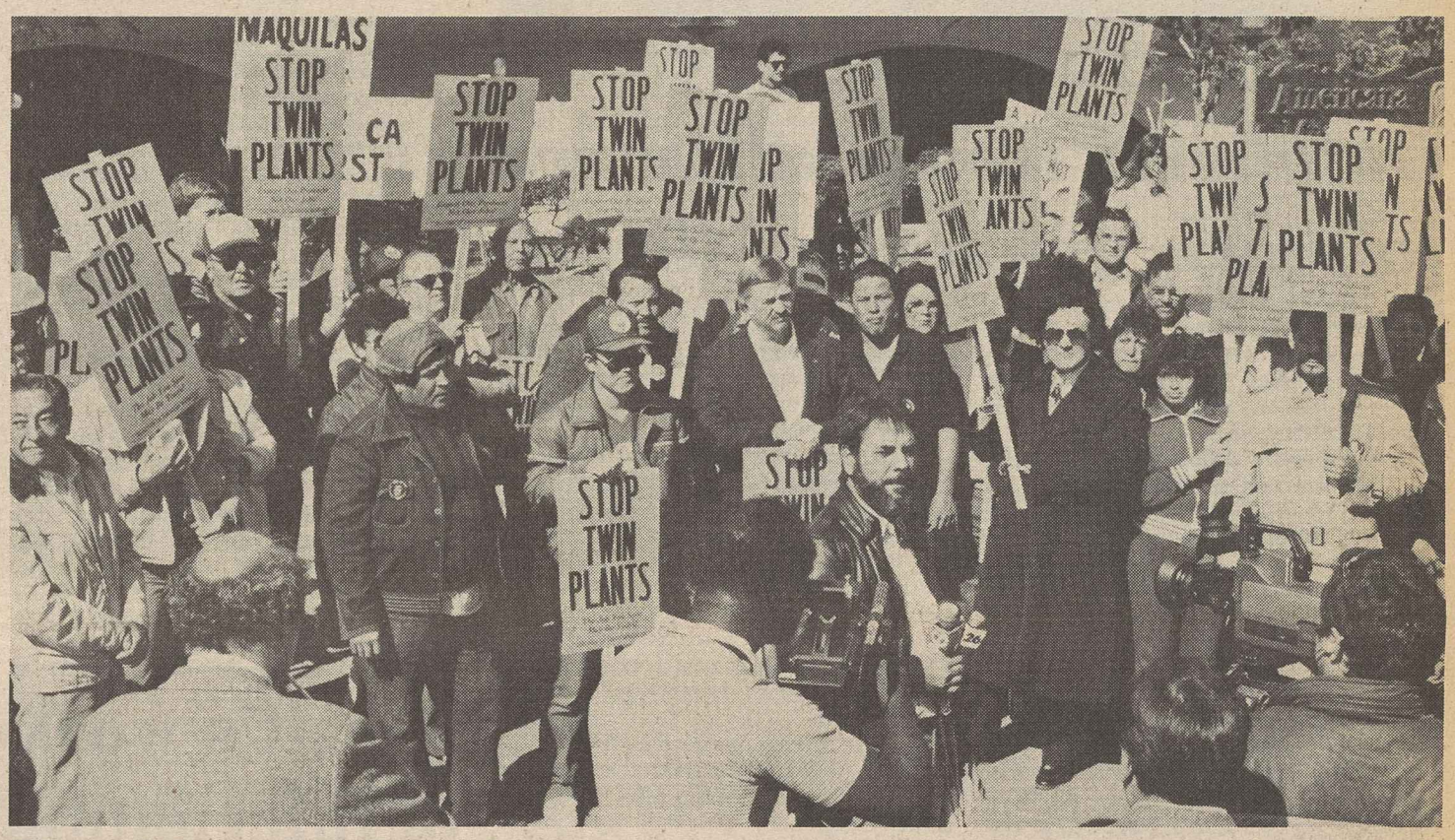
CUS General Sec. Alvin Guthrie has notified the Inter-American Regional Organization of Workers—ORIT—the Western hemisphere arm of the International Confederation of Free Trade Unions, of the newest crisis in Nicaragua.

In the past, ORIT and the ICFTU have protested repeated Sandinista violations of trade union rights.

Air Line Pilots pick up Carolina-based carrier

Charlotte, N.C.—Pilots of CCAir, a regional carrier based in Charlotte, chose the Air Line Pilots as their bargaining representative in an election conducted by the National Mediation Board.

The new bargaining unit consists of 140 pilots. CCAir serves communities in Virginia, West Virginia, North Carolina, South Carolina, Georgia and Florida.



Not identical twins

A much-touted "maquiladora" program that was supposed to set up "twin plants" on either side of the U.S.-Mexican border to provide an equal number of jobs for workers in both countries is a failure, President Victor Munoz of the El Paso, Tex., AFL-CIO tells a protest rally. He pointed out to demonstrators at a trade show designed to lure American plants across the Rio Grande that the program has created 85,000 jobs in Juarez, Mexico, while the El Paso "twins" employ only 5,000 American workers.

Workfare plan misses reform goals

Recipients lacking opportunities for needed job training

Welfare recipients should be helped to gain the training and education they need to get decent-paying jobs, not pushed into a punitive "workfare" program, the AFL-CIO and the State, County & Municipal Employees insisted at Senate hearings.

Most people on welfare want to work for a living, AFSCME President Gerald W. McEntee told a Senate Finance subcommittee. But they often need skills they don't have and support services such as family health care, transportation subsidies and child care services in order to take advantage of training and job opportunities.

A strong federal commitment to such services is essential to effective welfare reform, McEntee stressed.

AFL-CIO Legislative Director Robert McGlotten said welfare reform should also include more adequate public assistance for those unable to work and supplemental benefits for the working poor, whose earnings aren't enough to lift them out of poverty.

A lack of jobs paying a living wage is a big part of the nation's poverty problem, he reminded the Senate panel. Even a small family can't make ends meet at the $3.35-an-hour federal minimum wage, McGlotten noted.

Any consideration of means by which families can achieve financial independence has to include a rise in the minimum wage, his statement insisted. It must also "address the sorry state of the unemployment insurance system, which provides payments to just a third of the unemployed workers."

Ingredients for success

A successful program needs trained career counselors who have a realistic knowledge of the labor market, and are given the resources to do their jobs, McGlotten said.

He emphasized that remedial basic education is a necessity in today's job market for persons who have not finished high school. And for those with a basic education, the goal should be "acquiring marketable job skills through training programs which lead to decent jobs."

Employment and training programs should be available to all who need them, McGlotten said, and not limited to long-term welfare recipients or restricted to arbitrary age groups.

McEntee told the Senate panel that AFSCME supports the concept of subsidized jobs "that give participants employee status with wages, benefits and rights equal to those of comparable nonsubsidized employees." But work should be an opportunity, not a punishment, he stressed.

Replacing regulars

He expressed concern also at the persistent problem of public employers using workfare as a source of cheap labor to replace regular employees.

McEntee cited as an example of such substitution the aftermath of the layoff last year of a group of city workers in Lackawanna, N.Y. He presented an affidavit from one of the laid-off workers who, after his unemployment insurance ended, was forced to apply for welfare.

Under the "workfare" requirements, he was assigned to a part-time job at City Hall where he worked for the same foreman and did the same janitorial and maintenance work as when he was a city employee.

That isn't welfare reform, McEntee stressed.

IAM wins gains in Rohr settlement

Riverside, Calif.—Ratification of a new three-year contract ended a nine-day strike of 4,600 Machinists at Rohr Industries here and in nearby Chula Vista.

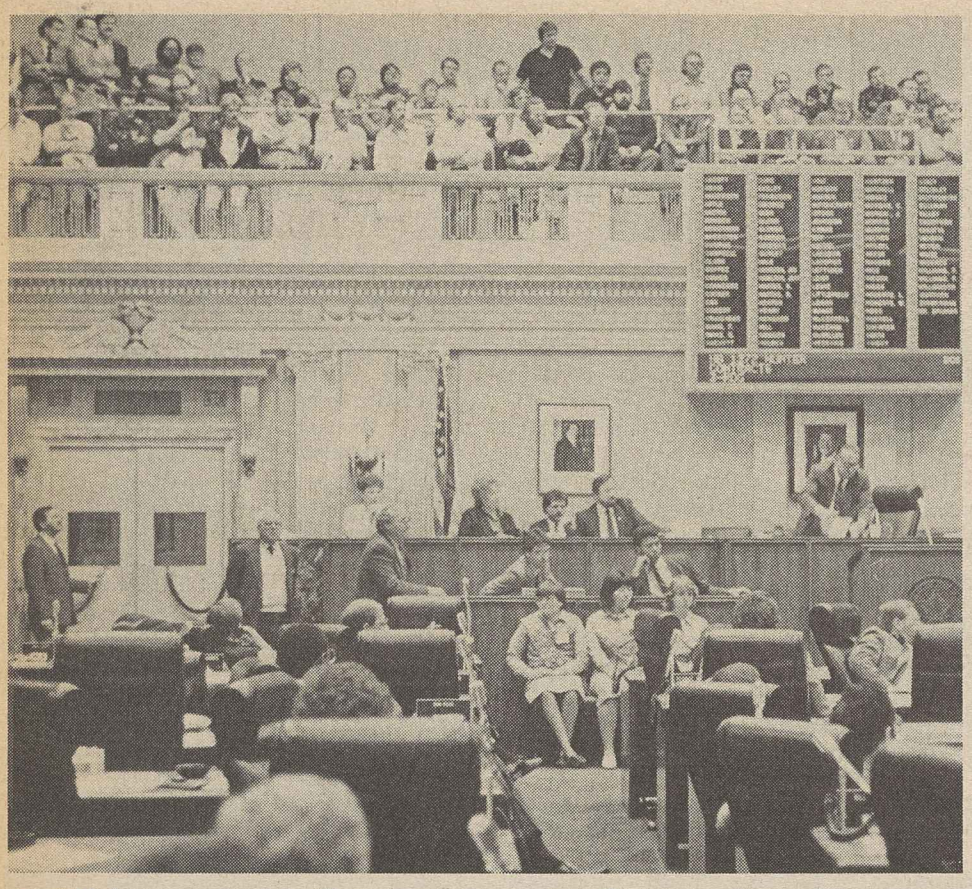
The settlement with the airplane parts manufacturer provides lump-sum payments equal to 10 percent of pay in the first year and 6 percent in each of the remaining two years.

The IAM also won agreement to fold cost-of-living adjustments averaging 52 cents into base rates. In the future, workers will receive quarterly COLA payments of one cent for each rise of three-tenths of 1 percent in consumer prices.

Minimum rate ranges in lower job classifications will be raised as much as 40 cents an hour, and maximum pay rates in all job grades will go up by 71 cents.

The new contract also increases monthly pension benefits from $20 to $24 for each year of service, provides full employer payment for preferred provider option health care, increases the lifetime major medical maximum from $250,000 to $1 million, and raises life insurance coverage from $10,000 to $15,000.

The agreement, which runs to Feb. 11, 1990, also establishes a voluntary nonregular workweek, which will give employees some flexibility in the scheduling of their working hours.



As Oklahoma unionists fill the state capitol gallery, members of the House of Representatives vote down "right-to-work" amendment.

Oklahoma House kills move to make union shop illegal

Continued from Page 1

counter the RTW committee's lavish media expenditures, labor concentrated on letter writing and lobbying efforts that helped turn the tide.

Freeman said the victory was forged by the "determination of Oklahoma workers to win this battle," aided by "the strongest pro-labor legislators anywhere in the country."

He also credited the efforts of AFL-CIO COPE Director John Perkins and Director Robert M. McGlotten and Mike Gildea of the federation's Dept. of Legislation for help in mobilizing the grass-roots effort.

There were small signs, as early as last December, that the anti-labor forces were losing some of their clout. For the first time in more than two decades, the State AFL-CIO was invited to join political and civic leaders in a newly revived Oklahoma Academy for State Goals to deal with the state's urgent need for economic revival.

At that time, incoming Gov. Henry Bellmon (R) bluntly told the 400 leaders from around the state that "right-to-work" would not be "a cure" for Oklahoma's deepening economic crisis resulting from mounting unemployment, declining oil and gas revenues, tumbling farm prices and a rash of bank failures.

With organized labor now an active partner, the academy is focusing on development of a five-year plan to revitalize existing industry and attract new companies through public and private financing.

Although the "right-to-work" dispute remains a potentially divisive issue, Freeman warned, it can be overcome if Oklahoma makes "labor-management cooperation the key to economic development" in the state.

In New Mexico, meanwhile, the National Right to Work Committee launched a new effort to save face after losing its earlier compulsory open-shop fight in the House of Representatives.

RTW supporters introduced a "local option" bill in the state Senate, allowing counties to do what the legislature rejected —enact anti-union laws on their own by referendum.

Flight Attendants want job safety standards

The Flight Attendants called for national safety standards to reduce the risk of injury caused by moving heavy or malfunctioning food and beverage carts aboard commercial airliners.

In a petition to the Federal Aviation Administration, AFA cited a report by the National Transportation Safety Board that the 1981 death of a World Airways attendant resulted from a chronically malfunctioning cart.

The union also pointed to a study showing that flight attendants have the highest incidence of occupational sprains and strains of any type worker. AFA said the situation is so critical that there is a danger of at least one such injury occurring daily throughout the industry.

Fashion designer fined for pay gouging

New York—A prominent fashion designer and clothing manufacturer was fined $10,000 after the State Labor Dept. found her guilty on ten multiple counts of illegal homework.

The action against Norma Kamali climaxed a 30-month investigation triggered by a complaint filed by the Ladies' Garment Workers. The union hailed the decision as a major step toward halting the spread of garment sweatshops.

Said Samuel Byer, manager of ILGWU Local 89-22-1, which brought the original charges: "We are gratified that the department has acted against these flagrant violations of labor law. It is shocking that a designer as successful as Kamali employs illegal homeworkers for sub-minimum wages."

The department held that Kamali broke the law by producing her high-priced gowns, bathing suits, jewelry and other fashion lines on an extensive scale in the basements and living rooms of the homes of immigrant and minority women.

The fine was the largest ever imposed on a single employer for violating the state ban against industrial homework.

The action corroborated the ILGWU's charges that Kamali's homeworkers earned as little as $2 an hour and were required to work far into the night. In many instances, the department found, the women's underage children were pressed into service to produce Kamali's garments. The workers complained that they had no medical benefits and were denied such statutory protections as unemployment insurance and workers' compensation.

Illegal practice

Homework is illegal in the apparel industry under both federal and state regulations. It has been banned for nearly half a century because experience has shown that minimum wage, maximum hours, child labor and other worker standards can't be enforced when industrial piece work is done in the home.

The state's action comes at a time when the U.S. Labor Dept. is proposing to lift the 45-year ban on homework in six industries—women's apparel, jewelry, gloves and mittens, buttons and buckles, handkerchiefs and embroidery.

The Reagan Administration defends its plan on the ground that employers who hire homeworkers have pledged to meet minimum wage and overtime requirements. But organized labor has been fighting the move, insisting that these safeguards can't be enforced in an industry that hasn't changed its exploitative tactics in the last century.

The state's action in imposing a stiff fine on Kamali comes on the heels of the disclosure that abuses of the law aren't limited to urban ghettos. U.S. Labor Dept. investigators uncovered the cheating of Iowa farm women out of nearly three-quarters of a million dollars in minimum wage and overtime pay by Bordeaux Inc. The New York case is certain to add further weight to labor's campaign to retain the ban on homework.

Meanwhile, ILGWU Local 89-22-1 continues its picketing of Norma Kamali's 56th St. flagship store and her newly opened outlet in Soho.

The picket lines were set up last November, pressing Kamali to agree to produce her apparel in union contracting shops to ensure that the work is done under decent conditions.

Costs soar

Senior Citizens need expanded health care

Legislation pending in Congress to include catastrophic health insurance under Medicare must be enlarged to provide financial protection against the costs of community-based treatment and home health care as alternatives to nursing home care, the AFL-CIO told Congress.

Karen Ignagni, assistant director of the federation's Dept. of Occupational Safety, Health & Social Security, warned a House Ways & Means subcommittee that the elderly face "financial ruin" from long-term illness under the present Medicare system. And they can't qualify for Medicaid unless they "virtually pauperize themselves."

Catastrophic medical expenses affect only a small segment of the retiree population, Ignagni pointed out, but the threat of resulting economic devastation is "uppermost in the minds of elderly citizens."

Under the existing system, seniors requiring long hospital stays and repeated physician services incur out-of-pocket expenses greatly exceeding what either Medicare or private supplemental plans cover, she explained. That's because Medicare was patterned after basic insurance packages in existence in the early 1960s which covered only short-term acute care.

Since then, Ignagni said, rising health care costs, gaps in covered services and changes in medical practice have resulted in the elderly "now having to pay more out of pocket as a percent of income than they did prior to Medicare's enactment."

Financial drain

Elderly couples currently pay a $430 annual premium for physician services, and each spouse is hit with a $75 deductible and a 20-percent copayment for care beyond that point. In addition, they face steep copayments and an arbitrary cutoff of benefits after 120 days in the hospital.

The AFL-CIO endorsed pending legislation to eliminate the copayments and lift restrictions on the number of days of hospital care. The bill would also limit the out-of-pocket burden on Medicare beneficiaries to a single, annual deductible indexed to the social security cost-of-living adjustment. "This will protect beneficiaries from having to absorb any future increase in the deductible which far exceeds their ability to pay," Ignagni told the subcommittee.

The federation also supported the bill's provisions that would remove the present "arbitrary" cutoff of payment for hospice care after 210 days, ease copayment requirements for skilled nursing home care and set a cap of $1,000 on what the elderly must pay for doctors' services.

But Ignagni emphasized labor's opposition to the bill's provision that would impose income taxes on the value of Medicare benefits, the same way that some portions of social security benefits are subject to taxation.

Dangerous precedent

"Unlike social security, where individuals receive cash payments, beneficiaries may or may not incur health care costs," she explained. For that reason, the subcommittee was told, taxing the value of such benefits would be "a precedent for taxing fringe benefits provided to individuals in the workforce."

Organized labor "recently fought and won a tough battle to preserve the tax-free status of health care benefits," many of which result from collective bargaining, Ignagni reminded Congress, "and would strongly oppose introducing that concept" into Medicare.

As an alternative, the federation proposed a credit to low-income seniors, similar to the earned-income tax credit for low-income single parents. This would give a full credit to households with incomes below the poverty line and would phase out gradually as adjusted gross income increased.

Brazil's workers bear brunt of international debt burden

A Brazilian trade union leader told the Senate Subcommittee on International Debt that oppressive interest payments and austerity measures demanded by the International Monetary Fund will jeopardize his nation's fragile democracy and plunge millions more into poverty.

Roberto Santiago, president of the Sao Paulo state federation of Brazil's General Confederation of Workers, had been invited to testify by Subcommittee Chairman Bill Bradley (D-N.J.). Santiago was accompanied by AFL-CIO Associate Legislative Director Peggy Taylor as he explained how Brazil's debt burden is crushing the hopes for a better life of its workers.

The AFL-CIO Executive Council last month expressed concern that heavy debt repayment obligations are forcing "harsh austerity programs that impose more hardship on the working men and women of Latin America and the Caribbean."

Workers didn't cause the debt crisis, and "it is unjust to expect them to resolve it through a drastic decline in living standards," the council declared. It said the debt plan advanced by Bradley "comes closest to displaying the sensitivity and common sense that should characterize U.S.-Latin American relations."

Bradley's plan would cut the annual interest rate and forgive a portion of the outstanding debt.

Santiago told the Senate panel that "no democracy can survive hunger, misery, poor education, poor health and lack of housing."

Just paying the interest on its foreign debt has absorbed 40 percent of the value of Brazil's exports of goods and services, he noted.

Unacceptable cost

Santiago testified that the conditions demanded by the IMF for renegotiation of Brazil's debt would carry an unacceptable cost in "hunger and misery." It would render it "impossible to honor the obligations of the country's social debt," which he stressed is necessary for the preservation of democracy.

During the past four years, he noted, Brazil paid $48 billion in interest payments while receiving only $11 billion in new loans—incurred for projects in which workers had no say.

Santiago said Brazil's unions support that government's decision to declare a moratorium on repayment of the foreign debt until it can be done without adding to the poverty and misery of the people.

Bradley noted at the start of the hearing that U.S. exports to Latin America have plunged because the burden of debt repayment has made former customers unable to buy U.S. goods.

White House gets veto-proof asbestos bill

A labor-backed asbestos cleanup bill the Administration didn't want passed is on President Reagan's desk. And a highway and mass transit bill that has brought veto threats from the White House is near final approval by Congress.

The Administration wanted Congress to rescind funds it had voted for grants and loans to help school districts pay for removal of potentially deadly asbestos insulation.

It claimed the money wasn't needed because the amount of asbestos in schools has been "greatly reduced."

Instead, the House and Senate passed a labor-endorsed resolution directing the Environmental Protection Agency to start processing applications from school districts so that removal projects can be completed this summer, when most schools are unoccupied.

The resolution passed both bodies by voice votes, with no opposition expressed.

Meanwhile, the time for Congress to approve the recission request has expired. EPA had used it as an excuse to put off action on funding applications.

Last year, a union-led campaign brought passage of a bill to compel EPA to set standards for safe removal of asbestos from school buildings. Bungled removals by untrained persons constituted a major health threat, especially to maintenance workers in school boiler rooms.

The highway bill has been hung up by a dispute between the House and Senate over repeal of the 55-mile speed limit now required as a condition for states to receive federal funds. The Senate, but not the House, had voted to raise the limit to 65 miles an hour.

House conferees agreed to a separate vote on the issue, and the Senate side agreed to abide by the House vote. Other differences were expected to be quickly resolved, clearing the way for final passage. The bill includes labor-supported mass transit funding substantially above the amount sought by the Administration.

Bayard Rustin denounces anti-labor policies of Coors Brewery.

Frontlash members and supporters applaud after beer pitcher brigade moved boycotted product from New York bar to the city sewers.

Coors gushes down New York drains

Frontlash mobilizes labor's boycott on college campuses

New York—Chanting "out of the bars and into the sewers," scores of Frontlash volunteers, college students, union members and sympathizers poured Coors beer down the drain to support labor's boycott of the anti-union Adolph Coors Co.

The demonstration climaxed a statewide college conference at New York University sponsored by Frontlash, the youth support group of the AFL-CIO.

Robin Gold, New York Frontlash director, said the group plans to have "a coordinator on every college campus in New York State and we will fight Coors glass by glass until we win."

The action had the blessing of the management of Googie's, a Greenwich Village bar, which became the first drinking establishment in the city to discontinue sales of Coors beer.

The federation began the Coors boycott in 1977, after members of Brewery Workers Local 366 struck the Colorado firm over issues of human dignity.

The beermaker had subjected its workers to forced search and seizure, and mandated "lie detector" tests in which employees were questioned about sexual, political and religious preferences.

The state boycott was uncapped after Coors began distribution in New York. College student participation has been a major factor in a number of other states. In California alone, the boycott reduced Coors' share of the market from 50 percent to 14 percent.

Network established

Over 100 students, professors and union members from 18 colleges attended the conference, and boycott contacts have been made on over 30 campuses throughout the state.

Conference speakers included David Sickler, national AFL-CIO boycott coordinator; Bayard Rustin of the A. Philip Randolph Institute; Damaso Seda of the Labor Council for Latin American Advancement; Sec.-Treas. Ted Jacobsen of the New York City AFL-CIO; Harry Avrutin of the New York Union Label Trades Dept., and representatives of Frontlash and the Student Association of the State University of New York.

The federation's nationwide boycott has won support from numerous student, civil rights, religious, women's and environmental groups because of the Coors family's political beliefs and activities.

Joseph Coors is a major funder of such organizations as the Moral Majority, the John Birch Society and Phyllis Schlaffly's Eagle Forum and helped establish the right-wing Heritage Foundation.

The company has a long history of discrimination based on race and gender, and it took a 1965 suit filed by the Equal Employment Opportunity Commission to force the firm to change its hiring practices.

Besides Coors beer, the brewery makes Golden Lager, Killians Irish Red and Herman Joseph's 1868.

Unions expand community services as caseload jumps threefold in year

Labor's community services network aided thousands of families last year, providing food, shelter, job search assistance and counseling.

In its annual survey, the AFL-CIO Dept. of Community Services found that more than 750,000 people received help ranging from emergency shelter and health care to legal and financial counseling, up from 260,000 in 1985.

The community services activists—working in 188 cities and 37 states—are mostly employed by labor agencies or maintain liaison with the United Way and Red Cross. Services also are provided through programs established by state and local central bodies.

Some examples of labor's "good neighbor" policy cited by Community Services Director Frank Emig:

The Buffalo AFL-CIO organized a coalition of local unions, hospitals, health insurers and social agencies to meet the health care needs of area unemployed and uninsured families. The program provides emergency care, consultations, medication and inpatient hospital services free of charge to needy families through 300 doctors, 168 pharmacies and 11 hospitals.

In Atlanta, building trades workers installed window locks for elderly residents. Volunteers from five unions in Green Bay, Wis., built a playground at the local Boys & Girls Club.

A bit farther from home, Fire Fighters from Miami traveled to El Salvador after earthquakes leveled parts of the city, leading search teams and rescuing victims trapped under rubble.

Strike aid

Food banks and other emergency aid for members of the Service Employees during their nearly three-month-long strike against Kaiser Permanente in California were organized by community service workers in four cities and three counties. And Steelworkers who were locked out by USX Corp. for nearly six months and other jobless workers and their families turned to food bank operations in Mobile, Ala., Cleveland, Ohio, Johnstown, Pa., and other cities for help. Nearly 450,000 calls for food—the greatest number of requests—were met last year, the community services report noted.

Of those cities reporting, community services representatives counted more than 43,000 requests involving financial aid, 19,022 seeking housing, 15,197 on health care problems, 14,736 requesting education aid, 122,222 on employment-related problems and nearly 29,000 dealing with workers' compensation claims.

In addition, a network of union counselors, trained under labor agency programs, offered assistance and referrals to union members on drug and alcohol abuse, consumer credit and stress and provided counseling for Vietnam veterans. Union counselors attend an 8-to-12 week basic training course, followed by special instruction in specific areas including workers' compensation, disaster aid, energy assistance, public aid and other concerns.

The Red Cross Disaster Coastline Project was expanded last year, with a total of 138 local union halls participating in the emergency program. The local halls are specially equipped with telephone and electrical lines and are used as Red Cross command centers during floods, hurricanes and other disasters.

Blood drive

Another Red Cross-labor initiative is a nationwide blood drive aimed at increasing the number of union donors, especially during January and August when blood supplies fall dangerously low. Spearheaded by Service Employees President John Sweeney, the campaign is in full swing in 43 cities.

The Dept. of Community Services conducted a series of national and regional meetings and spearheaded sessions on employee assistance programs, pre-natal care with the March of Dimes, and drug and alcohol abuse. The department also continued its partnership with the Human Resources Development Institute—labor's employment and job training arm—and participated in an HRDI-sponsored conference on training last December.

GOP gains Zorinsky's Senate seat

The Senate seat left vacant by the death of Sen. Edward Zorinsky (D-Neb.) will go to a Republican businessman, but the shift of parties is likely to have a minimal legislative impact.

Nebraska Gov. Kay Orr, a Republican, chose David Karnes, 38, to serve the two years remaining in Zorinsky's term. She picked Karnes, who was active in her successful election campaign last fall, over several better-known contenders for the appointment.

Zorinsky, 58, was a Republican and the mayor of Omaha when he switched parties in 1976 after failing to get the Republican nomination for Senate. He then won nomination and election as a Democrat, but voted against labor's position on most issues.

By COPE's scoreboard, Zorinsky voted "right" on 62 key votes during his 10-year tenure and "wrong" in terms of labor's position on 124 votes.

The party switch changes the Senate lineup to 54 Democrats and 46 Republicans.

Yer out!

Boston—Coors beer has struck out at Fenway Park, and it won't be in the refreshment lineup when the Boston Red Sox open their 1987 season.

A group of heavy hitters—including State AFL-CIO President Arthur Osborn, Boston AFL-CIO Sec.-Treas. Joseph W. Joyce and President Dominic Bozzotto of Local 26 of the Hotel Employees & Restaurant Employees—teamed up to keep Adolph Coors Brewing Co.'s product out of the ballpark.

Backstopping their efforts was City Councilor David Scondras, who steered a resolution through the council last year supporting the AFL-CIO's ten-year-old boycott of the anti-union brewer based in Golden, Colo. Harry M. Stevens Inc., which runs the Fenway Park concessions, agreed to the ban.

Guild President Perlik to retire after 9 terms

Newspaper Guild President Charles A. Perlik announced that he will retire when his term expires next October and will not seek a 10th term as president.

Perlik, 63, has been an executive officer of the 34,000-member union for 32 years. His 18 years as president is the longest tenure in the Guild's 54-year history. Before his election to the presidency, he served 14 years as secretary-treasurer.

Perlik has been active in freedom of the press activities, in this country and around the world. He is a member of the executive board of the World Press Freedom Committee and he served as head of an AFL-CIO committee that raised funds to aid employees of Nicaragua's famed La Prensa newspaper after it was shut down by the Sandinista government.

Unions entitled to details about dual operation

Richmond, Va.—A paving contractor must hand over to the unions representing its workers pertinent corporate information regarding double-breasted operations, a federal appellate court ruled.

The 4th Circuit U.S. Court of Appeals upheld a National Labor Relations Board decision ordering Corson & Gruman Co. to give the Metropolitan D.C. Paving, Highway & Construction Materials Council information about its corporate structure, finances, personnel and operations.

The council, made up of Operating Engineers Local 77, Laborers Local 456, Cement Masons Local 891 and Local 693 of the unaffiliated Teamsters, filed unfair labor practice charges after the company, based in Jessup, Md., refused a request for the information.

Council officials were investigating members' reports in March 1984 that a nonunion firm—Prince George's Contractors—was doing Corson & Gruman work at some locations. In October 1984, they learned the company was going out of business and its plant would "be under" General Paving, a nonunion Virginia firm. Both Corson & Gruman and General Paving, the court found, were owned by CG Enterprises, a holding company.

The NLRB had upheld an administrative law judge's order that the company disclose the information to the unions. On appeal, the court held that the unions' burden of proof that they needed the information is relatively light. They must only show a probability that the requested information would be useful in helping meet their statutory obligations to represent members.

On the losing end

Off-the-wall claims that the nation's raging foreign trade deficit is the fault of American wage scales got dealt a crippling blow by Labor Dept. findings that labor costs in West Germany, Switzerland and Norway are higher than those in the United States.

The department released a study detailing the average hourly cost per worker—a figure that includes fringe benefits, social security contributions and actual wages.

The data showed that the cost for the average American industrial worker was $13.09, compared with $13.44 in West Germany, $13.37 in Switzerland, and $13.17 in Norway. And workers in Belgium, at $12.85 an hour, were rapidly closing the gap. Their cost was 98 percent of that for an American worker.

And the gap in favor of overseas workers has widened since the study was made because the international value of the dollar—the basis for the comparison—has continued to go down. In fact, it's dropped another 15 percent in recent weeks.

American workers, it would appear, are not only losing their jobs because of the trade imbalance, they're also losing the economic edge they once enjoyed over workers abroad. According to government economists, more than 22,500 U.S. jobs are wiped out by each $1 billion shortfall in the trade deficit. Last year, the nation's trade gap totaled $170 billion—the worst on record.

Lockout continues despite shipyard contract progress

Seattle—Unions representing workers locked out four months ago by Lockheed Shipbuilding Co. reported some progress was made on noneconomic items in bargaining sessions with the company, but Lockheed refused to allow the workers back.

Last month, Gov. Booth Gardner signed a lockout compensation bill granting the 685 locked-out workers the right to collect unemployment benefits. Most workers are receiving benefits of about $195 a week.

Nate Ford, president of the Seattle Metal Trades Council, said the company returned to the bargaining table because "they are aware we represent the most skilled craftsmen in the Northwest." Lockheed has hired about 450 scabs since the lockout.

Lockheed barred its union workers from the shipyard last Nov. 17 after they rejected a contract imposing severe wage and benefit cuts.

Meanwhile, in Portland, Ore., the National Labor Relations Board's regional office charged Dillingham Ship Repair with failing to bargain in good faith and with unfair labor practices by unilaterally instituting a wage-slashing final offer last Oct. 13.

The complaints were brought by the Portland Metal Trades Council, Boilermakers Local 72 and Plumber & Pipefitters Local 290.

Data withheld

The NLRB said Dillingham refused to supply the unions with information on its proposed new health and pension plans, a proposed skill-rating system and the anticipated savings from the proposals. Further, the NLRB said no impasse existed when the shipyard instituted its final offer and that Dillingham did not allow the unions "adequate opportunity to negotiate."

Mike Fahey, executive secretary of the Portland Metal Trades Council, called on Dillingham to begin "meaningful negotiations" with the unions, noting that the NLRB complaint gives the firm until Mar. 26 to "remove the cause of the charges." Otherwise, a hearing will be held May 27 before an administrative law judge.

San Francisco opens regional parleys

The first of four 1987 AFL-CIO regional conferences will be held in San Francisco Mar. 20-21 and features workshops and open discussion sessions.

Sec.-Treas. Thomas R. Donahue, who is the keynote speaker for the opening session, will lead a workshop on foreign trade. Other workshops cover the federation's political participation process for 1987-88, budget deficits and human needs.

The San Francisco regional conference is for union representatives in California, Alaska, Arizona, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington and Wyoming. Regional conferences are also slated for New York, Apr. 10-11; Chicago, May 29-30 and New Orleans, June 5-6.

1987 AFL-CIO REGIONAL CONFERENCES—REGISTRATION FORMS

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APRIL 10-11 NEW YORK CITY		MAY 29-30 CHICAGO		JUNE 5-6 NEW ORLEANS	
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AGENDA: 1st Day—Convene 5:30 p.m. (Registration Opens 12:00 Noon). 2nd Day—Convene 9:00 a.m. Adjourn 6:00 p.m.

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Please indicate if you are an officer of an ☐ Int'l ☐ State Body ☐ Central Body ☐ Local Union ☐ Int'l Rep. ☐ Other

ADDITIONAL DELEGATES MAY REGISTER AT MEETING. CONFERENCE REGISTRATION IS FREE

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Complete this form and MAIL DIRECTLY TO HOTEL. Please fill in name of hotel, city, state, zip on the front of this card, affix stamp and mail to hotel to hold your reservation. See schedule above for hotel information.

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Address _____ Please reserve: _____ single rooms @ $_____

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Action pledged for victims of plant closings

Continued from Page 1

a plant closing task force appointed by Labor Sec. William E. Brock.

"We are encouraged to see that the Administration proposals recognize the need for helping the victims of economic change," Donahue said.

But he reiterated labor's dissent from the Administration's desire to end the separate Trade Adjustment Assistance program that triggers additional job training opportunities when a cutback or closing is the result of increased imports. "We are opposed to that," Donahue declared.

Bahr, testifying for the CWA, noted that shutdowns and layoffs affect every type of worker, not just those in basic industries.

The economic, trade and tax policies that have undermined basic industries are "poised like a dagger" at workers in the high-tech "industries of the future," Bahr warned.

The telecommunications industry is now dominated by multinationals, Bahr said, with the ability to move capital and technology around the world.

"Today, not a single residential telephone is made in America," he testified.

Continuing cutbacks

Bieber pointed to the General Motors announcement of 11 plant closings affecting 29,000 workers as an example of what is still happening despite the heavy cutbacks of past years.

Displaced workers are jobless twice as long as other workers, he noted. Most are forced to take pay cuts when they get new jobs and often can only find part-time work. Yet "at a time when plant closings and economic dislocations have increased, the federal government has cut back on adjustment assistance," Bieber noted.

Metzenbaum's opening statement on the need for legislation termed the $980 million proposed for training and assistance programs "a wise investment in human capital."

"Whether these American workers are victims of employer flight to foreign countries, pawns in the financial maneuvering of greedy Wall Street takeover tycoons, or casualties of our growing inability to compete in the global economy, we must help them secure retraining and job placement assistance," he said.

CORRECTION

A resolution to bypass Congress and summon a constitutional convention to initiate a balanced budget amendment passed the Montana House—not the New Mexico House, as erroneously reported in the Mar. 7 AFL-CIO News. The Montana Senate has not yet acted on the labor-opposed resolution.

Rosina Tucker dies at 105, union, civil rights pioneer

Rosina Tucker, a pioneer in trade union and civil rights campaigns who helped organize the Sleeping Car Porters, died of respiratory arrest Mar. 3 at Washington Hospital Center. She was 105.

In the late 1920s and early 1930s, Tucker worked with A. Philip Randolph in a nationwide organizing drive to form a union for black sleeping car porters who worked for the Pullman Co. In 1937, the union and Pullman signed a contract—the first between a major American company and a union of black workers. The union merged with the Railway & Airline Clerks in 1978.

Tucker became international secretary of the union's ladies' auxiliary, which she also helped to organize.

In 1982, she narrated the film, "Miles of Smiles, Years of Struggle," a documentary about her work with the union. She explained how the hard-fought gains of the sleeping car porters bolstered America's civil rights movement.

Her late husband, Berthea Tucker, was fired for his wife's union activities, according to Tucker. On learning of her husband's firing, she went to Washington's Union Station and confronted the Pullman Co.'s regional director. The following day her husband was back on the trains.

Funeral services were held Mar. 9 at the Fifteenth Street Presbyterian Church with burial at Harmony Memorial Park.

Honorary pallbearers included BRAC President Richard I. Kilroy and Sec.-Treas. D. A. Bobo, President Norman Hill of the A. Philip Randolph Institute and William Pollard, retired director of the AFL-CIO Dept. of Civil Rights.

Rosina Tucker

EDITORIALS

Vanishing Jobs

AMERICA'S FUTURE, we are told, lies in high-tech industries. Concern over the loss of decent-paying production jobs is dismissed as clinging to the past or, worse, as "protectionism."

An ever-optimistic President Reagan points to communications technology as an example of a growth industry where "Americans are light years ahead of everyone else."

The view from the trenches is different, as the unions representing workers in telecommunications and other advanced technology industries can well testify. In fact they have testified, at congressional hearings and in every public forum where there is an opportunity to sound an alarm.

IF THE PRESIDENT has not heard the message, it is because he has chosen not to listen.

On his watch, a $27-billion trade surplus in high technology products in 1980 has been transformed into a $4-billion deficit last year.

AT&T's first foreign manufacturing venture dates only from 1985, when it closed down its Shreveport, La., plant at a cost of 4,000 jobs and began making telephones in Singapore. Today, almost unbelievably, not a single residential telephone is still made in America.

The home-grown computer chip industry is struggling to maintain a foothold in its home soil.

The fact is that the supposed industries of the future are being battered by the same trade policies—or lack of policies—that have so seriously weakened older industries. How often must the same lesson be painfully repeated?

We cannot all make a living selling each other products that this country no longer produces.

A Budget for America

THE BUCK stops here on Capitol Hill. It is our hope that this Congress will look at the whole range of the nation's real needs and reassess what the federal government has been doing—and what it ought to be doing—to meet those needs.

It is not possible any more to concentrate exclusively on half of the government's constitutional responsibility—"to provide for the common defense"—while ignoring the other half—"to promote the general welfare."

For the seventh time, this Administration has submitted budget proposals that would expand defense spending while further weakening all other government functions, starving and crippling the social and economic side.

Whether Ronald Reagan believes it or not, this country needs a government that does the whole job of government, and does all of it well.

IT NEEDS government employees with the skills and the professionalism, morale and dedication that go with decent pay, decent respect and reasonable job security.

It needs coherent social and economic policies, as well as a military policy. It needs budget and revenue structures that permit Congress to make rational choices while reducing the national deficit.

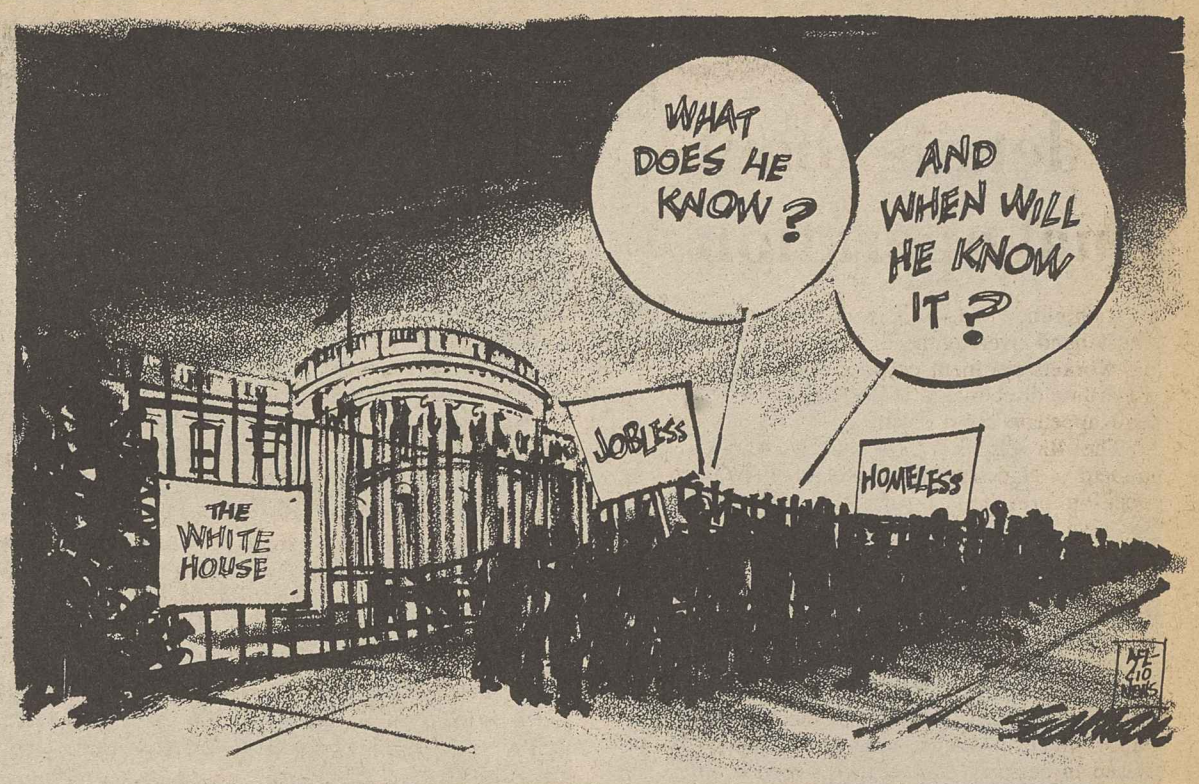
There has to be an end to such phony solutions as the Gramm-Rudman-Hollings Act. That's an evasion, not a solution.

The AFL-CIO calls on Congress to develop and shape a budget that reflects a realistic appraisal of the nation's domestic needs, international security needs and its need for deficit reduction.

It's time to find ways to defend ourselves in this dangerous world without stripping ourselves of everything worth defending, and without passing the cost to our children and grandchildren.

We urge this Congress to shape a program that demonstrates that Congress knows what government is for, even if the President does not.

—From testimony by AFL-CIO Sec.-Treas. Thomas R. Donahue at House hearings, Mar. 11, 1987.



Washington Window

Jobless insurance system not working for millions

By Press Associates

The idea of unemployment insurance when it was passed 52 years ago was simple, humane and apparently economically sound. It would provide the unemployed with a modest income so the family could meet its basic needs until the breadwinner found work again. And it would infuse purchasing power into the economy.

Today, the unemployment insurance program is a disaster. It is true there were basic flaws in the system when it was passed as the most urgently needed part of the Social Security Act of 1935. But the current crisis in the system is man-made, with the cutbacks and disqualifications of the past half-dozen years driven by tightfisted budgetmakers and perhaps even a meanness out of the fear that somebody might be getting something for nothing.

Labor has been almost alone over the years in lobbying on Capitol Hill for an adequately funded unemployment insurance system, with federal standards. Now more and more academic and independent researchers are producing reports which could lead to action in the new Congress.

The independent Center on Budget & Policy Priorities issued a report with data which may not be new to experts, but which should shock all decent Americans.

Lowest level

"In 1986 the percentage of unemployed workers receiving unemployment benefits reached the lowest level recorded in the program's history," the center noted. "Fewer than one out of every three (32.9 percent) jobless workers collected benefits in an average month last year." Some 5.5 million unemployed people were without jobless assistance in an average month in 1986.

Without mentioning the alleged "Reagan recovery," the center's report said "there were nearly as many unemployed workers without benefits in 1986 as in 1982, during the most severe recession since World War II."

The major causes of record low coverage were the continued high levels of unemployment and long spells of joblessness, along with federal and state cutbacks in unemployment insurance, the center pointed out. Although unemployment climbed above 7 percent in only seven months between the end of World War II in 1945 and 1980—other than the 1973-75 recession—"it has been at or above 7 percent for seven consecutive years from 1980 to 1986."

Link to poverty

The center's report cited academic research showing that the low coverage in unemployment insurance has significantly increased poverty, especially among the long-term unemployed.

Researcher Wayne Vroman of the Urban Institute found that the poverty rate before receipt of any government benefits was 17 percent for those unemployed less than 13 weeks. But for those out of work 52 weeks, the poverty rate before receipt of benefits soared to 60 percent.

The center said research by Sheldon Danziger and Peter Gottschalk of the Institute for Research on Poverty at the University of Wisconsin found "a disturbing relationship" between the unemployment system and poverty. They found the cutbacks in jobless benefits affected low-paid workers "with particular severity." Moreover, they found that other government benefit programs did not fill the gap.

The center said one reason so many unemployed workers receive no other government benefits is that one-half of the states choose not to provide cash aid under the Aid to Families with Dependent Children program where both parents are present but jobless. Thus once a worker's jobless benefits are exhausted, there may be nothing else available.

Last month, the AFL-CIO Executive Council pointed out that "the crisis in the UI system is no accident. The deepest cuts have come in the last six years." The federation called on the 100th Congress to reform, restore and strengthen the unemployment insurance system.

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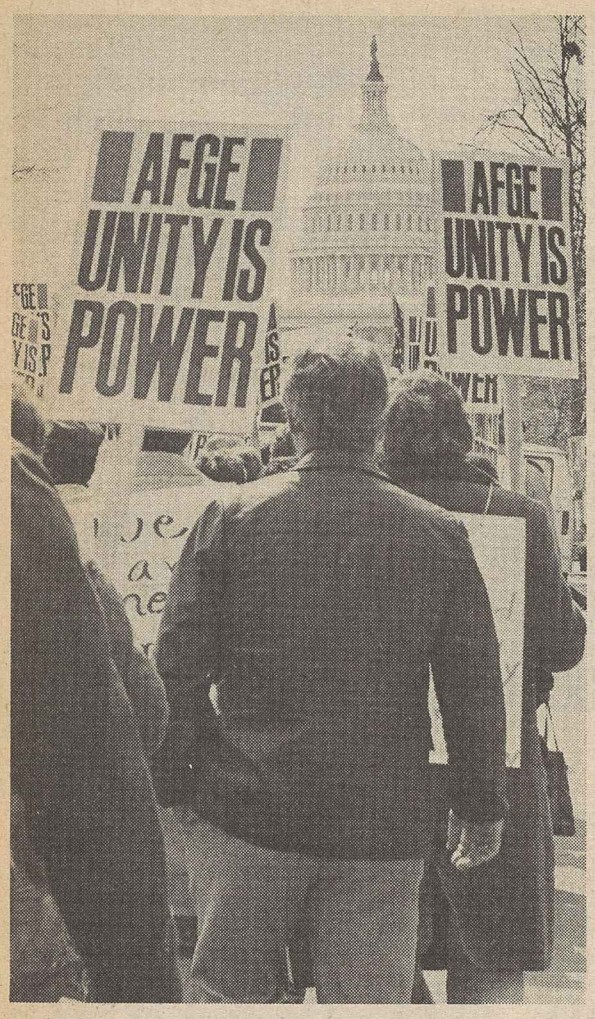

Placards tell the story as Government Employees from across the country arrive for a Capitol Hill rally in support of their union's legislative goals. Top, AFGE President Kenneth Blaylock leads the first contingent.

Federal workers bring message

Capitol rally pushes 'bill of rights'

Government Employees from across the country brought a message of anger and determination to Congress, marched behind union banners to an exuberant rally on Capitol Hill, and lobbied their home state congressional delegations for the AFGE's legislative program.

The program, designated the Government Employee Bill of Rights, calls for pay rates comparable to private-sector jobs and the end to Hatch Act restrictions on political rights of federal workers.

It asks "the full exercise of union rights" in the federal service, opposes mandatory drug and polygraph testing, seeks curbs on contracting out of government jobs, and demands a safe workplace.

It was adopted with shouts of approval by several thousand AFGE delegates at the Capitol steps rally and it formed the basis for testimony by union leaders at House hearings that day.

"Unity is power" was the trade union message on the placards carried on the march from the AFGE's new headquarters to Capitol Hill.

"We are one," the delegates chanted as the lines of marchers entered the rally area. AFGE President Kenneth T. Blaylock, the union's full executive board and members of Congress waved in welcome.

Outrage shared

"Brothers and sisters, you are not alone," AFL-CIO Sec.-Treas. Thomas R. Donahue declared. The rest of the trade union movement, he said, shares the AFGE's outrage at an Administration that "has grabbed at every chance to downgrade and scapegoat the people who keep the government working."

Later that day, labor's concern at the policies and budget proposals of the Reagan Administration would be expressed at hearings called by the House Subcommittee on Compensation & Employee Benefits.

Blaylock said federal workers have been shortchanged by years of pay freezes or pay adjustments that left them further behind the comparability level supposedly established by law. He urged a three-year catchup period of 7 percent annual pay raises to close the gap.

His testimony, covering the range of federal worker concerns, included case histories in which the government in its role as an employer has copied the worst tactics of union-busting private employers.

John F. Leyden, executive director of the federal/postal division of the AFL-CIO Public Employee Dept., protested the Reagan Administration's use of budget deficits to justify cuts in federal programs and in federal employee benefits.

Blame for the budget deficit rests on Reagan's weapons buildup, tax cuts for the wealthy and "bankrupt trade policies," not federal workers, Leyden stressed.

Donahue, who also testified at the House hearings, joined Blaylock and Leyden in calling for revision of the Hatch Act.

That law, dating from the 1930s, "has long since lost its original purpose of protecting federal workers from being coerced by their bosses into financing and supporting candidates of the party in power," Donahue said. "It has been turned upside down and is being used as a tool for the suppression of civil rights."

Many of the AFGE delegates stayed over for an additional day of lobbying and legislative briefings. AFGE Executive Vice President John N. Sturdivant told them that their work on Capitol Hill was merely "a beginning" of the union's grassroots efforts.

He urged them to go back to their workplaces, get their local unions affiliated with state AFL-CIO central bodies if they have not already done so, make sure that all members are registered to vote, and organize so that "we can finish the job."

SEIU chalks up major gains on organizing front

Innovative organizing techniques and election successes in the service sector added nearly 50,000 members to the ranks of the Service Employees in 1986.

The gains bring SEIU's membership in the United States to more than 768,000, compared with 719,000 in 1985. The union has an additional 85,000 members in Canada.

SEIU President John Sweeney said the union's organizing efforts actually added more than the 50,000 membership gain would indicate, but that layoffs in the public sector and the health care industry offset some of those successes.

In many instances, Sweeney said, the union bypassed the traditional National Labor Relations Board process in its organizing efforts. "We got recognition and contracts through a combination of economic and community pressure techniques, and it certainly proved less costly and time consuming than the traditional process," he explained.

Sweeney noted that the union's District 925, formed five years ago as a vehicle for organizing clerical workers, had an 85-percent election win rate last year. It now has 7,000 members. In addition, a sister organization—9to5, National Organization of Working Women—has a membership of 12,000.

The SEIU's organizing targets in 1987, Sweeney said, will be among building service workers and nursing home employees. In addition, the union will concentrate on affiliation of independent employee associations in the public sector.

Record PCB level triggers union lawsuit

Philadelphia—Discovery of a major contamination of a known cancer-causing agent in amounts nearly 5,000 times greater than proposed government safety standards triggered a class-action damage suit by the Transport Workers.

The dangerous level of polychlorinated biphenyls (PCBs)—490,000 micrograms per square meter—was uncovered by the National Institute for Occupational Safety & Health at the Paoli railroad yard. Although the Environmental Protection Agency hasn't yet issued a safety standard, it is recommending a maximum no higher than 100 micrograms per square meter.

The data was sent to EPA as evidence for the agency's pending lawsuit to force the Southeastern Pennsylvania Transportation Authority, Conrail and Amtrak to clean up the 23-acre railroad yard just outside Philadelphia.

Damages sought

The suit filed by TWU Local 2013 in the U.S. District Court for Eastern Pennsylvania seeks compensatory and punitive damages on behalf of 58 members. Besides SEPTA, Amtrak and Conrail, defendants include General Electric Co., which manufactured rail car transformers, Monsanto Chemical Co., which formerly manufactured PCBs, and the City of Philadelphia.

The union charged that the workers have suffered health problems from the PCBs and face future risk of cancer and other diseases from their exposure to the toxic substance. EPA tests show PCBs can cause liver and skin cancers in animals.

Rail yard workers are "angry and scared" over the discovery of the major contamination, said Local 2013 President Charles Little. And, he added, "it's getting worse there." Blood tests of workers have shown PCB levels as high as 350 parts per billion, compared with an expected average of 5 ppb in the general population.

The level of contamination at the Paoli yards is "the highest encountered by NIOSH during a health hazard evaluation," said Richard W. Hartle, the institute's supervisory industrial hygienist.

Partial remedy

SEPTA, a state-chartered regional mass transit agency, carries nearly a million passengers a day. It agreed to follow Hartle's recommendation to clean rail cars with a special detergent. But it balked at adopting the NIOSH proposal to require all workers to wear protective clothing.

The EPA said the contamination resulted from spills and leakage of PCBs from rail car transformers since 1920, when the former Penn Central Railroad opened the yard. The contamination continued until PCBs were banned in 1977.

The Pennsylvania Environmental Resources Dept. first identified the contamination in 1979, but cleanup efforts were snarled in litigation until the EPA entered the case last year. The federal agency spent more than $1 million removing soil and building dikes to prevent further PCB migration to nearby residential properties.

Brock bends on field sanitation rule

A federal field sanitation standard requiring toilets and clean water for drinking and handwashing for farm workers will be issued by the Occupational Safety & Health Administration next month, Labor Sec. William Brock promised. But at the same time, he chose to petition for a rehearing of a recent appellate court case on the matter.

The AFL-CIO, which has been pressing for a standard for more than 14 years, welcomed Brock's decision, but questioned the motives behind the petition for a rehearing. OSHA's inaction has been "unconscionable," said Margaret Seminario, associate director of the federation's Dept. of Occupational Safety, Health & Social Security.

She charged that the Labor Dept. is "using taxpayers' money" to cleanse its record after acting irresponsibly. "The bottom line is that their action hasn't been acceptable and the court told them so," she said.

Rep. George Miller and 78 other members of Congress sent Brock a letter Feb. 26 urging him to accept the court's decision and to comply immediately with its order to issue a standard. It noted that no other group of American workers is forced to labor under "such oppressive indignities," and stressed that Brock would not tolerate "such abominable working conditions" for himself or members of his family.

Record reopened

Brock announced that the OSHA hearing record will be reopened for 20 days to "complete the Secretary's evaluation of the states' activities . . . as well as to comply with the Administrative Procedures Act which requires public input on regulatory proposals."

Seminario said it is "unclear what reopening the record will accomplish. The agency's hearings over the years have produced a tremendous record in favor of setting a standard. It's the Labor Dept.'s record of inaction that is an affront to human decency."

She said the Labor Dept. appears to be "trying to downplay" the appeals court action of last month by saying that it would act by Apr. 21, exactly 18 months after Brock's decision to delay setting a standard in favor of waiting for the states to act.

The 2-to-1 decision of the U.S. Court of Appeals for the District of Columbia Circuit last month found that Brock had exceeded his authority by delaying issuance of a standard.

Brock said that the rehearing petition is based on his strong conviction that the court's ruling is an intrusion on executive authority and establishes a dangerous precedent for court review of future departmental actions.

Only 14 states have met the minimum federal guidelines requiring toilets and water for drinking and handwashing. In announcing the decision to issue a standard, Brock said, "Basic human decency demands that farm workers have access to sanitation facilities available to other working Americans."

Unions protest cutting 'heart' out of trade bill

Unions protested the gutting of a labor-supported foreign trade bill by a House Ways & Means subcommittee and called on members of the full committee to repair the damage.

Unless it does so, AFL-CIO Legislative Director Robert M. McGlotten warned, the committee bill will be a pale shadow of the comprehensive trade legislation the House passed in the last Congress by a 295-115 vote.

The same bill was reintroduced in this Congress as H.R. 3, to form the starting point for committee consideration of trade legislation.

Its key provision, originally sponsored by Rep. Richard A. Gephardt (D-Mo.), would require nations that have used unfair tactics to build up big trade surpluses with the United States to phase out the imbalance. They could do so by increasing purchases of U.S. goods, reducing exports to the U.S. market, or a combination of the two.

McGlotten wrote Ways & Means Committee Chairman Dan Rostenkowski (D-Ill.) that union members consider reducing the U.S. trade deficit "the heart and soul" of any trade bill.

The subcommittee scrapped the Gephardt provision in what Rostenkowski termed an attempt to shape a compromise bill that President Reagan would sign.

It did retain a labor-urged provision, authored by Rep. Don J. Pease (D-Ohio), which declares violations of internationally recognized worker rights to be unfair trade practices subject to sanctions under U.S. trade law.

While welcoming the workers' rights language, McGlotten said elimination of any timetable for reducing the trade deficit would leave matters little different from what they are now.

He also urged tightening of a section of the subcommittee bill giving the Executive Branch multinational trade negotiating authority. As it now stands, it would allow U.S. negotiators to agree to tariff reductions in such import-sensitive industries as footwear, steel and textiles.

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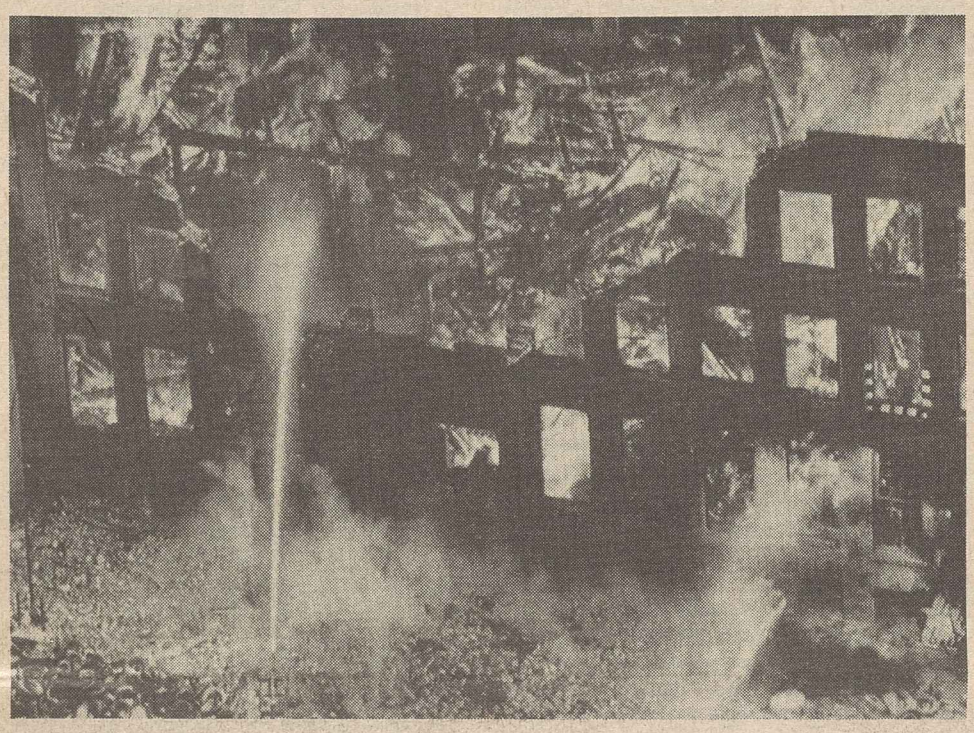

Fire Fighter tragedy

Three members of Detroit Fire Fighters Local 344 died in this raging five-alarm arson fire that destroyed an abandoned warehouse and two other buildings. Two of the men—David Lau and Larry McDonald—died of smoke inhalation after a roof collapsed on them. Paul Schimeck, a 26-year department veteran, died when he fell to the ground after an explosion rocked the three-story warehouse. Ten other IAFF members were injured.

Presidential hopefuls get open door on bid for labor's support

By David L. Perlman

The AFL-CIO has offered major party candidates for President an equal-access forum to seek the support of union members on the basis of their views on national issues and their concept of presidential leadership.

Fifteen announced or potential candidates—seven Democrats and eight Republicans—have been invited by AFL-CIO President Lane Kirkland to take part in the process. The number could change over the next few weeks if some potential candidates take themselves out of contention or other public figures declare their candidacies.

The goal is to provide union members with information that will help them make their own choices in the presidential primaries and the general election next year—and that will enable them to play an informed role in the AFL-CIO's political review process.

The process will be "scrupulously fair," Kirkland assured the candidates.

Each will each be given the same opportunity to respond in writing to the same set of four questions—dealing with foreign trade, the budget deficit, human needs and labor's role in the political process.

Broad exposure

Their replies will be printed and distributed by the AFL-CIO, its central bodies and affiliated unions. Candidates will also have the opportunity to respond to a question on presidential leadership in a video tape film that will be shown at union halls and union meetings.

AFL-CIO Sec.-Treas. Thomas R. Donahue told a news conference at federation headquarters that a labor endorsement of a presidential candidate is "up to the members of our affiliated unions."

Unions will be using a variety of techniques to seek the views of their members before the October meeting of the AFL-CIO General Board, when each union will cast the vote of its membership on the issue of endorsement.

An endorsement for either the Democratic or Republican nomination will require a two-thirds majority of votes cast.

The endorsement procedure is the same that was followed in the last presidential election, when the AFL-CIO supported Walter F. Mondale. Then, too, most unions used some form of poll or sampling procedure to seek the views of members.

What is new is the procedure for assuring that members have an opportunity to hear directly from the candidates as the starting point for the endorsement process.

The decision to again seek a trade union consensus on a presidential endorsement in advance of the political primaries was made by the 1985 AFL-CIO convention. The use of candidate questionnaires and

Continued on Page 10

Economy in doldrums as growth rate falters

By Gene Zack

The nation's economy limped along in the final quarter of 1986, growing at a meager 1.1-percent annual rate—even weaker than the level government statisticians reported earlier.

The Commerce Dept. trimmed by six-tenths of 1 percent its original estimate of the gross national product—the sum of the nation's total output of goods and services.

But while the economy generally remained in the doldrums, corporate America was in "fat city," with after-tax profits surging 6.1 percent from the third to the fourth quarter of 1986. That's the best showing since July through September of 1983, when profits rocketed upward 11.4 percent.

For all of 1986, the GNP grew a mere 2.5 percent, far lower than the rosy White House forecasts of a 4-percent growth rate last year. It was the poorest year economically since the depths of the Reagan Recession in 1981-82.

The new GNP report represented the second downward revision in the growth

Continued on Page 10

Trade loss drives U.S. deeper into debtor nation hole

The United States slipped deeper into hock with the rest of the world in 1986, amassing a global debt of $220 billion —more than double the $108 billion owed by Brazil, previously the world's leading debtor nation.

That means that foreigners now hold more U.S. investments than Americans hold overseas—and the chief culprit in this continued slide into debtor status is the rampaging foreign trade deficit.

Economists are in agreement that the country's net debtor status is going to get much worse before it begins to improve. They forecast a total U.S. debt to the rest of the world that will top the $1-trillion mark by the early 1990s.

It's been a painful downhill slide for the nation since it became a debtor nation in 1985 for the first time in 70 years, owing the rest of the world more than $107 billion. That amount more than doubled last year.

The government reported the gloomy news about the deepening deficit in the current account that measures trade in merchandise and services as well as investment earnings, tourism and foreign aid.

That broadest of all measures of foreign trade surged to an all-time high of $140.6 billion last year—19.5 percent above the previous year's record shortfall of nearly $117.7 billion.

Continued on Page 4

Unionized states score best in study of business climate

By Candice Johnson

A new economic "report card" gives high marks for economic performance and business vitality to states with wide union membership.

Northeastern and Mid-Atlantic states were found to have the nation's best performing economies, the nonprofit Corp. for Enterprise Development said, while much of the Sunbelt "remains prey to slow growth, low business vitality and bad development policies."

Using a four-part weighted index that measured economic performance, business vitality, capacity for expansion and the existence of policies to aid business growth and economic opportunity, the council evaluated the states and posted the grades.

Five states—California, Connecticut, Massachusetts, Minnesota and New York —each received an A or B grade in each of the categories. On the other end of the scale, Alabama and Tennessee scored the worst, receiving Fs in all categories.

Council President Robert Friedman said the report card is an alternative to traditional "business climate" surveys that base their rankings on the lowest tax costs, low-

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35 million lack health care protection

Workers and children make up largest segment of uninsured

Nearly one in every six Americans under age 65 had no health care coverage in 1985 and more than two-thirds of these were from families with a full-time wage earner.

That's the finding of a report issued by the Employee Benefit Research Institute titled "Uninsured in the United States: the Non-elderly Population Without Health Insurance."

More than 35 million Americans—17.4 percent of the civilian nonagricultural population under age 65—had no health care coverage in 1985, EBRI reported, with children ages 18 and under comprising one-third of the uninsured or 11 million persons. Most of these children—69 percent—lived in families where the household head had no health insurance.

But EBRI also found that workers were a large part of the pool of Americans without health insurance, totaling 55 percent—or 19 million persons—of the uninsured.

A full-time, full-year worker was defined as one who worked or sought work more than 35 hours per week and 35 weeks per year. More than two-thirds of the 35 million uninsured in 1985 lived in families of fully employed workers, the survey found.

For these families, however, full-time work hours did not bring comparable gains in wages and benefits. Among fully employed workers, more than two-thirds, or 69 percent, earned less than $10,000 and nearly all—92 percent—had earnings below the $20,000-mark.

Retail and service trades

EBRI noted that more than half of all uninsured workers were employed in two industries—retail trades and services.

Among the report's findings:

- In 17 states and the District of Columbia, the number of residents without health insurance exceeded 20 percent. In Oklahoma—the state with the greatest percentage of uninsured persons—25.3 percent of the population lacked coverage.
- Only in two states did the percentage of uninsured residents fall below 10 percent: Connecticut at 9.7 percent and Wisconsin at 9.8 percent.

AFL-CIO health specialist Karen Ignagni said the EBRI findings strongly supported the federation's proposal to require employers to provide health care benefits as a condition of doing business.

The AFL-CIO has called for a minimum package of health care benefits for workers and their dependents to be provided through employer plans or through state insurance pools.

"Workers and their families constitute three-quarters of those without coverage and a substantial number of the underinsured," the Executive Council stressed, adding that the failure of employers to provide health insurance "endangers the health of millions of workers and their families."

This lack of universal employer-provided health benefits has established "an economically inefficient system in which the last and only resort of the uninsured is to be treated in a hospital." In addition, "the burden of financing care for the working uninsured falls disproportionately on companies which provide protection" for their employees, the council noted.

Penny ante

Auto Workers are pitching in their pennies and dimes for General Motors Corp. Chairman Roger Smith and other big bosses whose bonuses were slashed 23 percent, while UAW members won't get a cent under the company's profit-sharing plan.

Despite the reductions, GM's top executives will share $169 million in bonuses this year. But the company said its 1986 profit of $2.9 billion wasn't enough to give the workers a share.

In Saginaw, Mich., President Dave Estrada of UAW Local 699 said signs and containers had been placed in factories, with workers asked to donate their spare change.

Downstate in Ypsilanti, workers at the Hydramatic Willow Run plant—members of UAW Local 735—also made the pitch for pennies for the chairman and so far have collected $1,000. At membership meetings, workers each donated up to 1 cent, along with some personal messages to Smith. The local plans to take the money to GM headquarters.

Montana AFL-CIO Executive Sec.-Treas. Jim Murry testifies against proposed constitutional convention move. Other opponents, seated from left, Betty Babcock, wife of Montana's former Republican governor; conservative war horse Phyllis Schlafly, and Sen. Daniel J. Evans (R-Wash.).

Montana Senate rejects bid on constitutional convention

Helena, Mont.—The Montana Senate, by a lopsided 45-4 vote, crushed a move to call a constitutional convention that would bypass Congress and impose a straitjacket on the federal government's budget process.

The resolution, which earlier squeezed through the House of Representatives on a 51-49 vote, was soundly defeated in the upper chamber after a Senate committee voted 9-1 to send it to the floor with a "do-not-pass" recommendation.

Earlier, the committee heard State AFL-CIO Executive Sec.-Treas. James W. Murry denounce the constitutional amendment as "the wrong route to follow" in bringing down the soaring federal budget deficit.

Workers, their families, retirees, the disabled, the poor, minorities and the jobless all feel "strongly about the spiralling national debt," Murry emphasized, because they are the ones "who carry the heaviest load of the mounting federal debt."

"It's almost incomprehensible to most Americans," Murry declared, that in the last six years, the Reagan Administration has accumulated a bigger national debt than "all of the preceding administrations combined"—from George Washington to Jimmy Carter.

"The problems of the national debt must be addressed," he told the committee, but a constitutional convention isn't the way to get that job done. It would be a "minefield" that could produce "unthinkably dangerous results," the federation official said to applause from the more than 300 people who crowded into the hearing room.

There would be no way to hold a convention to a restricted agenda, Murry pointed out, and there is a danger that zealots could seize control of such a convention and write wholesale changes into the Constitution.

Adoption of the bill would have made Montana the 33rd state to endorse the constitutional convention. But, Murry told the Senate committee before the vote, half of the states that have taken action did so "without public hearing or recorded vote."

Legality in doubt

It would take the action of 34 states to trigger a constitutional convention, assuming that all of the separate legislative actions—some of them dating back a number of years—were held legally valid.

Among those joining labor in opposition to the bill were Sen. Daniel J. Evans (R-Wash.), Rep. Andy Jacobs (D-Ind.) and conservative war horse Phyllis Schlafly.

Evans insisted that Congress has "finally begun to beat back the waves of debt that threatened to drown us all in a sea of red ink." That's the route that should be followed, he said, instead of "tinkering with the fundamental precepts of the Constitution."

Schlafly, president of the conservative women's group called the Eagle Forum, also warned about the dangers of a constitutional convention. Legal scholars have convinced her, she said, that it couldn't be limited to one issue and that "it's not worth the risk to play games with the U.S. Constitution."

Reagan's education fund cuts hit by labor and management

Accusing the Reagan Administration of being "long on rhetoric and short on money" in the education field, Teachers President Albert Shanker urged Congress to continue and expand funding to aid educationally deprived youngsters.

In addition to renewing Chapter I funding, scheduled to expire this year, Shanker recommended extension of the program from the pre-school and elementary school levels to reach high schoolers who are "educationally at risk."

Chapter I is the major federal block grant program to help school systems assist educationally and economically disadvantaged children. Those helped by Head Start or Chapter I have done "significantly better in school" than youngsters unable to participate in these programs, the AFT president told the House Education & Labor Committee.

But, he continued, these gains are often diluted as this support ends when these students go on to high school. "If we are to achieve true excellence in our public schools," Shanker said, "we must insure that we continue to reach the hard-to-educate once they enter secondary schools."

The program also drew support from a source not normally associated with promoting increased investment in education—big business. Headed by William Woodside, retired board chairman of American Can Co., five corporate executives told a joint hearing of the House and Senate education committees that funding should not only be continued but federal outlays should be increased to reach more youngsters.

Long-range impact

With one-third of the nation's children expected to be poor by the year 2000, the corporate officials said, failure to invest in their education could have serious consequences for national defense and international competitiveness. Woodside said funding could come from a variety of sources—including cuts in defense spending, higher taxes, deferred tax cuts, or a combination of all of them.

In a scathing attack on Administration education policies, Shanker noted that in 1983 the government issued a landmark report, "A Nation at Risk," that detailed the nation's unmet educational needs. Despite the enormity of the problem, he said, Reagan has not only failed to act, but has proposed a 28-percent slash in the education budget for fiscal 1988.

"This Administration has become expert at telling others what needs to be done while denying the federal resources needed to help solve our educational problems," he pointed out. Only bipartisan congressional action preserved the federal role in education, Shanker emphasized.

Reagan proposals rejected

He praised the bipartisan efforts of Reps. Augustus F. Hawkins (D-Calif.), the committee chairman, and Bill Goodling (R-Pa.) in drafting the measure to extend the Chapter I program. Shanker also expressed satisfaction that the bill rejects Administration proposals to replace block grants with vouchers that parents could use to shop around for either public or private education for disadvantaged children.

"Vouchers would undermine a program that works," he emphasized. "Vouchers are not a method of improving compensatory education."

At a time when the Reagan Administration is touting "competitiveness" as the answer to the nation's trade-related economic woes, the AFT president told the committee, "education is the key to global competitiveness, military strength and domestic prosperity." By continuing and enlarging the Chapter I program, he added, Congress can "reaffirm our nation's long tradition of commitment to education and thereby to our nation's future."

Another corporate executive, Regional Vice President Gerald D. Foster of Pacific Telesis Group from Los Angeles, pointed out that it's cheaper in the long run to spend money on education, rather than to pay the costs for the nation's corrections system.

"We're spending $18,000 a year to keep a (high school) dropout in jail," he told the committee, when the money could be better used preventively by enhancing educational opportunities for the disadvantaged.

Labor Board's caseload increases

Unions and employers filed 41,639 cases filed with the National Labor Relations Board in fiscal year 1986, 1.7 percent more than a year earlier and the first increase since 1983.

NLRB General Counsel Rosemary Collyer noted in her annual summary of operations that unfair labor practice cases increased 3.8-percent. The number of those cases climbed to 33,780 while the total of representation cases fell 7.5 percent to 7,228 in 1986.

Collyer's report said that while the case load was higher, the average number of professional staff in NLRB regional offices fell from 1,095 to 1,037—a decrease of 5.3 percent.

The agency settled 9,312 unfair labor practice cases in 1986, up from 8,988 settlements a year earlier, while issuing 3,135 complaints—an increase of 3.8 percent.

Collyer reported that $27.8 million in back pay was won for workers—a slightly higher amount than in 1984, but 55.4 percent below last year's record $62.2 million. The amount of fees, dues and fines paid to workers increased 300 percent over the previous year to a record $1.4 million, the report noted.

The General Counsel's office had 82.4 percent of contested NLRB or administrative law judge decisions upheld in whole or in part, Collyer reported. This was an increase of nearly 8 percent over 1985.

Worker rights concerns focus of trade hearings

Labor, Administration witnesses clash

Union and Administration witnesses clashed at Senate trade hearings over whether countries that exploit workers, deny trade union rights and flout internationally accepted labor standards should be given open accesss to U.S. markets.

The AFL-CIO urged the Senate Finance Committee to approve as part of its trade bill legislation a provision that would declare abuses of internationally recognized worker rights an unfair trade practice subject to sanctions under U.S. trade law.

But Deputy U.S. Trade Rep. Michael B. Smith testified that the Reagan Administration opposes such legislation. He argued that any unilateral attempt by the United States to make other countries comply with accepted labor standards would merely "reduce trade."

Howard Samuel, president of the Industrial Union Dept., testified on behalf of the AFL-CIO in strong support of the worker rights provisions that Rep. Don J. Pease (D-Ohio) introduced in the House and that Sen. Donald W. Riegle Jr. (D-Mich.) is pushing in the Senate.

Workers' rights requirements benefit both buyers and sellers in international trade, Samuel said. He noted that labor standards and workers' rights are already a requirement for special trade preferences in several U.S. trade laws.

Samuel told the committee that a workers' rights clause written into the 1983 law to expand trade with the Caribbean Basin nations demonstrates the potential of such provisions.

"As a result of that law," he testified, "the Dominican Republic took steps to end forced labor in its sugar plantations, the Guatemalan government was required to give legal status to its labor federation, and Haiti made major changes to allow the establishment of trade unions."

Sen. Tom Harkin (D-Iowa) challenged the Administration's reluctance to deal with worker exploitation in other countries. He noted that some of the nations that have piled up huge trade surpluses with the United States are the biggest offenders.

Steelworkers President Lynn R. Williams told the Senate panel that nations that have opposed writing worker rights into international trade agreements acknowledge frankly that they don't want to give up a trade advantage that enables them to undersell U.S. products.

A government's suppression of worker rights puts American workers at an economic disadvantage in a competitive marketplace, Williams noted.

Closing the gap

Williams and Samuel pointed out in their testimony that the labor-supported legislation would not require other countries to match U.S. wages and worker protections.

But "even the least industrialized nations" can allow workers to form unions and bargain collectively, Samuel said. They can adopt child labor restrictions and minimum wage laws appropriate to their stage of development, he noted, and provide some basic protections against occupational accidents and disease.

U.S. tariff law barred imports of goods made by convict labor as far back as 1890, Samuel noted. In 1930, imports made by all forms of forced labor were banned.

The International Labor Organization has adopted labor standards that are widely accepted, but the ILO lacks any enforcement power, he testified.

Samuel noted the irony that international agreements and federal law "have made it possible to protect endangered plants and animals from the destructive effects of international trade."

He urged Congress to "give the same consideration to another endangered species—the American worker."

Williams also testified in strong support of continuation and strengthening of the Trade Adjustment Assistance program, which the Reagan Administration is trying to end.

Special assistance to workers who lose their jobs in import-caused layoffs and plant shutdowns "should be a permanent feature of our trading policy just as unemployment compensation is a permanent feature of our domestic economic policy," Williams urged.

Deficit-reduction proviso seen key to trade measure

Continued from Page 1

The Senate Finance Committee hasn't started its markup of trade legislation yet. But it has been holding hearings on a largely toothless measure introduced by Committee Chairman Lloyd Bentsen (D-Tex.) and numerous cosponsors. In a letter to senators last month, AFL-CIO President Lane Kirkland termed the Bentsen bill "totally inadequate" and urged Congress to face the trade deficit issue "head-on."

On the House side, meanwhile, supporters of a stronger trade bill were seeking to rally support for reinstating the deficit-reduction requirements of the Gephardt Amendment.

Whatever the outcome in committee, the issue is likely to be refought on the House floor this spring. That's what happened in the last Congress, when a labor-opposed attempt to strip the trade bill of its most effective provisions was beaten on a 276-137 vote.

In early and still tentative action on the trade bill, the Ways & Means Committee approved modifications in the trade adjustment program made by the subcommittee.

The changes, which were not among the improvements the labor movement has sought, include a voucher system with which workers who lose their jobs can pay for training or relocation expenses, and a short-term wage subsidy for persons who take jobs paying substantially less than their previous employment.

The program would be funded from import duties, but the subcommittee summary said this would require an international agreement allowing the United States to levy such a charge.

Anthony Bellissimo retires as aide to IBEW president

Anthony P. Bellissimo, assistant to the Electrical Workers president, retired Mar. 1 after 30 years on the international staff.

Bellissimo helped organize IBEW Local 716 in Houston in 1949 and held many local posts before becoming an organizer and being named an international representative in 1957. He was appointed assistant to the president in 1969.

Working women

The television comedy series, "9 to 5," about office secretaries won a salute from a union representing women who earn their living in clerical jobs. Karen Nussbaum, second from right, president of the National Association of Working Women, 9to5, and District 925 of the Service Employees, presented honorary memberships and union coffee mugs to the stars of the syndicated television show. With Nussbaum are, from left, actresses Valerie Curtin, Sally Struthers and Rachel Dennison. The presentation was made on the set after an audience of 9to5 officers and members from the Los Angeles area watched the taping of an episode about sexual harassment.

Court told OSHA ignored evidence on asbestos risks

The Occupational Safety & Health Administration erred in setting the current permissible worker exposure level for asbestos and should move to cut that limit in half, the AFL-CIO and its Building & Construction Trades Dept. said in briefs to the U.S. Court of Appeals for the District of Columbia Circuit.

In court responses to the consolidated challenges to the OSHA standard, the federation and the BCTD said that the federal safety and health agency failed to consider the evidence of several studies showing the feasibility of setting the worker exposure limit at 100,000 fibers per cubic meter of air. In June 1986, OSHA set an exposure limit of 200,000 fibers—a 10-fold reduction from the level that had been in existence since 1976.

The Asbestos Information Association, an industry trade group, has challenged the OSHA 200,000-fiber limit as being too stringent for all businesses to comply with all the time. The AIA argued that the limit should be 500,000 fibers.

Federation safety specialist Margaret Seminario characterized the AIA's arguments against setting a lower standard as "just another employer tactic aimed at getting weaker OSHA standards." She noted that the OSHA hearing record has ample evidence that many firms are already controlling exposures to levels well below the 200,000-fiber limit.

The AIA's approach would leave most workers exposed at levels greatly in excess of what their employers are capable of achieving through the use of engineering and work practices controls.

The AFL-CIO refuted AIA's contention that OSHA exposure limits should be set at levels which all employers can meet, by holding that the OSHA asbestos standard does not set a "never-to-be-exceeded" limit on the amount of asbestos that may be permitted in the workplace. The federation's brief explained that under the standard, employers would not be held in violation if they can demonstrate they used the best available engineering controls and work practices, supplemented by respirators, to control worker exposures.

Construction experience

In a separate brief, the BCTD likewise challenged the AIA's contention that the 200,000-fiber exposure limit is too low, addressing the asbestos standard OSHA issued for the construction industry. The BCTD maintained that OSHA focused on the exposure levels achieved by construction employers generally, rather than on the levels achieved by employers using the "best currently available methods."

The BCTD further noted that Congress intended OSHA to set the exposure standards at the "lowest feasible limit" and that the standards can be "technology-forcing," meaning that "OSHA can impose a standard which only the most technologically advanced plants in an industry have been able to achieve—even if only in some of their operations some of the time."

The BCTD also urged the court to order OSHA to set a short-term exposure limit of 500,000 fibers in both asbestos standards and noted the AIA also supports establishing such a limit. It noted that "the record is replete with evidence showing that in the construction industry asbestos exposures often follow the pattern of low background levels and high intermittent exposures."

Full steam ahead

Pair of bills being considered by House Education & Labor Committee get a strong endorsement from AFL-CIO Sec.-Treas. Thomas R. Donahue and Legislative Director Robert M. McGlotten. One would expand education and training programs; the other would provide advance notice to plant closings. Both bills should move "full speed ahead," Donahue urged.

James O'Brien dies, senior citizen leader

Arlington, Va.—James "Cuff" O'Brien, retired director of the Steelworkers' political action department who helped forge the National Council of Senior Citizens, died Mar. 9 at his home, following a heart attack. He was 62.

O'Brien joined the USWA staff in 1954 and became director of the department of older and retired workers in 1957. He headed the political action department from 1966 to 1978 and retired a year later. In 1973, he was named to coordinate activities between the USWA and the NCSC.

Oversized box cars were dormitories for railroad construction crews of the Waymen's union in the 1880s.

Waymen celebrate 100th birthday

New challenges arise as union heads into second century

By Arlee C. Green

The Maintenance of Way Employees are celebrating the union's 100th anniversary this year.

Setting the stage for the second century, BMWE President Geoffrey N. Zeh noted the "ability of our members to maintain their dignity in the workplace is being challenged," and meeting that challenge will require innovative approaches designed to deal with unprecedented problems.

The union's founding is traced to the forming in July 1887 of the Order of Railway Trackmen, headed by John T. Wilson and headquartered in Demopolis, Ala., and later in Birmingham. In 1891, the Trackmen merged with the Brotherhood of Railway Section Foremen of North America. Following a tie vote for the "Grand Chief Foreman" post, Wilson won by drawing the longer straw.

For the International Brotherhood of Railway Foremen of America, headquartered in St. Louis, its beginnings were as rocky as the roadbeds its members cared for, as membership grew, then fell as other unions fought to organize the rail workers. In 1892, the union started the Foremen's Advance Advocate magazine. It affiliated with the American Federation of Labor in 1900.

It sanctioned its first strike in June 1901 against the Maine Central Railroad. It was unsuccessful, but the union learned from the experience. Almost immediately, it was involved in a strike by 5,000 workers against the Canadian Pacific Railroad—a two-month-long job action that resulted in union's first-ever contract.

Name change

At the 1902 convention, the union's name was changed to the International Brotherhood of Maintenance of Way Employees. It grew to more than 40,000 members by 1903, reached agreements with 22 railroads by 1908 and five years later moved its headquarters to Detroit, where it is still based.

Federal takeover of the railroads during World War I resulted in major pay gains for workers—up to 43 percent for some. In 1918, a federal order barred employment discrimination based on "membership or non-membership in labor organizations." That became rail labor's Magna Carta and membership jumped fourfold by year's end.

After the war, Chicago lawyer Glenn Plumb developed a plan for continued government operation of the railroads. Rail labor favored the idea and 15 rail unions joined in establishing the newspaper "Labor" to promote it. But the railways returned to private ownership in 1920.

Collective bargaining became accepted by the mid-1920s, enhanced by passage of the Railway Labor Act of 1926 and the amended Act of 1934. The success of the rail unions' unified action in gaining the legislation led to the formation of the Railway Labor Executives' Association, of which the BMWE has been a member ever since.

Gains wiped out

By 1929, the union had raised its members' wages and reduced the workday to eight hours with time-and-a-half for overtime. But in 1932, rail unions took a 10-percent pay cut and employment fell by two-thirds. Significant legislation won in the mid-1930s included the Railroad Retirement Act and the Railroad Unemployment Insurance Act.

On BMWE's golden anniversary in 1937, then President F.H. Fljozdal noted major accomplishments, but added "much remains yet to be done and it is our job to do it. Fifty years from now, when 1987 rolls around, it must not be said that we failed in 1937 to keep faith with those who started the movement in 1887."

In the 1940s, unemployment insurance was improved, a minimum wage for rail workers set, vacation pay won and a national agreement on overtime rules signed. Wages continued to improve and the 40-hour workweek was established. The union shop amendment was added to the Railway Labor Act in 1951 and the BMWE soon signed its first union-shop contract with the Tennessee Railroad Co. Later that year, BMWE dedicated a new headquarters building.

In 1955, it won fully paid health and welfare benefits for its members. But membership continued to decline as rail lines increased mechanization, contracted out work and switched to using traveling crews. Employers launched a publicity campaign in 1959 to create the impression that rail workers were "featherbedders." The union defended its members' skills and productivity increases.

By 1970, the union won an adequate rule covering travel time and away-from-home expenses, full pensions at age 60 after 30 years' service and major medical coverage. Bankruptcies, however, put at risk the jobs of 9,000 BMWE members. To address this, the Rail Reorganization Act of 1973 offered a strong blueprint for survival.

BMWE's first national strike was set for Dec. 10, 1970, but within hours, President Nixon signed a measure ordering the union members back to work. Subsequently, BMWE, along with the AFL-CIO and other rail unions, fought off Nixon-backed legislation to gut the gains railway workers had made over the years. The measure failed in the Senate.

Rail passenger service came under government control in 1970 with the creation of Amtrak, and Conrail was formed in 1974 from bankrupt carriers in the Northeast and Midwest. In 1976, Congress budgeted $1.75 billion to upgrade Northeast rail lines, creating employment for BMWE members.

In 1979, the union won check-off of voluntary contributions to the Maintenance of Way Political League. The Reagan Recession of 1981-82 resulted in the need for the Railroad Retirement Solvency Act of 1983, under which a two-tier retirement system was created.

Air controllers file petition for union election

Denied union representation since 1981, the nation's air traffic controllers filed 5,800 signatures, nearly 20 percent more than required by law, petitioning the government for a representation election.

The Federal Labor Relations Authority's regional office in Washington certified that the National Air Traffic Controllers Association, an affiliate of the Marine Engineers, went over the top with its show-of-interest petitions. The number of signatures was far above the 4,000 needed to satisfy the requirements of the Civil Service Reform Act of 1978.

NATCA and the FAA will meet Mar. 24 to discuss the scope of the unit and details concerning the representation election. If agreement is reached at the meeting, controllers could vote as early as May on a bargaining agent.

Since the petitions were filed, NATCA said it has gotten an additional 400 names and that its show of interest exceeded 30 percent in all 10 Federal Aviation Administration regions.

In August 1981, President Reagan fired 11,400 air traffic controllers for striking the FAA and has since banned their rehiring, despite severe shortages of adequately trained workers. There are now 13,000 air controllers nationwide, about 2,000 less than in 1981.

Flight plan

Meanwhile, the FAA's latest plan to increase the number of flights handled by controllers was denounced by NATCA as "madness and a breach of faith between the controllers and the FAA." The union charged that safety was taking a back seat as the agency succumbs to airline industry pressure to get more planes in the sky.

NATCA National Coordinator John Thornton said that controllers at high-density facilities, such as New York, Chicago and Los Angeles, have "been pushed to their limits for years. What held the system together was the promise that relief in the form of more controllers and better equipment was on the way. Now the controllers are told that they must do still more with less."

NATCA's nine-member executive board charged that the FAA's new plan to reduce airline delays is a "transparent attempt to reinstitute airborne holding and a complete about-face of previously stated policy." It noted that in January, FAA Administrator Donald Engen told Congress the agency was not going to support a proposal by the industry's Air Transport Association to return to airborne holding.

At that hearing, the National Transportation Safety Board had expressed concern over the ability of controllers who have never handled stacked traffic to perform such a delicate task. It was joined by the Air Line Pilots which opposed any change that would involve in-flight holding.

Nation slips deeper into debtor status

Continued from Page 1

Although the nation has run a deficit in merchandise trade for 15 of the past 16 years, the current account continued to show a surplus because Americans' earnings on overseas investments were enough to offset the trade loss. But the flood of foreign goods since the Reagan Administration took office in 1981 steadily eroded the margin once provided by investment earnings.

Last year ended on a particularly somber note. The Commerce Dept. reported that the quarterly deficit from October through December hit a record $36.8 billion because of the continued deterioration in trade. The figure was 4.4 percent above the previous high-water mark of $35.3 billion set in the July-September quarter.

The report also suggested that foreigners are continuing to shift investments in this country from U.S. Treasury securities—on which interest rates are declining—to direct investment in such items as industrial plants and equipment.

According to the government data, this direct investment rose in the fourth quarter to $14.4 billion—a shocking 260-percent increase over the $5.6-billion level in the previous three-month period.

Leaky umbrella

The Reagan Administration's catastrophic health care proposal is a leaky umbrella, lawmakers and representatives of senior citizen groups demonstrate on Capitol Hill. Earlier, Karen Ignagni, assistant director of the AFL-CIO Dept. of Occupational Safety, Health & Social Security, told Congress the elderly also need financial help to pay for community-based treatment and home health care as alternatives to being forced into nursing homes. Under umbrellas with gaping holes are, from left, Cyril F. Brickfield of the American Association of Retired Persons, Rep. Claude Pepper (D-Fla.), Executive Director William R. Hutton of the National Council of Senior Citizens, Rep. Henry Waxman (D-Calif.) and Ronald F. Pollack of the nonprofit Villers Advocacy Association.

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It's Time To RAISE The MINIMUM WAGE

By Jay Mazur
President, International Ladies' Garment Workers Union

On January 7 of this year, the New York Times ran a story in its news pages, headlined: "Now, Maximum Interest in the Minimum Wage."

One week later, the New York Times ran an editorial, titled: "The Right Minimum Wage: $0.00."

This dramatic juxtaposition of news and opinion strongly suggests that the question of the federal minimum wage will be high on the legislative agenda this year and that the matter will be hotly contested.

That has been the fate of the minimum wage since its inception almost a half-century ago in 1938.

Those opposed to a minimum argued that by elevating the wage to 25 cents an hour, the legislation would be pricing many workers out of the market. They would be too expensive for their employers. Hence, unemployment would increase, especially among the lowest paid.

Those favoring a floor to wages and a ceiling to hours argued that the law would put more people to work and would elevate their living standards. The higher wage would increase buying power and would therefore stimulate the economy. The shorter work week would distribute the work so that unemployed could now find jobs. Increased supply would help enrich the lives of one and all.

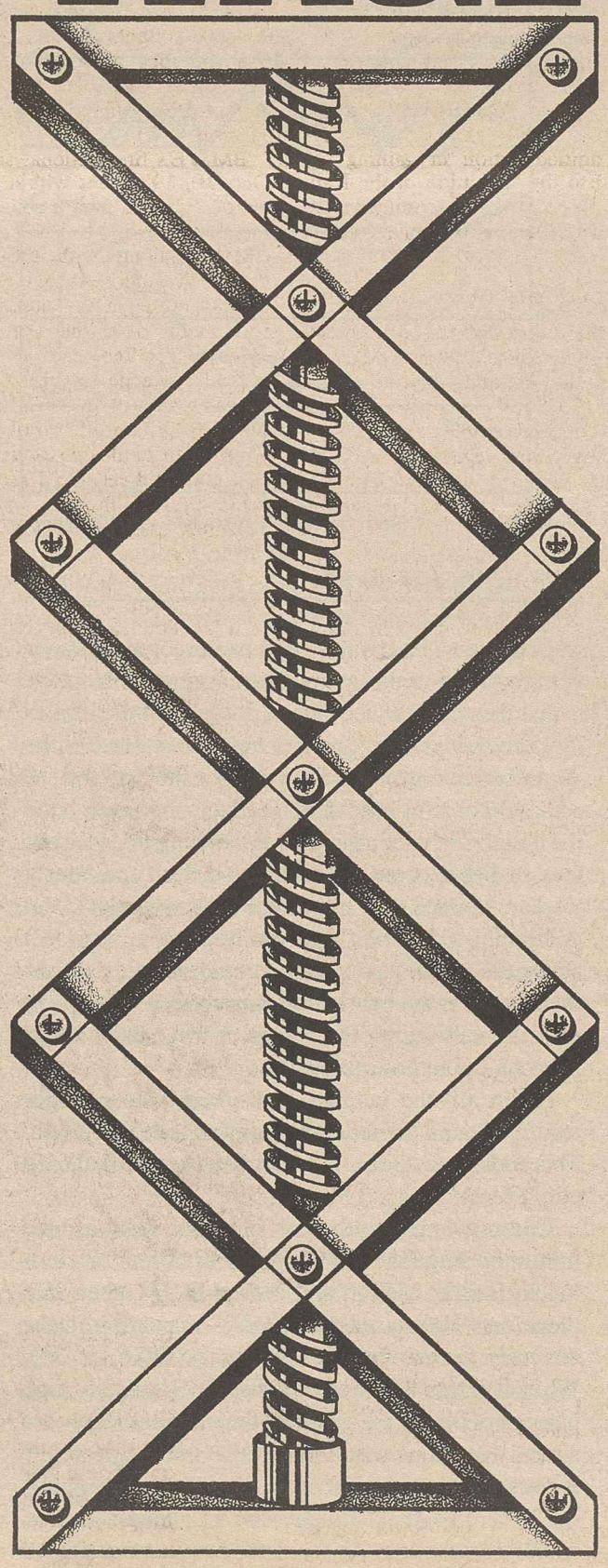
Between 1938 and the present, the minimum wage law has been changed several times—to raise the level and to extend coverage. (Not all employees were covered by the law then and not all are covered today.) Inevitably, with each move to lift the floor and to widen its benefits to more people, the debate broke out all over again—with the same old arguments. The opponents said that to lift the floor would bring on unemployment and hurt most those who were supposed to be helped most; the proponents said that a higher wage would be of direct benefit to the lowest paid and that added buying power would add more jobs.

Living Wage

Why has the minimum wage been changed—raised—repeatedly over the last half-century? Fundamentally, to stay abreast of the times. The original idea was to set a minimum that would somewhat resemble a living wage. The rule of thumb was a wage that was slightly more than half the going wage in the private sector. As the general wage level rose, it was expected that the minimum was to go up accordingly. In addition, if the "living wage" was to be maintained, there had to be adjustments for the cost of living; otherwise the livable would become unlivable.

Unfortunately, this concept was never written into law. The minimum was changed at the whim of Congress—and, of course, the President. When enough fuss was made about how the floor was collapsing into the cellar, the government would bestir itself. Where there was no agitation, there was no action. And since the direct beneficiaries of the minimum wage are, as might be expected, usually unorganized and politically unpowerful, the fight had to be made on their behalf by unions.

The added buying power implicit in a higher minimum means greater demand and more work for wage and salaried workers in general. In addition, a living wage makes it less likely that the wage earner's family will end up on the welfare rolls—as millions do when the minimum begins to lag behind the rising cost of living.



Step Increases

The idea that the minimum should not be frozen at some fixed sum was clearly in the mind of those who wrote the original law. It provided that the minimum would be 25 cents an hour for the first year; 30 cents for the second, and was to become 40 cents in 1944. What happened after that date depended on the mood of Congress and the White House. Sporadically, the minimum was raised in a sort of "collective bargaining" among congressional factions and between Capitol Hill and the White House. The last big change took place in the Carter Administration when, as in the original bill, the legislation provided for a series of ascending steps that ended in January 1981 at the present $3.35 per hour. There the minimum has been frozen ever since.

Now it is proposed that the minimum once more be adjusted to keep up with the times. And again the old debate is renewed as if we were back in 1937—a half-century ago—and as if there were no body of historical experience from which to draw conclusions.

But the experience is there. In 1950, when the minimum rose from 40 cents to 75 cents an hour, the New York Times, informed by the lessons of more than a decade, concluded: "None of the dire results predicted have materialized from the 1938 Act, and the present legislation merely brings the latter into line with the wage and living-cost realities of today. So long as the principle is confined to its original social objectives of protecting the worker from exploitation and assuring him a living wage there is no reason to doubt that it will continue to justify itself in the future as it has in the past." (Jan. 26, 1950.)

To prevent exploitation and to provide a living wage, however, requires constant review and revision of the minimum—with several objectives in mind. First, to keep the minimum abreast of changes in the cost of living so that anyone at the legal minimum does not find himself or herself in a declining state of living as prices rise. Second, to keep the minimum slightly above 50 percent of the average wage in the private sector. Third, now that the government has, since 1959, officially been defining "poverty," to see to it that the minimum allows a person to maintain a family of three above the poverty line. In all these

Current statistics on the real value of the minimum wage today, on the deteriorating relationship of the minimum to the average wage, and of the continuing decline of the minimum wage below the poverty line are based on the recent research of Sar Levitan, director, and Isaac Shapiro, research associate, at the George Washington University Center for Social Policy Studies. The tables and charts in this presentation are taken from their forthcoming book, Working But Poor.

respects, the present minimum wage is not working.

The value (buying power) of the minimum wage has been declining steadily in the 1980s, as might be expected at a time when the minimum remained fixed while the cost of living climbed. Inflation since 1981 has reduced the purchasing power of the $3.35 minimum by 77 cents an hour. That amounts to a pay cut of $26.80 for a 40-hour work week.

(See Table A and Chart A on the falling value of the minimum wage.)

If an employer were to do this to his employees, especially to those most poorly paid, we would consider the act to be unconscionable. Is it less unconscionable if Uncle Sam does it to his nieces and nephews?

The history of the minimum wage in the last two decades reads like a lesson in political science. When President Kennedy came into office in 1961 the minimum wage of $1.00 could buy what it would take $3.70 to buy today. Then as the minimum went to $1.15 in 1961 and to $1.25 in 1963 and, under President Johnson, to $1.40 in 1967 and $1.60 in 1968, the buying power of the minimum rose to its highest point in the years since 1950, able to purchase as much as it would now take $5.04 to buy.

The story of the Reagan years is quite the opposite. When he came into office in 1981, the minimum of $3.35—enacted under Carter—could buy what it would take $4.04 to buy in mid-1986. By 1987, that buying power had slipped steadily so that at present, the dollar equivalent would need to be $4.20—a 25 percent adjustment in real dollars.

Some may argue that "things are bad all over" and the working poor are suffering along with all other workers. In part, this notion is supported by the decline of real wages and salaries of non-supervisory employees. The fall in the *minimum* wage (real dollars) has however, been much steeper than the drop in the *average* wage. From 1950 to 1968, the minimum wage was always slightly higher than half the average hourly wage in the private sector—an intent of the law whenever Congress acted. Since then the minimum has slipped. Right now it is at the lowest point since 1949, worth only 37 percent of the average wage.

Poverty Level Wages

Still another way to measure the minimum wage is to see whether it is adequate to keep a small family from falling into the pit of poverty. From 1960 to 1979—almost two decades—a wage earner working a full year at the federal minimum wage *could* support a family of three at an above-poverty level—with the exception of two years in the early 1960s and in 1973. From 1980 on, a wage earner, fully employed at the federal minimum wage, *could not* keep a family of three above the poverty line. In 1986, the wage earner at the minimum could earn about 80 percent of what would have been necessary to keep his or her family out of poverty. In absolute dollar terms, this breadwinner would fall about $1,800 short. To keep this household above the poverty line, the earner would have to work a full year (2080 hours) at $4.20 an hour—a full 85 cents more than at present. (*See Chart B and Table B.*)

In the 1980s, the minimum wage has been going from bad to worse; it has not kept up with the cost of living; it has not kept up with the average wage; it has not provided earnings sufficient to stay out of poverty. Because of neglect, it has not been, as intended, an instrument "for protecting the worker from exploitation and assuring him (her) a living wage."

Why has this been happening? The simple answer is that the powerless are powerless. Senior citizens living on social security represent a respected political force in America. Hence, their pensions have a cost-of-living adjustment clause. Many wage and salaried people also work under negotiated contracts with a COLA clause. Unionized workers without COLAs are able to engage in collective bargaining at stipulated periods. Sellers of commodities raise prices in line with inflation. But those at the bottom of the economy—the "working poor"—have no protection except the minimum wage.

Why have not compassionate citizens cried out to Congress more loudly to protect our most vulnerable

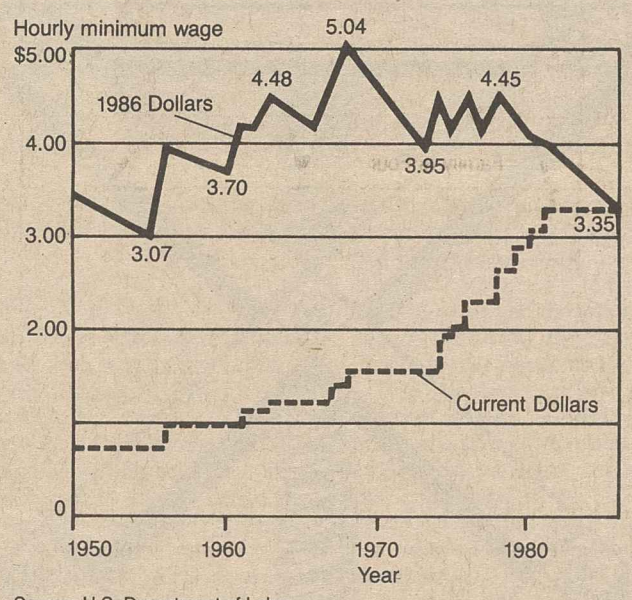
Table A

Data: value of the minimum wage

	Current	1986 dollars (Using estimated 1986 CPI=328.4)
1950	.75	3.42
1	.75	3.17
2	.75	3.10
3	.75	3.07
4	.75	3.06
1955	.75	3.07
6	1.00	3.90
7	1.00	3.79
8	1.00	3.76
9	1.00	3.79
1960	1.00	3.70
1	1.15	4.21
2	1.15	4.17
3	1.25	4.48
4	1,25	4.42
1965	1.25	4.34
6	1.25	4.22
7	1.43	4.60
8	1.60	5.04
9	1.60	4.79
1970	1.60	4.52
1	1.60	4.33
2	1.60	4.19
3	1.60	3.95
4	2.00	4.45
1975	2.10	4.23
6	2.30	4.43
7	2.30	4.16
8	2.65	4.45
9	2.90	4.38
1980	3.10	4.12
1	3.35	4.04
2	3.35	3.81
3	3.35	3.69
4	3.35	3.54
1985	3.35	3.41
1986	3.35	3.35

Chart A

The real value of the minimum wage has declined in the 1980s.



Source: U.S. Department of Labor

wage earners? Partly, it is due to a stereotype of those working for the minimum. The common perception is that they are few, teenagers, and part of the minority elements who have not yet found their place in the American mainstream. Put vulgarly, they are seen as a handful of stray outsiders. The facts, however, belie the belief. The victims of the descending floor are not few. In 1986, about 6.7 million salaried and hourly workers earned the minimum wage—or less. An additional six million received wages that were just above the minimum, usually employed in establishments where the pay is customarily set somewhere near the minimum. The wages of these latter range from $3.36 an hour to $3.99.

All in all, the number of workers whose wages revolve around the federal minimum is 12.5 million. This adds up to about 13 percent of wage and salaried employees.

Contrary to the myth, most of those working at the minimum wage are white: three out of four, according to Earl F. Mellon and Steven E. Haughen in a piece on "Hourly paid workers," appearing in the *Monthly Labor Review* (February 1986, p. 25). While it is true that there is a disproportionately high number of blacks who work at the minimum, they are actually only one out of five in that unhappy level. If it were true that most of those employed at the minimum were black, that would be an added reason to lift the minimum, to avoid further polarization of American society along economic and racial lines.

Finally, most of those who work in the minimum world are not teenagers. The largest number—20 years or older—make up more than two-thirds of those at the minimum. Only 31 percent are teenagers. In short, adults—age 20 or older—make up nearly 70 percent of those earning the minimum. (These were the findings of a Minimum Wage Study Commission in 1981and prevail in 1986 Current Population Survey statistics.) Twenty-eight percent are the heads of households and another 28 percent are spouses.

In sum, those who depend on the minimum wage for their living are not few, not kids, and not predominantly black. They are mainly adults of all races and ethnic strains—and they are many.

To lift the floor, however, would mean much more than to bring a measure of economic justice to this significant portion of the American people. Although they would be the direct and immediate beneficiaries, many others would also benefit, because the American market would be vitalized by the increased earnings of the nation's working poor.

How much of a stimulant would a higher minimum be? That depends on how much the minimum is raised. But, just for the purposes of illustration, let us play with one scenario that begins by adjusting the minimum wage so that its buying power is back to where it was in 1968, when it could buy what it now takes $5.04 to buy. This would mean an increase of $1.69 an hour. Now, to be conservative in our calculations, let us assume that the worker does not work full weeks but averages about 27 hours a week instead of the standard 40 hours. The average weekly earnings would be increased by $45.63. Now, to continue in our conservative reckoning, let us suppose that this worker is employed only 34 weeks out of the 52. The annual average increase would be $1,551.42 a year. If that adjustment is applied to the 14 million people whose earnings move almost directly with changes in the minimum then buying power in the United States would be increased by $21.9 billion.

There is another compelling reason why raising the minimum would benefit the nation as a whole. The relief rolls would be lightened. At present many of those working at the minimum are receiving welfare payments—legitimately. Lifting the minimum would reduce the tax burden.

There is a final reason why something resembling a "living wage" would be beneficial to America. Such earnings would provide an incentive to be more productive. Who could possibly be inspired to make a real effort for a wage that yields no more than a welfare payment? If America is to improve its "productivity," its output per worker, it must think of incentives for the millions of wage and salaried people who now toil for pay that is not sufficient to meet poverty standards.

Free Market Myth

In the face of all these positive and compelling reasons to lift the minimum wage, what is the argument for setting the minimum wage at zero? "Objections to a statutory floor under wages are grounded more in free market theory than in empirical evidence," comments Sar Levitan, director of the George Washington Center for Social Policy Studies.

The principle that government should have no role in setting a floor under wages, that there should be no legal minimum, is based on the belief that the way in which "the market" sets wages is the way things ought to be—a latter day lapse into laissez-faire.

That theory holds that to raise the legal minimum price of labor above the productivity of the least-skilled worker would mean that fewer would be hired.

The argument has been the stock response of employers from the beginning of time. "I can not pay you more than you are worth." And who determines the worth? The employer.

Once workers organize into a union or once the government legislates a higher wage, however, employers have somehow managed with the higher wage. The ways are obvious: a) pass on the cost to the consumer; b) reduce the margin of profit; c) introduce more efficient methods of production so that

unit costs do not rise even as wages do; d) where the wage raise is widespread—as in the case of the minimum wage—take advantage of the expanded market by lowering profit per item while increasing overall profits by enlarged sales.

When the first federal minimum wage was under consideration in the mid-1930s, employers in the apparel industry appeared before Congress to argue that a 25-cents minimum would mean bankruptcy and more unemployment to deepen the crisis of the time. How, they complained, could they pay 25 cents an hour and survive when they were barely able to surving paying 5 cents an hour?

The law was passed. The employers survived and prospered. How did they do it?

In part, they did it by adding to the price of their commodities. But not much. It was not necessary.

Their cost of production did not necessarily rise—even with the higher wage. The reason was their increased sales. As the demand for their product rose—in part because of the higher minimum—they were able to run their factories at 100 percent of capacity, instead of 50 percent. They saved on once-idle overhead. So while hourly wages went up, unit costs did not necessarily do so.

In some cases, employers lowered their profit margin *per unit*. But because sales were booming, they were able—even with a lower profit per item—to increase their overall sales for a better rate of return on investment.

The higher minimum wage was, of course, not the only higher "labor" cost imposed upon companies by the government. There were also unemployment insurance, social security, workers' compensation. As the government proposed such legislation, employers resisted with the same old argument: they would have to get rid of workers because they were too costly. Yet, the economy continued to expand, more workers got jobs, more employers prospered.

To the employer, the higher minimum wage, the higher wage negotiated by unions, unemployment insurance, social security were all cost items. In his myopia, he did not recognize that what was a cost to him was income to others and what was income to others was a market for his wares.

Employer Fantasy

The fantasy world of the employer is one in which workers will work for nothing while he reaps a fortune from the highly profitable sale of his almost costless products. This has always been the instinctive fantasy of employers who, as a consequence, repeatedly drove the system into periodic depressions until the governments of the world in the 1930s intervened to save the "free enterprise" system with devices such as the minimum wage.

The very notion that a wage is determined by productivity is a myth. Productivity is only one of the many factors. During the Black Plague in Europe wages rose to astonishing heights, although the laborers did not improve their "productivity." In the American colonies, a mechanic could earn about twice as much as his European counterpart because of the relative scarcity of labor here, although his "productivity" was not greater. When corporations wanted to build atomic energy plants in our Northwest or drill for oil in Alaska, they paid very high wages although "productivity" there was not greater than elsewhere. When workers organize into unions, when there is a sudden huge demand for a commodity, when a competing plant in the vicinity pays higher wages, the hourly earnings of workers rise, regardless of "productivity." When there is a tidal wave of immigrants into an area or when there is massive unemployment in the nation, wages are put under a downward pressure—although productivity has not declined.

Actually, there is an intimate relationship between wages and productivity that is quite different from, indeed the opposite of, that expounded by the free marketeer. Higher wages spur greater productivity.

Historically, in the United States—a traditionally high-wage nation going back to colonial times—when labor costs rose, employers found more efficient methods of producing so that the worker would turn out more for his or her hourly pay. In that way, the high wage spurred greater productivity. Indeed,

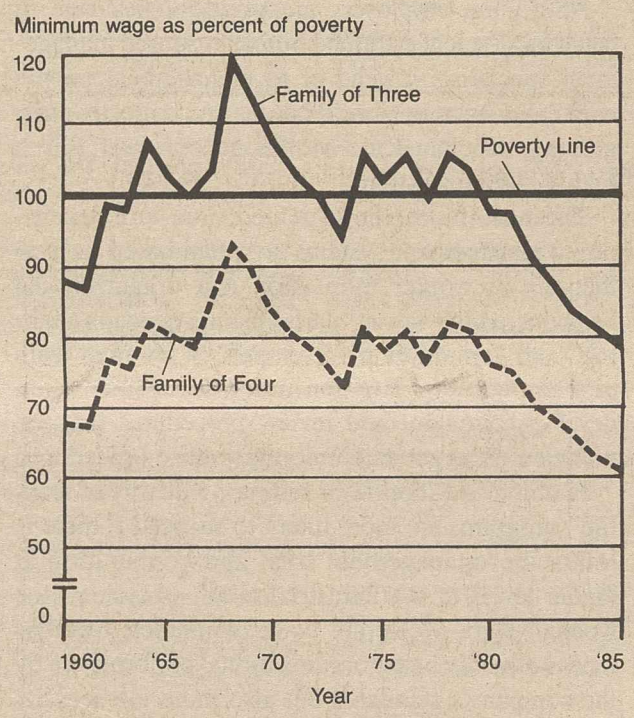
Table B

Data: Full-time, year-round minimum wage earnings as a percent of poverty line

	Family of 3	Family of 4
1960	88.2%	68.8%
1	87.3	68.1
2	99.2	77.4
3	98.0	76.5
4	107.7	82.0
5	103.4	80.7
6	100.0	78.4
7	104.0	85.4
8	120.0	93.7
9	113.8	88.9
'70	107.4	83.9
1	103.1	80.4
2	99.7	77.8
3	93.8	73.3
4	105.7	82.6
5	101.7	79.4
6	105.4	82.3
7	99.0	77.3
8	106.0	82.7
9	104.3	81.4
'80	98.2	76.6
1	96.1	75.0
2	90.6	70.7
3	87.8	68.5
4	84.2	65.7
5	81.3	63.4
6 est.	79.8	62.2

Chart B

Minimum wage earnings for full-time, year-round worker plunged well below the poverty line.



Source: U.S. Department of Labor

there have been long periods when *wages rose and unit labor costs came down* because of the greater "productivity" spurred by higher wages. And vice versa: when wages are low, the employer has little incentive to produce more efficiently. Why make a big investment in "labor-saving" machinery, at the risk of costly idle overhead, when labor is so cheap?

All these conceptual points about the role of the minimum wage are not new. They are the standard refutation to the argument that however inhumane the wage of the least skilled may be, it is the necessary expression of some "iron law of wages" set by the invisible hand of "productivity." But the case for minimum wages and higher floors to keep abreast of changing times does not rest on theory alone. There are the facts—conscientiously gathered by government agencies over many years.

In 1966, the Secretary of Labor, in a report to the 89th Congress, summarized the experience of more than a generation: "The record is that following the original establishment of the minimum wage—after it was set at 25 cents in 1938, 30 cents in 1939, 40 cents in 1944, 75 cents in 1950, to $1.00 in 1956—employment in the United States always went up." More specifically, the report noted, turning its eye to those sectors of the economy where many workers were employed at the minimum, employment "usually went up more in the lower-paid occupations most directly affected by the statutory requirement than in other occupations." The report concludes: "There is clearly no evidence in the 28 years of experience of unemployment resulting from statutory minimum wage rate increases."

The report then went on to fill in the gap between 1956 and 1966. It noted that the record of "the past five years, during which four increases in statutory minimum wages became effective, parallels and confirms the previous experience."

In 1968—thirty years after the passage of the minimum wage law—another report was submitted to Congress, in which it was noted that after the minimum was raised to $1.60 "total employment continued to rise from 72.2 million in January 1967 to 74.6 million in September 1967, an increase of almost 2.5 million workers." How about jobs in the sectors where many were employed at the minimum? "Increases in employment were concentrated in such relatively low-wage groups as tobacco, textiles, apparel, food and kindred products."

Particular attention was paid to sectors of the economy where the minimum wage law had not applied and that were now covered under the extended act. The customary fear was expressed by employers that retail and service establishments could not make the adjustment and that the extended coverage would bring on unemployment. The report found that in these sections "employment was greater in September 1967 than in January 1967, the month before the minimum wage went into effect."

In a separate report from the Office of Research and Legislative Analysis of the Wage & Hour and Public Contracts Division, the same findings recur. "All of the major non-agricultural industry divisions showed employment gains over the period from September 1966 to September 1968, except construction. The largest increase in the private sector in relative terms was in the service group, where the minimum wage had the largest impact."

Job Gains

In 1970, the Department of Labor recorded that "in the retail, services, and state and local government sectors—where the minimum wage had its greatest impact in 1969, since only newly covered workers were slated for federal minimum wage increases—employment rose substantially."

In the face of all this evidence, in 1977 the New York Times, in an editorial that foreshadowed its recent stance to wipe out minimum wage laws entirely, warned of the new increases: "Just how many jobs would disappear is not known. Rough calculations put the figure between 200,000 and 1 million."

Now what are the facts? Between 1977 and 1978, the number employed rose by more than four million and the next year the number employed rose by 2.7 million. In the same years, the rate of unemployment fell from 6.9 percent to 5.8 percent.

The dire consequences forecast by the New York Times did not materialize. Quite the reverse happened.

Does this mean that raising the minimum wage will mean more employment and a drop in the jobless rate? Not necessarily. The minimum wage is only one factor—a relatively small one—in a huge economy. Dozens of other factors—trade deficits, removal of plants overseas, a stock market crash, a massive repudiation of debt by nations in debt to American banks, bankruptcy of a GM or a McDonald's, etc.—could bring on an old-fashioned crisis with calamitous rates of unemployment. To measure the impact of the minimum wage or of any other single factor by itself in our presently complex global economy is an inexact science.

Indeed, it is altogether possible, even likely, that raising the minimum wage will cost some workers their jobs. There are marginal operators, usually small and inefficient, who are able to "make it" by paying a non-living wage. If they could hire workers for 5 cents an hour, as they once did, they would and, with all their inefficiency, they might well drive out of business more efficient competitors who pay a more humane wage. But even as these job "opportunities" are lost, other job opportunities open up because of additional jobs brought into being by the new stimulants injected into the economy by higher wages. Indeed, many of those who lost jobs in the fragile marginal sectors might be re-employed at

better pay (the new minimum) in the sturdier sectors that expand in the stimulated economy.

Again for purposes of illustration, let us consider a scenario based on our earlier calculations of purchasing power increase resulting from an adjustment of the minimum wage to the level of real buying power in 1968. The stimulant to the economy would come to more than $20 billion. How many jobs does that equal? In 1986, a $4-trillion economy generated about 100 million jobs—about $40,000 a job. A $20 billion increase in buying power should stimulate another half-million jobs.

Many Factors

Remember that this is an example, not an arithmetic forecast. Neither the number of jobs lost nor the number gained can be predicted with accuracy; there are too many other factors, not the least of which is our trade policy. But to focus on "jobs lost" only while ignoring "jobs gained," including jobs gained at better wages by many who lost jobs at lower wages, is to distort reality by putting a magnifying glass on one eye and a blinder on the other.

In the coming months, there will be legitimate room for discussion and debate about how large the raise in the minimum should be, how the increases should be timed, to whom the law should be extended. Almost a half-century of experience strongly suggests, however, that it would be a mistake to leave the determination of the minimum to Congress and the President without any proviso on what is to happen in between their itch to act. It is only logical that the minimum wage, like social security, should be tied to some measurable change in the economy, such as the average wage in the private sector. Historically, congressional adjustments to the minimum wage have averaged 54 percent of the average wage of nonsupervisory production workers, and in 1977 when the last four step increases were debated, it was set at 52 percent of the average wage. A strong case can be made for setting the minimum at 60 percent of the average. Certainly, the legislation should adjust for inflation, for the rise in the average wage, and for the higher earnings needed to stay out of poverty.

One thing, however, is certain: to leave the minimum at the present inadequate and deteriorating level is to increase poverty, to weaken incentives to step up productivity, to deny the neediest a living wage and protection from exploitation, and—most important—to deprive our economy of a necessary stimulant to lift us from our present perilously stagnant state.

New Books

The Transformation of American Industrial Relations

By Thomas A. Kochan, Harry C. Katz, Robert B. McKersie, Basic Books, New York City, 304 pages, $23.

Unions in Crisis and Beyond: Perspectives from Six Countries

By Richard Edwards et al., editor, Auburn House, Dover, Mass., 34 pages, $35.

Unions Today: New Tactics to Tackle Tough Times

Bureau of National Affairs, Washington, D.C., 140 pages, $30.

Unions in Transition: Entering the Second Century

By Seymour Martin Lipset, editor, ICS Press, San Francisco, 506 pages, $30 ($13 paper).

Every union official does a lot of talking, explaining, persuading, organizing. You do this with your union members, with potential members, with management people, with the general public. You do this to "continue the never-ending process of renewal and regeneration" of the labor movement called for in the AFL-CIO report on "The Changing Situation of Workers and Their Unions."

To learn more about this process of renewal, about past changes and future options, take a look at "The Transformation of American Industrial Relations." This is a recent book by three industrial relations professors, Thomas Kochan and Robert McKersie of Massachusetts Institute of Technology, and Cornell University's Harry Katz.

One useful chapter deals with attitudes and expectations of American workers. It draws on a number of surveys of workers, including the Harris poll used by the AFL-CIO Committee on the Evolution of Work.

Most union members are "satisfied" or "very satisfied" with their unions, according to the Kochan-Katz-McKersie report.

Unions rate high with their members on getting good wages (84 percent approval), getting good fringe benefits (76 percent), and protecting workers from unfair treatment (83 percent).

But unions get lower ratings from union members on gaining workers a say on how to do their jobs (40 percent approval), making the job more interesting (46 percent), getting workers a say in the business (27 percent), and representing workers' interests in management decision-making (41 percent).

Union wages, benefits, and fair treatment are not enough to meet the current needs and expectations of American workers, according to Kochan-Katz-McKersie.

They say workers also want more opportunity for participation in job-related decisions, more control over their workplace environment, more self-esteem and personal fulfillment and non-material rewards through their work.

Anti-union employers are giving a key role to behavioral-science-trained human resource management specialists instead of to management people with experience in labor relations and collective bargaining. Kochan-Katz-McKerzie consider this a highly significant trend.

The new, more sophisticated, non-union, anti-union management systems are often based on new theories of worker motivation and organizational behavior which favor "participatory decision-making" and "employee involvement" in group or team problem-solving. Big non-union companies often develop complaint and review procedures that are modeled on negotiated union grievance procedures.

In unionized shop-floor settings, "quality of work life" programs are more likely to succeed if there is joint labor-management trust and cooperation at higher levels of the industrial relations system, the Kochan-Katz-McKersie book concludes. Success means not only better organizational performance by the company's standards but also more job security and better compensation for the workers.

The authors warn that "it is difficult and politically risky for both union and management officials to introduce and manage union-management change efforts." They present examples of both QWL success and QWL failure.

Unions are more and more using their bargaining power to get into top-level strategic business decisions outside the "normal" range of collective bargaining over wages and working conditions and job security. Strategic business decisions deal with such issues as new investment, workforce adjustment, new technology, and new forms of work organization.

Kochan-Katz-McKersie see these union actions as part of a significant break with past labor-management relations restricted in a more simple way to wages and working conditions and job security.

For union leaders there are dangers of being co-opted into painful decisions, of being identified too closely with management, of losing touch with rank-and-file worker interests. But Kochan-Katz-McKersie point out that in a major crisis, as unions seek to protect and to advance the welfare of their members, it's logical and necessary for union leaders to get involved directly in strategic business decisions which carry unions outside the old range of collective bargaining.

Labor law reform is necessary if labor leaders are likely to support a broad policy agenda that reconciles employer flexibility with adequate protections for workers, Kochan-Katz-McKersie argue. The authors assert:

"If American labor policy is to uphold the objectives stated in the National Labor Relations Act—to promote collective bargaining and provide employees with the opportunity to decide whether or not to be represented by labor organizations of their own choosing—then the current law and its administration require substantial reform."

Unions and collective bargaining will not wither away or disappear, Kochan-Katz-McKersie declare, but "unions will continue to face intense pressure to modify their traditional strategies in order both to cope with changes in business and human resource management strategies and to give workers more say over the issues that affect their working lives."

The Kochan-Katz-McKersie book is often not pleasant reading for union people—but we can use it to advance the union cause.

You get an international perspective on problems facing unions in the major industrial democracies, in "Unions in Crisis and Beyond: Perspectives from Six Countries," a book edited by Professor Richard Edwards of the University of Massachusetts at Amherst. This book shows that unions in other countries have problems similar to those of American unions.

The Edwards book notes that a general trend to conservative political leadership—Ronald Reagan in the USA, Margaret Thatcher in the United Kingdom, Helmut Kohl in West Germany, and the Swedish conservative-liberal coalition—has put unions in all of these countries "in new and distinctly less favorable contexts."

But Edwards asserts that "unions have survived and in some cases even strengthened themselves during the economic crisis."

Edwards and co-author Michael Podgursky praise various innovative actions by U.S. unions—increased union control ofpension fund assets, corporate campaigns, coordinated union organizing campaigns, and union experimentation with new ways of worker participation and worker organization, including services for associate members and union political action.

A variety of new union tactics are spelled out in 30 case studies in a useful book, "Unions Today: New Tactics for Tough Times," from the Bureau of National Affairs. The tactics include alternatives to plant closing, negotiating job security, employee ownership and gain-sharing, building community support, corporate campaigns and use of outside consultants, new media techniques, and dealing with deregulation.

You get much more pain and much less gain from "Unions in Transition: Entering the Second Century," edited by Seymour Martin Lipset of the Hoover Institution at Stanford University. The general theme of union decline is old stuff to union folks, and that's what AFL-CIO President Lane Kirkland says in his chapter, "It Has All Been Said Before . . . ." But don't buy the $30 book to read the Kirkland chapter.

By Markley Roberts
AFL-CIO Dept. of Economic Research

Unemployment rates rise in 48 states as benefit loss undercuts jobless workers

The nation's unemployment crisis deepened between December and January, with jobless rates rising in 48 states, the District of Columbia and Puerto Rico—and holding unchanged in the other two states.

At the same time, the Bureau of Labor Statistics reported that January's unemployment in 15 states and Puerto Rico was above the level for the same month a year ago, and remained stagnant in three other states.

Adding to the grimness of the figures, two-thirds of this growing army of jobless workers are being forced to subsist without benefit of assistance from the unemployment insurance system—a program enacted half a century ago to put an economic floor beneath those whose jobs have been shot out from under them.

BLS data showed nine states with double-digit jobless rates in January, compared to only four states the month before and seven a year earlier.

The figures threw cold water on Reagan Administration boasts of a healthy economic recovery. They also made clear that the surge of new service industry jobs—many of them part-time and at or near minimum-wage levels—was not sufficient to offset the continued slide in better-paying jobs in industry.

Although all states experienced employment increases in services and finance, insurance and real estate, 26 states reported job losses in manufacturing from year-ago levels. The largest drops occurred in Massachusetts, Michigan, New York, Ohio, Pennsylvania and Texas.

Oil glut impact

In addition, BLS said, mining employment—which includes the oil and gas extraction industry—fell in 30 states. The biggest losers were California, Louisiana, Oklahoma and Texas.

Louisiana remained the state with the highest January unemployment rate—14.7 percent. Other states with double-digit joblessness included West Virginia, 13 percent; Mississippi, 12.7 percent; Alaska, 11.6 percent; Kentucky, 10.8 percent; Idaho, 10.7 percent; Wyoming, 10.6 percent; Montana, 10.1 percent, and Alabama, 10 percent.

The jump in unemployment between December and January hit Maine the hardest, with its rate rising 2.5 percent. Other states experiencing major increases in the one-month period included Kentucky, up 2.3 percent; Idaho, 2.1 percent; Montana, 2.1 percent; Pennsylvania, 1.8 percent; Colorado, 1.6 percent; Louisiana, Utah and West Virginia, 1.4 percent; Florida and Illinois, 1.2 percent; Indiana and Texas, 1.1 percent, and Maryland, Massachusetts, Mississippi and Washington, 1 percent.

Despite the mounting joblessness, some 22,000 long-term unemployed in Louisiana lost extended jobless benefits as the result of harsh Reagan Administration criteria enacted in 1981, according to the Center on Budget & Policy Priorities.

Benefits stopped

Up to mid-March, the long-term jobless in Louisiana—whose 14.7-percent unemployment rate is the nation's highest—were able to draw an average $148 a week in benefits for 39 weeks instead of only 26 weeks. These extended benefits, financed equally by the federal and state governments, are supposed to be available when a state's unemployment level reaches crisis proportions.

But the Administration changed the way it arrives at that definition. The method incorporated into the 1981 relies on the extent of insured unemployment—those eligible for benefits—rather than the total number of people on the jobless rolls.

The law is so stringent that although Louisiana has more than 284,000 people out of work, it no longer qualifies for extended aid. This means that the 100,000 unemployed workers now drawing benefits in that state face a cutoff in assistance at the end of 26 weeks, even if they haven't found new jobs.

This leaves Alaska—whose jobless rate is 11.6 percent—as the only state still providing extended unemployment payments.

State Fed leaders review key issues at Meany Center

Top officers from 41 state federations met to exchange ideas and review on-going activities at the George Meany Center for Labor Studies.

Joining the chief state body officers for the three-day conference were AFL-CIO COPE and regional directors.

Kenneth Young, executive assistant to AFL-CIO President Lane Kirkland, discussed the 1988 elections and outlined the federation's plans to provide union members with responses from all interested presidential candidates on issues of major concern to workers.

The State AFL-CIO officers examined plans to increase union affiliation with state and local central bodies and heard reports on the federation's legislative action committees and other grassroots lobbying projects.

Federation activities

Presentations included an evening session with AFL-CIO Sec.-Treas. Thomas R. Donahue, a report from New York AFL-CIO President Edward Cleary on a labor-management-government pact to bolster the state's economy, an overview of the federation's organizing projects, a panel on labor's support groups and videos on bargaining for health care benefits and affiliation.

Other speakers included AFL-CIO Directors Charles McDonald, Organization & Field Services; Tom Kahn, International Affairs; Robert McGlotten, Legislation; Rudy Oswald, Economic Research; John Perkins, COPE; Bert Seidman, Occupational Safety, Health & Social Security; James Kennedy, executive assistant to Sec.-Treas. Donahue, and Robert Pleasure, executive director of the Meany Center.

In a separate one-day meeting, the presidents of 20 affiliated unions—not seated on the Executive Council—met with Donahue and federation officials for an exchange of ideas and information on AFL-CIO activities.

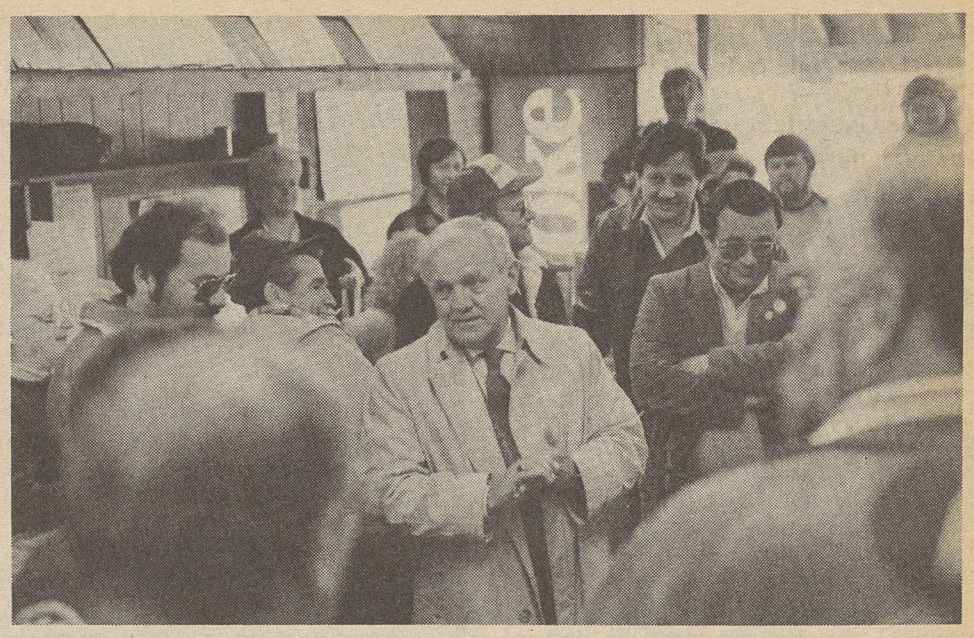
The officers discussed the proposal to increase union affiliation with state and local central bodies and reviewed the federation's legislative priorities set at the February council meeting.

Other briefings included an update on the activities of the Committee on the Evolution of Work, a review of the Union Privilege Benefit Programs and a report on the Labor Institute of Public Affairs.

Conventions

The Maine AFL-CIO convention will be Nov. 4-6 in Rockport.

The Flight Attendants will convene Nov. 17-19 in San Diego.



UFCW President William Wynn rallies striking Local 222 members.

IBP Inc. chops pay package to turn lockout into strike

Dakota City, Neb.—More than 2,500 Food & Commercial Workers struck the flagship plant of IBP Inc., 24 hours after the company lifted a three-month-old lockout by arbitrarily putting deep pay and benefit cuts into effect.

The union branded this latest company move "a throwback to the dark ages of American labor-management relations."

Members of UFCW Local 222 voted unanimously to reject the new round of wage cuts—a last-ditch offer that was even worse than management's previous pay-freeze proposal that triggered the lockout on Dec. 14.

The union has filed charges against IBP, a subsidiary of Occidental Petroleum, contending the lockout was an unfair labor practice and that the harsh new contract proposal is evidence that the company hasn't negotiated in good faith.

If the National Labor Relations Board rules in favor of the UFCW, the company could be liable for approximately $10 million in back pay, the union said.

The new package that IBP put into effect unilaterally calls for pay cuts of as much as 60 cents an hour and elimination of overtime pay for work after eight hours in a day. In addition, the company wants workers to pay a portion of their health insurance premium. In 1982—the last time the union negotiated a contract with the giant meat packer—workers accepted a $1.07-an-hour wage cut.

"The members of Local 222 are sick and tired of being the victims of IBP's unfair labor practices," said Vice President Lewie Anderson, director of the UFCW's packinghouse division. And, he added, they're "sick and tired of the unsafe working conditions."

The Occupational Safety & Health Administration is investigating UFCW charges that IBP has underreported or failed to report hundreds of workplace injuries. The union has also charged management with failing to correct 13 specific safety hazards in the plant.

Safety ignored

The union has asked OSHA to conduct a plant-wide inspection of the facility, charging that in its drive to stimulate productivity, IBP has ignored "basic safety requirements."

The complaint points out that employees have suffered cuts, repetitive trauma disorders, falls on slippery floors and other widespread injuries.

The UFCW charges about safety at the plant, and the meat packer's consistent underreporting of injuries are due to be aired at a hearing by a House Government Operations subcommittee.

In addition to pressing its legal challenges to the lockout and the federal safety investigations, the UFCW has launched a campaign to organize workers at the company's 10 nonunion plants.

UFCW wins vote at Armour packing plant

Mason City, Iowa—Workers at the Armour Food Co. meat packing plant here voted in favor of the Food & Commercial Workers by a margin of 157 to 122. The victory by Local 31-P was the union's largest organizing win at a major packinghouse since 1979.

The plant is one of 13 Armour facilities that ConAgra Inc. purchased from Greyhound Corp. in 1983. Greyhound voided the union contract days before the sale and ConAgra opened most of the plants with nonunion workers, paying wages substantially below those at unionized meatpacking plants.

Unfair labor practice charges filed by the UFCW at that time charged ConAgra with illegally discriminating against union members in its hiring practice. The case is still pending before the National Labor Relations Board.

UFCW President William H. Wynn said the election victory sent a clear signal to management that the workers were "determined to exercise their right to organize despite the company's outrageous anti-union tactics."

Wynn said that the union would intensify its organizing efforts in the packinghouse industry.

More companies locking out workers

A get-tough attitude by corporate management caused a near doubling of lockouts in 1986, in a period in which the Labor Dept. reported that the number of work stoppages was among the lowest in the last 40 years.

There were 41 lockouts in 1986, involving more than 56,600 workers—a 43.9-percent leap over 1985, when some 24,600 workers were locked out in 23 contract disputes.

The largest 1986 lockout involved 22,000 Steelworkers at USX Corp., formerly U.S. Steel. They lost 2.3 million workdays from the time management slammed the ggates shut on them last Aug. 1 until a settlement was reached in late January 1987. By contrast, most other steel producers settled with the USWA without shutdowns.

Other major lockouts last year forced idleness on 12,000 Auto Workers at 10 Deere & Co. plants, and 5,800 USWA members at Timken Co.

Management's resort to the lockout as a weapon against workers has continued to grow in recent years, according to data complied by the Bureau of National Affairs. There were only 22 lockouts, idling 17,000 workers in 1983, and 40 lockouts that affected 15,200 workers in 1982.

The Labor Dept. reported a total of 69 work stoppages last year, involving 533,000 employees, compared with 1985's record low of 54, affecting 324,000 workers.

Work stoppages

The largest involved 155,000 Communications Workers who struck American Telephone & Telegraph Co. Another 8,000 CWA members struck four of the telephone industry's regional operating companies in their first negotiation since the 1984 court-ordered divestiture of the communications giant.

But the negotiations with the other "baby Bells" produced agreements covering 275,000 CWA and Electrical Workers members without a walkout, and 30,000 IBEW members reached peaceful settlement of their contracts with AT&T.

Other major stoppages included the strike of 30,000 Longshoremen against the Council of North Atlantic Shipping Associations at ports from Maine to Virginia; 15,000 Steelworkers and Aluminum, Brick & Glass Workers against Aluminum Co. of America, and 13,600 USWA members against the major can corporations.

Industries that negotiated collective bargaining agreements without work stoppages in 1986 included 200,000 members of 10 unions in railroad transportation and 50,000 Oil, Chemical & Atomic Workers in petroleum refining.

There were no major stoppages in federal or state government, and only seven—involving 35,000 workers—in local government. The largest was the walkout of 12,300 Philadelphia city employees represented by the State, County & Municipal Employees.

Seniors assail deep slashes in '88 budget

The Reagan Administration's "short-sighted and callous" 1988 budget proposals would heap an unacceptable burden on the elderly, Jacob Clayman, president of the National Council of Senior Citizens, testified.

To pay for continued growth in defense spending, Clayman told the Senate Aging Committee, the White House has singled out the programs for the elderly for "some of the deepest cuts, particularly in the areas of health care and housing."

This continues the Administration's pattern of the past six years, he declared, which have involved axing "billions of dollars from federal programs for children, the elderly and the poor" to pay for the military buildup.

The NCSC president pointed out that Medicare has suffered a $42-billion slash in funding and Medicaid has been cut $21.6 billion in the past five years. The Medicaid cuts, he emphasized, have severely curtailed the ability of the states to meet the health needs of the poor.

Instead of cutting these programs, Clayman emphasized, Congress should enact legislation to help the elderly meet the cost of long-term health care. These costs continue to rise out of control, he told the committee, and have become "the single greatest threat to the financial security of older Americans."

Clayman also criticized Reagan's proposal to eliminate virtually all new housing for the elderly and the handicapped. If that scheme is not "soundly defeated" by Congress, he said, the handicapped and the poor will be left to shift for themselves at a time when there is a "shortage of low-cost housing" on the market.

Programs to meet the "desperate" needs of the elderly and the poor can be put in place without aggravating the budget deficit, the NCSC president said, if Congress restrains military growth and adopts "responsible" revenue-raising measures.

Job safety programs get Labor Dept. funds

Thirteen labor organizations will share $883,500 in federal grant money awarded by the Labor Dept.

The awards, made under the Occupational Safety & Health Administration's "New Directions" program, provide funds to set up education and training programs and for existing projects.

The grant recipients are: Government Employees, $35,000; Arkansas AFL-CIO, $50,000; Alaska Laborers Training Trust Fund, Anchorage, $100,000; State, County & Municipal Employees, $100,000; AFL-CIO Industrial Union Dept., $130,000; Fire Fighters Local F-106, McGuire Air Force Base, N.J., $500; Chemical Workers, $71,000; Laborers Local 17 Education & Training Trust Fund, Vails Gate, N.Y., $51,000; Philadelphia AFL-CIO, $50,000; Retail, Wholesale & Dept. Store Union, $76,000; Steelworkers, $120,000; Orlando, Fla., Building & Construction Trades Council, $50,000, and unaffiliated New York State Association of Fire Chiefs, Kinderhook, $50,000.

Questions for the candidates

The AFL-CIO has invited candidates for the Democratic and Republican presidential nominations to answer these four questions. Replies will be printed in full and given wide distribution among union members.

Foreign Trade

How would you propose to reduce America's trade deficit and encourage the fair exchange of goods with other nations, while maintaining and improving our standard of living?

Budget Deficit

How would you reduce the federal budget deficit without hurting working Americans and the poor? Would you rule out raising federal revenues, including tax increases, as a component of deficit reduction?

Human Needs

What role do you see for governments—federal, state and local—in such areas as: education, employment, training, health care, housing, equal opportunity, the environment, and programs for the elderly? At your first Cabinet meeting, what instructions would you give to the heads of departments with responsibilities in these areas?

The Political Process

Unions, like many other membership organizations, have historically played an active role in the political process by assisting their members in registering, by communicating with their members on the issues, and by endorsing candidates whose positions further the best interests of their membership. What are your views of organized labor's proper role in the political process?

Open forum gives candidates chance to seek labor backing

Continued from Page 1

video to help members make an informed choice was given final approval at the AFL-CIO Executive Council session last month.

Democrats invited to participate in the process are: Bruce Babbitt, former governor of Arizona; Sen. Joseph Biden Jr. of Delaware; Sen. Dale Bumpers of Arkansas; Gov. Michael Dukakis of Massachusetts; Rep. Richard A. Gephardt of Missouri; Gary Hart, former senator from Colorado, and Jesse Jackson, civil rights activist.

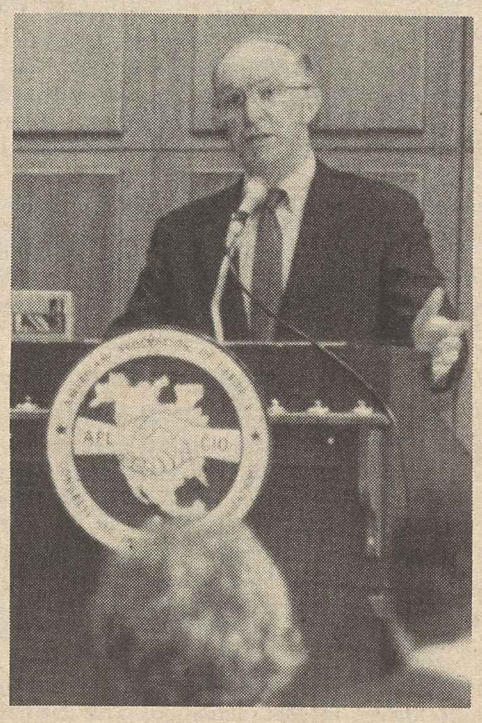
Republicans on the list are: Vice President George Bush; Senate Republican Leader Robert Dole of Kansas; Pierre S. duPont, former governor of Delaware; Alexander Haig, former Secretary of State; Rep. Jack Kemp of New York; Paul Laxalt, former senator from Nevada; Pat Robertson, television evangelist, and Donald Rumsfeld, former Secretary of Defense.

Kirkland explained to the potential candidates that the early start in the AFL-CIO's voter education effort is essential because "party rules and delegate selection timetables make it necessary for the labor movement to consider the endorsement question before the 1988 primary season begins if we are to take an effective part in the nation's political process."

He asked that response to the written questions, up to 200 words for each, be sent in by Apr. 17.

The AFL-CIO will publish the replies in full in early May and other labor publications are expected to carry the questions and answers in issues going to press in June or soon thereafter. The videotaping will be completed by Apr. 30 for release in May.

Kirkland assured the presidential contenders that the video question "concerning your views on the unique leadership role of the presidency" will be provided well in advance, and "uniform ground rules" will apply to the taping.



Donahue outlines plan.

Donahue told reporters that there is no single "litmus test" issue that will determine labor's support.

The preamble to the questionnaire sent to candidates expresses labor's concern with the state of the economy and the lowering of American living standards.

"We want to give our members a chance to read the candidates' own words and to watch the candidates as they articulate their own bid for leadership of the country," Donahue said.

Unions spur economic lift at state level

Continued from Page 1

est wage costs and lowest overall business costs. These indicators alone "measure the cost of everything and the value of nothing," he said.

"We wanted to know how well the states' economies are actually performing, if their citizens are doing better. . . and if state government policy encourages long-term, broad-based growth," Friedman said.

"This report card is meant to help business, labor and community leaders and government officials gauge the health of their economies and take action. . . by asking the right questions," he added.

The research group is supported by labor, business and foundation grants. Labor sponsors include the Service Employees, State, County & Municipal Employees, Teachers and AFL-CIO Public Employee Dept.

Workers' role

SEIU President John Sweeney said the report card demonstrates that the United States cannot use Third World economic policies as a model for this country and must take into account workers' contributions to economic development.

AFT President Albert Shanker stressed that particularly in education, years of investment are necessary before the states will realize benefits. "Many states are just now reaping the benefits of what they did 25 or 30 years ago," he said.

AFSCME Sec.-Treas. William Lucy said the study proves that tax cuts and budget reductions in vital programs "have been counterproductive" and threaten to destroy real economic progress. The building blocks of economic development are public services, schools, the arts, health care and other activities that contribute to an improved "business climate," he stated.

The determining factors of the "development report card for the states" contrast sharply with those of other business surveys because those reviews looked only at cost, the council said. While offering lower taxes and wages, states that score well on traditional business indexes limit investments in education, job training, water and sewer systems, road maintenance, housing and other factors that businesses consider important, the report found.

Strong growth

By comparison, states experiencing strong economic growth—including Massachusetts, California and Connecticut—are judged to have a "bad business climate" by some surveys, due to higher wage rates, taxes and percentage of union membership.

The study analyzed 78 factors—including employment growth, competitiveness, per capita income, quality of life concerns, labor force skills and financial resources—considered by economists and top executives to be key factors in assessing economic growth.

The New England states topped the performance index—which rated employment, income and quality of life concerns—with several "Rustbelt" states close behind.

Southern states trailed the rest of the country in that category, the survey found, "victims of a history of low-paying, footloose industries, the steady decline of agriculture and a more recent decline of energy-related industries."

Only in the policy index does the performance of Southern states improve, the survey found, with new emphasis on education reform and development of new technologies.

OPEIU negotiates gains at Journal of Commerce

New York—The Journal of Commerce Employees Association, affiliated with Office & Professional Employees Local 153, ratified a new two-year contract providing wage and pension improvements.

The Journal of Commerce, which specializes in shipping, energy and transportation news, is one of 37 newspapers in the Knight-Ridder chain. The Local 153 members, who are reporters, copy editors, marketing and customer sales representatives, and office workers, will get a 4 percent raise, retroactive to May 1, 1986, plus a 3.5-percent increase on May 1, 1987.

Economy sags as corporate profits soar

Continued from Page 1

estimate for the fourth quarter. In January, the government estimated the GNP grew at an annual rate of 1.7 percent during that period, a figure that was reduced last month to 1.3 percent.

Despite the gloomy GNP figures, the Administration continued to predict a rebounding economy in 1987 with a growth rate of 3.1 percent. But economists were dubious. Personal consumption—which accounts for two-thirds of overall economic activity—slumped four-tenths of 1 percent during the fourth quarter. Analysts called this a particularly worrisome sign.

Even so, there were smiles in corporate board rooms as business profits soared $8.4 billion in the fourth quarter to a seasonally adjusted annual rate of $310.4 billion.

For all of 1986, pre-tax profits totaled $237.4 billion and after-tax profits were $133.9 billion. Of that latter figure, $87.8 billion went to dividends, leaving $46.1 billion in undistributed profits.

In other developments:

- The congressional Joint Economic Committee warned that the economy is "skating on thin ice," and called for a wide range of actions to stem the foreign trade and federal budget deficits, provide job training and benefits for the unemployed and the poor, increase investment in education and health, develop an energy policy and resolve the Third-World debt crisis.

"Real wages have stagnated and unemployment has remained stubbornly high," the JEC said, and there are a number of "warning signs" that the nation could find itself faced with "a new recession."

- Business sales tumbled a record 4.5 percent in January while inventories shot up nine-tenths of 1 percent—the biggest rise in more than seven years—the Commerce Dept. reported.

The plunge in sales to $428.7 billion was the biggest one-month decline since the government began keeping this data in 1967. And the rise in inventories to $592.2 billion was the largest increase since July 1979.

Economists blamed the wide swings on both industry and consumers who went on a buying binge in the last few months of 1986 trying to anticipate the impact of the new income tax law that went into effect Jan. 1.

- American factories, mines and utilities operated at 79.8 percent of capacity in February, the highest level in a year. The operating rate went up two-tenths of 1 percent last month. But it was still four-tenths of 1 percent below February 1966, and a full 2 percent lower than the summer of 1984, when American industry hit the peak of the so-called recovery from the Reagan Recession.

EDITORIALS

Addressing the Issues

THE AFL-CIO and its affiliates exist to serve the needs and advance the interests of America's working people. We seek to accomplish that mission in a variety of ways, among them collective bargaining, legislative action and political participation.

In the 1988 presidential election, our goal is to help union members and their families become more involved in deciding which candidate or candidates offer the standard of leadership this nation seeks.

Union members, like all citizens, are looking for a President who is able to understand and confront the challenges we face today and tomorrow.

The American standard of living is under attack. Persistent unemployment and lower pay scales have strained family budgets. Consumer purchasing power is eroding. The good jobs that formed the basis for a stable middle class are disappearing in the face of intense and often unfair foreign competition. At the same time, as the federal role has been reduced, an increased burden is being placed on state and local governments to provide community services and to rebuild deteriorating public facilities.

As the proper role for government continues to be the subject of national debate, American workers and their unions are deeply concerned about the need to provide: better jobs, improved education, equal opportunity for all, affordable housing, access to health care, and all the elements necessary to give the next generation a chance at a better life than its parents.

Against this background, and as part of the effort to help our members and their families exercise their civic rights and responsibilities, we have asked the potential candidates for President in both major political parties to tell us how they would approach these issues.

—Preamble to AFL-CIO questions for presidential candidates.

Panic in the Senate

DRUGS AND ALCOHOL abuse are problems in many workplaces, in many schools, and in many homes. America's unions have never tried to pretend otherwise. We know better.

That's why unions, often in cooperation with other community groups and with employers, have tried to reach out to fellow workers who have these problems and steer them to programs and counselling that have proved most effective.

Thousands of workers and their families can testify to the value of these programs.

Is such an approach 100 percent effective? Of course not.

Is the solution an intrusive and demeaning policy of indiscriminate random testing of workers—or of any other segment of society? Surely not.

Must the urine cup and the eagle-eyed monitor be the price of employment, along with the polygraph and psychological tests that ask how much you stole on your last job?

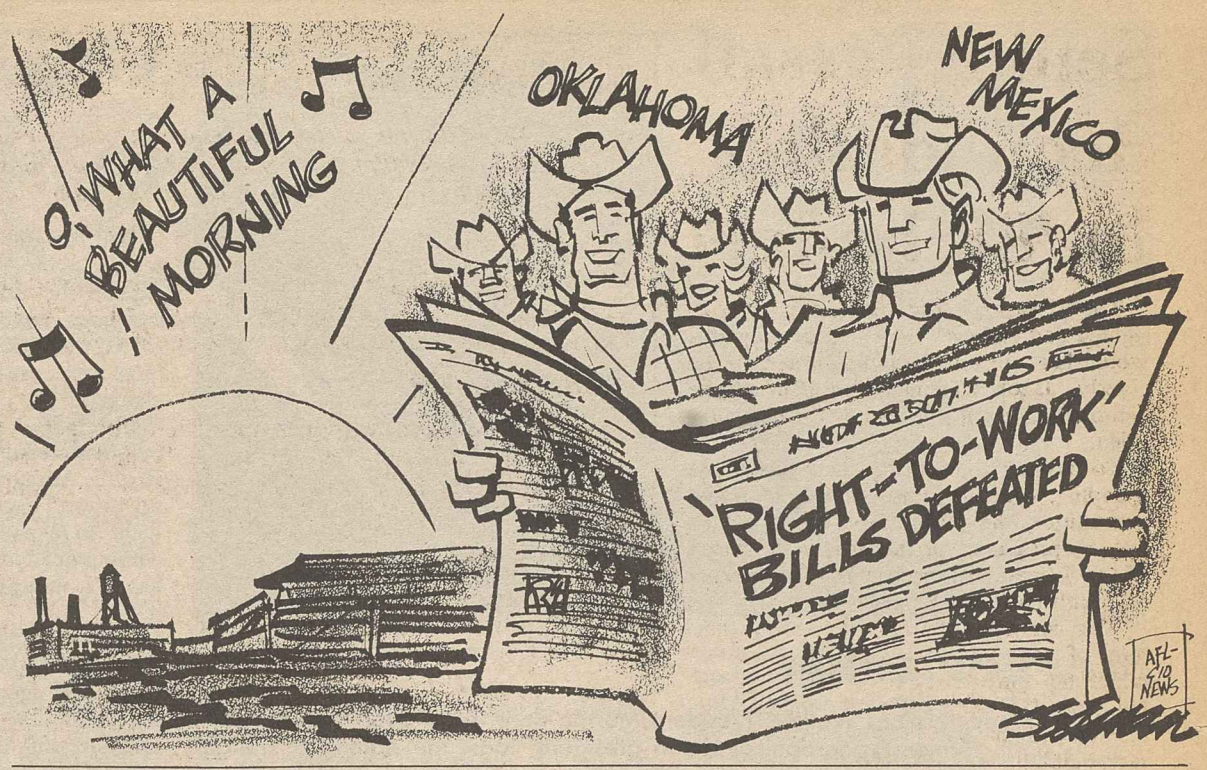
Some in Congress apparently think so, or assume their constituents think so.

The Senate Commerce Committee approved a bill for random drug and alcohol testing of some 3 million transportation industry workers by a 19-1 vote. The margin reflects political panic. Several senators who voted for the bill in committee expressed grave doubts about both the constitutionality of the legislation and the reliability of the tests.

There are situations where the magnitude of a problem and the potential risk to others calls for consideration of stronger measures than would be generally acceptable.

But the flexibility of the collective bargaining process is clearly the preferred means of dealing with such issues. Certainly, the solution is not a legalized police state. Nor is it likely to be found in the closed mind of a United States senator bellowing at union witnesses, "What's so abusive about urinating into a paper cup?"

Congress should be concerned with preventing unnecessary infringements on the privacy and dignity of workers, not adding to them.



Washington Window

Fundraiser scare tactics undermine social security

By Press Associates

When President Franklin D. Roosevelt signed the historic Social Security Act into law in 1935, he said it was the cornerstone in a structure being built, but which was by no means complete. Today with Medicare and other benefits, social security represents a family protection plan for the elderly as well as lifting the burden of expense and worry from their children.

Or at least that's what everyone believed until a dozen or so direct mail operators discovered how to make millions of dollars by stirring unfounded fear among the elderly.

Tragically, according to congressional hearings, the largest and most notorious of the groups preying on the elderly is headed by FDR's son, James Roosevelt. Critics believe that the National Committee to Preserve Social Security & Medicare is misnamed since its activities may be doing more to undermine and destroy the program than to preserve it.

James Roosevelt, 79, is a former member of Congress. He may be a $60,000-a-year figurehead chairman of the association judging by the vagueness of his replies under intense questioning by the House Ways & Means Subcommittee on Social Security.

Published reports say the national committee was created in 1982 and was run by BFC Direct Marketing, formery Butcher-Forde Consulting.

Magic of name

But it was the magic of the Roosevelt name that pulled in tens of millions of dollars, and James Roosevelt was attacked by angry members of Congress who have been inundated with mail from frightened elderly. The subcommittee said the BFC-Roosevelt operation raised more than $30 million in 1985, spending more than 80 percent of its funds on direct mail to raise more funds.

The Roosevelt group's exploitation of the so-called "notch problem" is by far the most serious issue.

Robert M. Ball, Social Security Commissioner under Presidents Kennedy, Johnson and Nixon, said the big threat to social security this year comes from a push by "notch babies" to win higher benefits.

Ball said that, in retrospect, it is clear a mistake was made in the 1977 social security amendments in not preventing over-generous payments to some of those who became 62 just before 1977 and who worked after 62. Many born a little later who worked after 62 get lower benefits. To raise benefits for those born later and give them the same accidential hikes would cost $300 billion over the next 15 years and $80 billion in the next five years alone, he said.

Unscrupulous claims

And that's not the only issue which angers members of Congress.

"Unscrupulous lobbyists like James Roosevelt are preying on senior citizens across the country," declared Sen. Albert Gore Jr. (D-Tenn.). He called the national committee "a menace and a shame."

Last year, Gore said, "Roosevelt used phony congressional stationery to send letters to millions of elderly Americans, claiming that social security and Medicare programs were in jeopardy. After reading his letter, one woman called my office and asked if 'everyone who was on social security had to send in $10.'" Gore charged that "Roosevelt chiseled $10 million out of frightened senior citizens in 1984 alone."

Gore said James Roosevelt has launched a new mail campaign "that stoops lower than ever." Gore said Roosevelt claims in the letter that he enclosed a one-dollar bill that he would like the recipient to return along with an extra contribution.

"But of course, my constituents tell me, there is no dollar enclosed. Roosevelt appears to have left it out on purpose, so that recipients will think they lost the dollar themselves and send back one of their own."

Hopefully, remedial legislation will tame the worst tactics of all the direct mail groups and end the disgraceful exploitation of the elderly.

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AFL-CIO news

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Merger toast

Communications Workers President Morton Bahr and Robert S. McMichen, right, former Typographical Union president, toast the signing of merger documents, combining the ITU with CWA. The 134-year-old ITU adds its 70,000 members to CWA's 650,000. McMichen became a vice president of CWA and head of its Printing, Publishing & Media Workers division. The ITU will move its executive office to Washington by Apr. 1.

Newspaper unions set layout for coordinated bargaining

In a move aimed at reversing erosion in existing contracts in the newspaper industry, six major news and communications unions have established the machinery for joint and coordinated bargaining.

Taking part in the effort are the Newspaper Guild, Graphic Communications Union, Communications Workers, Service Employees, Machinists and the unaffiliated Teamsters.

Following a meeting at Guild headquarters, invitations were extended to three other unions—Operating Engineers, Electrical Workers and Paperworkers—to join in mapping strategy for 1987 contract talks.

Guild President Charles A. Perlik Jr. said coordinated bargaining was essential to "bring back the climate of progress and achievement to newspaper bargaining tables."

Coordinated bargaining in the industry already exists in Philadelphia, San Francisco, Hawaii and Toledo, Ohio. But even those efforts require fine-tuning, and the drive must be extended beyond those metropolitan centers to other major areas, Perlik said. The biggest contracts up for renewal this year are with New York City's three dailies, where existing agreements are due to expire in April.

Participants in the initial meeting included CWA President Morton Bahr; Robert S. McMichen, head of the CWA's Printing, Publishing & Media Workers' Sector and James Woods, chief assistant of the division; GCIU President James J. Norton and Sec.-Treas. Michael P. McNally; David Cromer, special assistant to the SEIU president; IAM Vice President George Kourpias, and Carmen Parise, director of the IBT's newspaper drivers' division.

8,000 Hawaii hotel workers win contract gains

Honolulu—Some 8,000 members of the Hotel Employees & Restaurant Employees won major wage gains, job security, and pension and health improvements to head off a walkout against the 13 largest hotels in a state whose economy is fueled by tourism.

The settlement between HERE Local 5 and the Council of Hawaii Hotels was reached 48 hours after the old contract expired.

HERE won wage increases averaging 18 percent over the three-year life of the contract, and management agreed to make the pact binding on successor owners. The major hotels here have experienced repeated changes in ownership, forcing the union to negotiate new contracts each time.

The union succeeded in winning safeguards against subcontracting, an increase in pension benefits from $15 to $20 for each year of covered service, and continuation of full medical benefit coverage at no cost to the workers.

OSHA finds new excuses to stall hazard warning

The Reagan Administration's attempt to scuttle a Steelworkers' lawsuit seeking to expand the federal hazard communication standard beyond manufacturing underscores the White House's lack of commitment to worker safety, the AFL-CIO charged.

Federation safety specialist Margaret Seminario said the Occupational Safety & Health Administration has merely offered up "more excuses as to why they don't want to expand the scope of the hazard communication standard. If fact, they still haven't indicated they are going to do it."

In the meantime, she pointed out, "millions of workers remain without protection." The agency could move immediately to expand the scope of the standard, she said, stressing that a dozen states that operate OSHA-approved state plans already have expanded coverage to workers in sectors outside of manufacturing.

OSHA's hazard communications rule, issued in November 1983 with coverage limited to the manufacturing sector, was challenged by the USWA and several other unions in the 3rd Circuit U.S. Court of Appeals in Philadelphia.

In May 1985, the appellate court ordered the standard expanded to workers outside the manufacturing sector, unless OSHA could explain why it is not feasible to do so. The Labor Dept. contends that the court set no time limit for action and that OSHA's response has been "reasonably expeditious."

Seminario said OSHA chose not to act even though the court had noted that the agency, by law, must set a standard "which most adequately assures, to the extent feasible, on the basis of the best available evidence" that no worker will suffer impairment of health or functional capacity. Further, the 1985 ruling stated, "There is record evidence that workers in sectors other than manufacturing are exposed to hazards associated with use of toxic materials or other harmful physical agents."

Seminario said the court indicated that the agency should act based on the existing record. Instead, OSHA reopened the hearing record for additional comments, and now has headed down the lengthy rulemaking road to perhaps produce a final standard next year—nearly three years after the court's order, she added.

Evidence provided

"The existing hearing record provides the evidence that covering workers outside manufacturing is feasible," Seminario said. "Certainly there is no evidence that it is not feasible, and industry has had full notice that OSHA was considering expanding the scope of the standard."

The Labor Dept. insisted that the original hearing record is insufficient for determining the feasibility of expanding the standard's coverage and for that reason, OSHA initiated rulemaking procedures.

OSHA has drafted a proposed rule, but internal reviews prevented it from being issued this month—the deadline the agency set last fall, according to the Labor Dept.'s brief. OSHA said it still expects to issue a final rule by early 1988.

Because "nothing in the court's mandate precludes or curtails further rulemaking," OSHA is "justified in interpreting the mandate to permit necessary rulemaking to amass and evaluate facts bearing on the feasibility of expanding the rule," the Labor Dept. said.

No blarney

New York—The luck of the Irish won out for some young musicians who almost missed their chance to march in the city's St. Patrick's Day parade.

The Sea Cadets—a 65-member drum and glockenspiel squad from St. Nicholas Torrentine Catholic School—thought its place in the parade was lost when the band's eight drums were stolen.

But a pot of gold and a happy ending were supplied by President Richard Costello of Longshoremen's Local 1964, who donated $1,300 to replace the drums in time for the parade.

Costello heard the story of the stolen drums on a radio program and called to donate $500. "When no one else offered to contribute, I called back and said 'We can do better than that. I'll go for the whole thing,' " he said. The ILA local and friends of Costello pitched in, with the radio show's co-hosts also donating $200.

The students—Chinese, Puerto Rican, black and white children from the Bronx—met with Costello before the parade. President John E. Lawe of the Transport Workers was grand marshal of the march.

Governors tap labor's ranks for cabinet posts

From New York to Washington state, trade unionists are in state cabinet-level posts as commissioners or secretaries of labor agencies. A survey of state federations showed that a growing list of union members are serving their state governments in key labor agency offices, with several appointments made by governors elected last November.

The following is a state-by-state rundown of top new labor department appointees:

Alabama—Robin Rea, a member of the Steelworkers, was named labor commissioner by newly elected Gov. Guy Hunt (R).

Rea, 56, is a 33-year member of USWA Local 12030. He joined the union in 1954 when he began working at the Alabama Gas Co. and also served as a shop steward. Rea was a member of the local's negotiating committee when he was appointed labor commissioner.

Alaska—James A. Sampson, 35, was serving as secretary-treasurer of the Alaska District Council of the Laborers when he was tapped by Gov. Steve Cowper (D) to be commissioner of labor. Sampson recently received his bachelor of arts degree at the George Meany Center for Labor Studies.

Previously he had been assistant business manager of Laborers Local 942. He had an associate degree from the University of Alaska when he began his labor studies curriculum.

Colorado—Newly elected Gov. Roy Romer (D) appointed Robert F. Goss to head the state's Dept. of Labor.

Goss, 65, was elected president of the Oil, Chemical & Atomic Workers in 1979 and served until his retirement in 1983.

He also was a member of the AFL-CIO Executive Council from 1979 to 1985.

Idaho—Gov. Cecil Andrus (D) named David Duthie to be deputy director of the labor department. Duthie, 41, is a 20-year member of the USWA. As president of a USWA local, he focused national attention on health problems at the Bunker Hill smelter, particularly high levels of lead in workers' blood. Duthie also served on the executive board of the State AFL-CIO.

Illinois—Gov. James R. Thompson (R), re-elected this year with labor support, has named Gwen Martin to head the state's Dept. of Labor. Martin, a member of the Communications Workers, had been a CWA shop steward when she worked for Ohio Bell. After holding local union offices, she was appointed to the CWA staff and has been based in Illinois.

Martin has been a vice president of the Illinois State AFL-CIO since 1978, active in the Coalition of Labor Union Women and a member of the union panel of the Illinois Commission on the State of Women.

Lousiana—Gov. Edwin Edwards (D) appointed Gayle Truly to head the state's labor dept. Truly, a member of State, County & Municipal Employees Local 421, had served as undersecretary of labor since 1983.

Truly, 44, also served as a research specialist with the State AFL-CIO, focusing on health and welfare programs and laws to aid the handicapped. She also worked as a lobbyist for the state body.

Maryland—Harry Kollein Jr., who had been president of the Baltimore AFL-CIO central body since 1980, was apppointed labor commissioner by newly elected Gov. William D. Schaeffer (D).

Kollein, 60, is a former business representative of Local 68 of the Bakery, Confectionery & Tobacco Workers and served as secretary-treasurer of the Baltimore central body for 12 years before his election as president.

North Dakota—Byron Knutson, a 21-year member of the Railway & Airline Clerks, was elected state labor commissioner last November.

Knutson, 57, joined the system-wide BRAC local when he worked for the Sooline Rail Road. He also was an organizer for the Iowa Farmers Union.

Tennessee—Newly elected Gov. Ned McWherter (D), chose the CWA's James White as the state's labor commissioner.

White, 49, a former switching technician for South Central Bell, has been a CWA member for 31 years, holding several local offices until his election as president of Local 3806 in Memphis. He served in labor liaison posts during the Carter Administration and in the last election organized a phone bank for Local 3806 retirees.

Besides the new appointees, some continuing state labor department officers have trade union roots. Among them are:

- Dewey D. Stiles, director of the Arkansas Dept. of Labor and a USWA member.
- Iowa's Labor commissioner Allen Meier of the Electrical Workers.
- Robert Fowler, head of Missouri's Labor & Industrial Relations Commission and a member of the Plumbers & Pipefitters.
- Labor Commissioner Frank McDonald of the unaffiliated Teamsters in Nevada.
- Labor Commissioner Charles Serraino of the United Textile Workers and Deputy Commissioner Sam DiUbaldi of the Electrical Workers in New Jersey.
- New York's Labor Commissioner Lillian Roberts, former associate director of District Council 37 of the State, County & Municipal Employees.
- Ohio's Jim Harris, director of industrial relations and a member of the Auto Workers.
- Deputy Director Joe Dear of the Dept. of Labor & Industry in Washington state and a member of the Office & Professional Employees.

AFL-CIO news

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Congress gears up for minimum wage boost

Chairmen of key House and Senate committees introduced a labor-backed bill to raise the minimum wage to $4.65 an hour over three years, and set a fast timetable for Congress to act.

Starting in 1991, the minimum would be adjusted each year to its traditional level of 50 percent of average hourly earnings of America's workers. That would avoid both long intervals of declining buying power and unpredictable catch-up increases.

The bill's chief sponsors—Sen. Edward M. Kennedy (D-Mass.) and Rep. Augustus F. Hawkins (D-Calif.)—told a crowded Capitol Hill news conference that the legislation is overdue. Today's $3.35 minimum wage has dropped 27 percent in buying power since it took effect in 1981, they stressed.

Hawkins, who heads the House Education & Labor Committee, and Kennedy, who chairs the Senate Labor & Human Resources Committee, said it would be hypocritical for a Congress that has approved big pay raises for top government executives to ignore the plight of the nation's working poor.

Today's minimum wage is so far below the poverty level that it is an obstacle to achieving real welfare reform, Hawkins charged.

Raising the wage floor would be an anti-poverty program that wouldn't add to the deficit and in fact would save the government money on social services, Kennedy noted. Now, he said, taxpayers are forced to make up the difference between a poverty-level minimum wage and a living wage.

To no one's surprise, both the Reagan Administration and employer organizations will be fighting to block any rise in the minimum wage.

The Chamber of Commerce used the argument that has been raised against every minimum wage rise since the Fair Labor Standards Act was adopted in 1938—that it will cause joblessness because employers will fire workers rather than raise their pay.

That hasn't been the pattern of past minimum wage increases and Hawkins retorted that putting more dollars in the hands of minimum wage workers "will benefit the entire economy."

Reagan has repeatedly expressed his dislike of any minimum wage, and his Administration has several times proposed a lower subminimum wage for youth. The White House Economic Policy Council voted unanimously to oppose any increase in the $3.35 wage floor, the Bureau of National Affairs reported.

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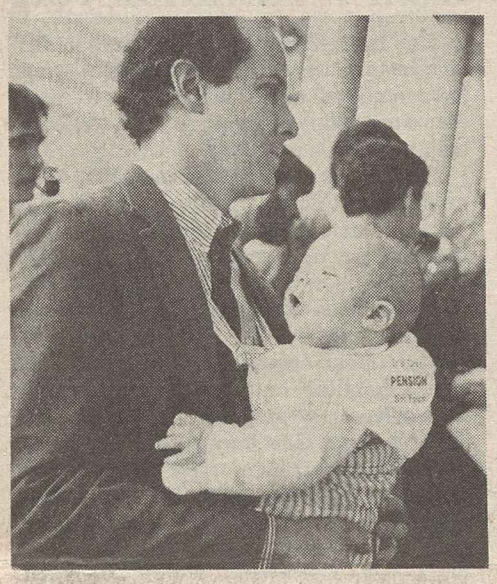

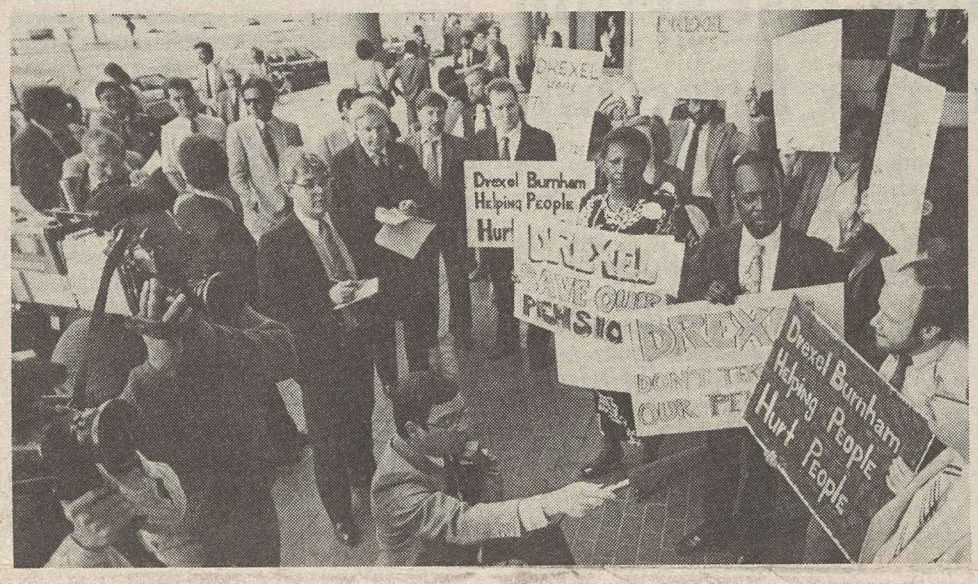

They want their pensions

Outside the Washington offices of Drexel Burnham Lambert, members from ACTWU Local 2500 in Cornelius, N.C., and supporters protest Drexel's concocted bank loan provision undermining their pension plan at Reeves Brothers Inc. Current Reeves retirees draw only about $60 a month in pension benefits. At left is, ACTWU's organizer for the Washington area, Richard Bensinger with son Robert. (Story on Page 6.)

Airline workers upheld on job rights

High court affirms 'first-hire' rule for deregulation victims

By Gene Zack

A unanimous Supreme Court upheld labor protection provisions aimed at preserving the jobs of thousands of airline workers caught up in the wave of mergers, takeovers and acquisitions that followed deregulation of the industry.

Part of the 1978 Airline Deregulation Act was held unconstitutional earlier because it provided for a legislative veto. But the latest court ruling made clear that this didn't cancel out the industry's duty to protect the jobs of veteran airline employees.

At issue was the requirement that commercial airlines involved in mergers, takeovers and acquisitions must hire employees laid off by other affected carriers before considering new job applicants.

The decision was greeted enthusiastically by the unions involved in the long legal struggle.

President Richard I. Kilroy of the Railway & Airline Clerks said it capped a nine-year struggle to protect the rights of employees "affected by the merger mania sweeping this industry. We just wish it hadn't taken so long."

Industry upheaval

Resolution of the "first right of hire" principle was "long overdue," Machinists President William W. Winpisinger said, noting that many thousands of workers have been "adversely affected by the upheaval in the airline industry." He pointed out that Congress promised nearly a decade ago to provide a monthly assistance program to aid displaced airline employees but has never appropriated funds for this purpose. "It's time for the Legislative Branch to make good on this commitment," Winpisinger said.

Air Line Pilots President Henry A. Duffy called the ruling "a vindication of our position that employees were granted certain protections under the law but that this Administration never promulgated regulations to give them these safeguards." There is no reason, Duffy said, why "all pilots who lost their jobs due to deregulation shouldn't be rehired immediately."

Flight Attendants President Susan Bianchi Sand called it "tragic that some of the airlines that benefited from deregulation have refused to hire employees who were

Continued on Page 2

Court backs hiring goals to fight bias

In a landmark ruling, the Supreme Court strongly endorsed the legality of voluntary gender-based affirmative action in the workplace.

The AFL-CIO, which had filed a brief in support of the voluntary affirmative action program, hailed the decision as a major step forward in wiping out the last traces of job discrimination in a way that recognizes "the legitimate needs of all members of the workforce."

The federation expressed satisfaction in "the affirmative role the labor movement has played—in collective bargaining and in the courts—in forwarding the cause of constructive affirmative action."

Service Employees President John J. Sweeney said the ruling "cuts new ground in establishing that you can consider statistical disparities alone in choosing among qualified candidates for a job." The result, he predicted, will be "a fundamental restructuring of fairness standards."

By a 6-3 vote, the high court said that Title VII of the 1964 Civil Rights Act permits the promotion of women ahead of men in the same way that earlier rulings sanctioned giving minorities a promotional edge.

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Kirkland says thanks for get-well messages

AFL-CIO President Lane Kirkland expressed his deep appreciation for the many cards, phone calls and flowers he received following his recent operation.

Kirkland, who is home recovering from the operation, said:

"The many get-well messages and kind thoughts of our brothers and sisters in the labor movement have given real meaning to the phrase 'trade union family.' My wife and I will never forget them."

First regional conference draws raves

By David L. Perlman

San Francisco—The AFL-CIO's 1987 round of regional conferences opened here to rave reviews from participants at both ends of give-and-take sessions that covered in depth the issues on which the trade union movement will judge presidential candidates.

For nearly 400 union activists from 13 western states who took part in the weekend program, it was a chance to meet with AFL-CIO staff specialists who deal regularly with complex economic, legislative and political issues in terms of worker concerns.

For Sec.-Treas. Thomas R. Donahue and the headquarters staff that took part in the four workshop panels, it was an opportunity to get feedback on labor's approach to national issues from a lively mix of union activists.

"We hold these conferences to find out what's on your mind, what you'd like us to be doing," Donahue told participants in his opening remarks.

Speaking out

The participants—from AFL-CIO central bodies and from scores of local unions—took him at his word.

They had opinions, and they expressed them. They asked questions, and got answers. Mostly they were satisfied with the answers. Sometimes they weren't, and said so. That's what a regional conference is about.

The opening session included a videotape produced by the Labor Institute of Public Affairs featuring political columnist and satirist Mark Shields. Its humor-coated barbs were a voters' guide to deciphering what candidates mean when they respond to questions with issue-ducking evasions or trendy buzz words such as "competitiveness."

The questions the AFL-CIO has asked candidates for both the Democratic and Republican presidential nominations to address were the themes of the 90-minute workshops held the following day. Each

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Calling for congressional action to boost the minimum wage: Sen. Edward Kennedy and, seated, Representatives Pat Williams and Augustus Hawkins.

Legislators pledge fast action on labor-backed pay floor bill

Continued from Page 1

In the first official Administration reaction to the introduction of the bill, Labor Sec. William E. Brock contended that a rise in the pay floor would take away job opportunities for young people.

Kennedy's response to the Administration's repeated push for a subminimum youth wage was that "we already have a subminimum wage—for everyone."

Kennedy said he hoped for sufficient Republican support in Congress to turn the Administration around on the issue—or to override a veto if necessary. Reagan "has demonstrated his ability to flip-flop on issues," he noted.

The proposed legislation is in line with the position taken by the AFL-CIO Executive Council last month for step-ups to restore the real value of the minimum wage, followed by annual indexing.

As proposed by Hawkins and Kennedy, the wage floor would go from $3.35 to $3.85 an hour at the start of 1988, to $4.25 an hour the following year, and to $4.65 in 1990.

Annual indexing thereafter would tie the minimum to 50 percent of the average private, nonsupervisory, nonagricultural hourly wage as determined by the Bureau of Labor Statistics.

Charts displayed by Kennedy at the news conference dispelled some of the myths spread by foes of a minimum wage.

They showed that 70 percent of all minimum wage earners are adults, largely women. Among workers in low-income families, 92 percent are adults and 70 percent of them are heads of household.

49-year low

Hawkins said the minimum wage has shrunk in relation to the average hourly wage for production workers to its lowest point in the 49-year history of the Fair Labor Standards Act.

Rep. Pat Williams (D-Mont.), who coordinates labor legislation as part of the Democratic leadership team, said the legislation is needed "to re-establish the nation's commitment to a minimum wage."

Congress last raised the minimum wage in 1977. That amendment to the Fair Labor Standards Act raised the wage floor from the existing $2.30 level to $2.65 on Jan. 1, 1978. It provided for additional annual step-ups to $2.90 in 1979, to $3.10 in 1980, and to $3.35 in 1981.

Justices uphold first-hire rule in airline mergers

Continued from Page 1

hurt by its effect. Hopefully the court's decision will put an end to this hypocrisy."

Organized labor's effort since 1978 to get the Executive Branch to carry out the congressional mandate were stymied by Reagan Administration inaction and by the lawsuit filed by 20 of the nation's air carriers challenging the legality of the law based on the congressional veto provision.

But labor insisted this was just a smokescreen thrown up by the industry to evade its responsibilities to its workers.

As the AFL-CIO pointed out in a brief to the court, the language giving Congress the right to nullify labor protection regulations issued by the Labor Dept. could successfully be severed from the law without throwing out the "first right of hire" provision.

Unanimous decision

The opinion written by Justice Harry Blackmun for the unanimous court took the same position.

"The legislative history of the employee protection program supports the conclusion that Congress would have enacted the duty-to-hire provisions even without a legislative veto provision," Blackmun wrote. "Congress regarded labor protection as an important feature of the act."

It was a stunning defeat for the airline industry management which has consistently opposed the provision, and for the Reagan Administration which dragged its feet on issuing regulations safeguarding airline employees' job rights.

A hiring preference rule drafted in the Carter Administration was scrapped after President Reagan took office. And when the Labor Dept. finally issued a new regulation in 1986, it was delayed by the airlines' lawsuit.

At the same time, Transportation Sec. Elizabeth Dole repeatedly refused to require job protection safeguards as a condition for approval of airline mergers or takeovers. Such provisions were routinely enforced by the Civil Aeronautics Board before it was put out of business by the airline deregulation legislation.

Out of limbo

Aliens' jobs protected without work permit

Sacramento, Calif.—Hundreds of thousands of aliens awaiting legalization under the new immigration reform law will have job rights safeguarded under the terms of a court-approved settlement of a lawsuit brought against Atty. Gen. Edwin M. Meese.

The agreement, approved by Judge Larry Karlton of the U.S. District Court for the Eastern District of California, provides that aliens will not be required to obtain formal work permits from the Immigration & Naturalization Service in order to get or hold a job.

Instead, those who believe they qualify for legalization will be able simply to notify employers that they expect to be granted legal status under the new immigration law.

Work authorization

In the past, the INS required issuance of such work permits as a condition of employment. But the federal government stopped issuing such permits in recent weeks, claiming such applications would clog the system at a time when procedures for the legalization process were being put into effect.

Organized labor, religious, social welfare and immigrant rights groups filed suit against the Justice Dept., charging that this left aliens in limbo, because employers were firing some of them in wholesale lots and refusing to hire others. Management claimed it feared the imposition of sanctions for hiring illegal aliens.

The sweeping provisions of the new immigration law include fines ranging as high as $10,000 against employers who habitually engage in such illegal hiring practices.

The INS agreed to notify employers that they will be exempt from these penalties through Sept. 1 if the aliens say they expect to be granted legal status under the new law.

The government will publish a notice to that effect in the Federal Register before Apr. 3, followed by the distribution of 500,000 brochures to employers explaining the process.

Steve Nutter, western regional director of the Ladies' Garment Workers, said the procedure means aliens will have, in effect, "self-issued work permits."

The settlement will "avoid the loss of tens of thousands of jobs," Nutter said. He pointed out that the ILGWU has "increasingly encountered employers who are firing union members" because they lack INS work authorization.

The union intends to "monitor and respond to complaints against employers who refuse to honor" aliens' declarations concerning legalization, Nutter emphasized.

Hiring halls exempt from verification role

The Immigration & Naturalization Service reversed its earlier decision that would have required union hiring halls to verify the citizenship of workers they refer to employers.

Earlier this month, Assistant INS Commissioner William Slattery told a New York conference that regulations implementing the new immigration reform law would impose the same verification rules on hiring halls that apply to employers and for-profit employment agencies.

The labor movement protested this move, pointing out that it was in direct contradiction of congressional intent.

When the INS formally published the proposed regulations, they contained no reference to hiring halls. An INS spokesman explained that unions shouldn't be held to the verification rule because they don't make any money from the referrals.

Mayors join unions in drive for plant-closing legislation

Mayors of America's cities joined with labor in urging legislation that would require advance notice of plant closings, seek to avoid a shutdown, and make training programs and job search assistance immediately available to displaced workers.

Labor's case was presented by Auto Workers President Owen Bieber, AFL-CIO Industrial Union Dept. President Howard D. Samuel and Food & Commercial Workers President William H. Wynn at joint hearings by two House Education & Labor subcommittees.

Samuel was a member of the Labor Dept. task force whose recommendations formed the basis for the job training and worker assistance portion of the bill.

Mayor Angelo Martinelli of Yonkers, N.Y., spoke for the U.S. Conference of Mayors in urging mandatory notification.

Legislation is needed, he testified, because the track record of companies that have shut down plants is so poor. "The majority of workers who have lost their jobs have received little notice or assistance in the adjustment process," he stressed.

Wynn termed early notice essential to set up the machinery for helping displaced workers get back in the job market. Early start programs are much more successful than those that don't get under way until the plant gates have closed, he stressed.

Bieber said the UAW has been able to soften the impact of plant closings through the collective bargaining process. But the transition to a new job is still traumatic, he said, and "millions of nonunion workers have no support system at all."

Samuel challenged Administration claims that the problem is diminishing. "The same percentage of the workforce lost their jobs in 1985 as in 1983," he said.

On the road again

Bank members from St. Nicholas Catholic School in New York step lively in the St. Patrick's Day parade, their new drums a gift from ILA Local 1964 and its president, Richard Costello. After learning that band lost its chance to march in the parade because its drums were stolen, Costello determined that the squad would go on, and donated $1,300 to replace the drums. Right, President John E. Lawe of the Transport Workers was grand marshal.

OSHA policy spawns record-juggling on injuries

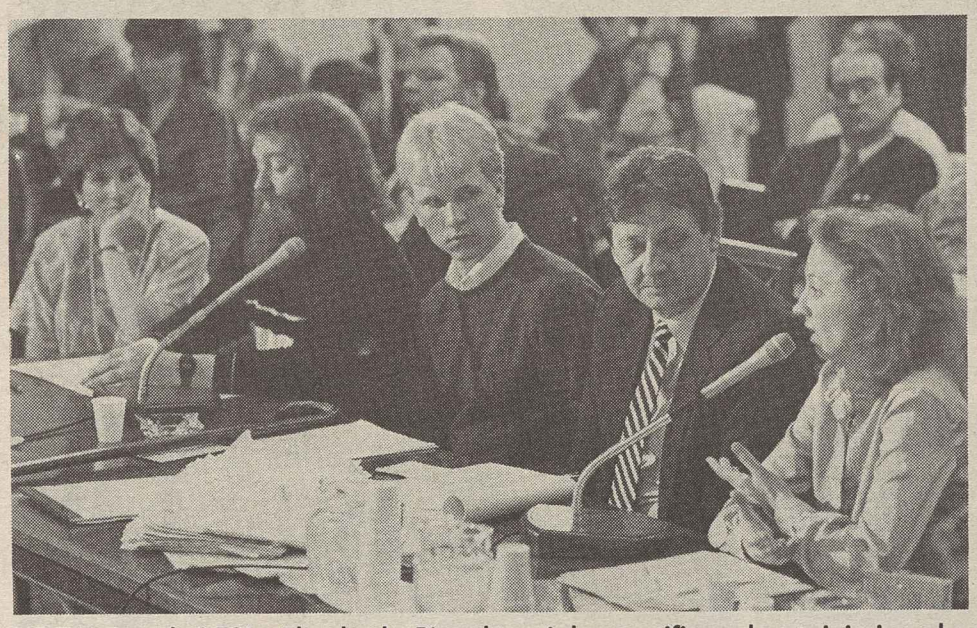
By Arlee C. Green

The Occupational Safety & Health Administration's policy of exempting workplaces from general inspections based on understated injury and illness rates has produced a recordkeeping scam that endangers workers' lives and should be discontinued, unions told a congressional panel.

The Steelworkers, Food & Commercial Workers and Clothing & Textile Workers, in testimony before the House Government Operations employment subcommittee, called for an end to OSHA policies that reward employers for underreporting worker injuries, charging that such employer practices are widespread.

Underreporting of job-related injuries and illnesses has always been attractive to businesses willing to take the risk, because company liability insurance is tied directly to those rates. But in 1981, the Reagan Administration's OSHA raised the ante by promising no general inspections to those employers with rates below the national average.

At that time and since, unions have argued that the exemption policy was misdirected and would result in employer cheating on recordkeeping. UFCW Vice President Lewie Anderson, head of the union's packinghouse division, told panel members, "OSHA's policy of exempting workplaces from full-scale inspections based on company injury logs has really become a way for companies to cover up unsafe conditions and avoid their responsibility under the law."



UFCW Local 222's Elizabeth Pinneke, right, testifies about injuries she received working at IBP Inc. From left, Deborah Berkowitz of Food & Allied Service Trades Dept., Steve DeRaad and Joseph Eck of Local 222 and Vice President Lewie Anderson of the UFCW's packinghouse division.

Dangerous industry

Keying on the meat packing industry, Anderson said OSHA's flawed policy has resulted in "the most dangerous industry in the country and the most dangerous plants being exempted from inspections." Production in that industry rose 52 percent between 1981 and 1983, while employment fell 20 percent. Injury rates increased dramatically and at the nation's largest meatpacker, IBP Inc. (formerly Iowa Beef Processors), more than one-third of the workforce is injured each year.

IBP maintained dual injury logs at its Dakota City, Neb., plant, Anderson testified. The "sanitized" one that OSHA inspectors saw contained only 160 injuries for a three-month period in 1985—compared to the 1,800 that actually occurred for that period, he said.

Last January, UFCW Local 222, which represents the Dakota City workers, filed a complaint with OSHA charging that IBP "knowingly and willfully violated OSHA reporting requirements by engaging in deceptive injury and illness recording practices," Anderson said.

IBP declined a congressional request to testify, saying it was "inappropriate" to attend the hearing while the plant's records are under OSHA review. But three current and former IBP workers testified about the injuries they received on the job.

Elizabeth Pinneke told how her work at the Dakota City plant permanently disabled a finger on her right hand. Repetitious work involving carving fat off of pieces of meat moving down a conveyor belt caused a cyst to grow in her knife hand.

Following surgery, IBP demanded she return to work against her doctor's orders, saying she could sort dirty gloves with her good hand. But the job involved lifting 30-pound bags of laundry and contact with a harsh soap. The stitches from her surgery got infected and she may face amputation of her finger, Pinneke told the panel. Having a disabled finger has prevented her from finding other work, she said.

Steven E. DeRaad, a seven-year IBP employee, told the panel of two "of many injuries" he has received at the plant. In one case, he slipped on a blood and fat covered floor, landing on his back on a steel peg—a wound that still bothers him in cold weather.

Sanitized log

And last May, his finger was broken by a jack handle that he had tried for two months to get the company to repair. He was given a four-month medical restriction against using that hand. IBP's sanitized injury log showed he had a "right middle finger pain" with "seven days restricted duty."

The third worker, Joseph Eck, lasted just three weeks at IBP in January 1985. Just 18 years old then, he received a lifetime injury from repeated blows to his leg from 70-pound loins of meat coming down a ramp. His job was to grab the meat, throw it into a box, and push the boxes on a conveyor belt, which he said was damaged and caused a log-jam in the production.

His leg got weaker each day from the repeated blows, and finally a direct hit on his knee popped the knee cap. Other workers carried him to the foreman's office where he was fired. IBP justified the firing, saying Eck had not listed a college injury—where he fell off a bunk-bed and hit his leg on a chair—on his job application. He may face amputation of his leg because of damage to veins, Eck said.

ACTWU safety director Eric Frumin urged that OSHA rescind "all of its various exemption policies, vigorously enforce its recordkeeping requirements and continue working to improve its recordkeeping guidelines." Frumin, who is also chairman of the Labor Research Advisory Committee on Occupational Safety & Health Statistics for the Bureau of Labor Statistics, called the widespread employer practice of falsifying injury records "rampant lawlessness."

Records check

He recalled how a "records" check by OSHA at Film Recovery Systems Inc., in Chicago in November 1982 failed to result in a plant inspection. Three months later, a worker died of cyanide poisoning from the 70 open vats of foaming cyanide used in film recovery. Three company officials were sentenced to 25 years in prison for murder. OSHA issued a fine of $4,850 for violations related to the worker's death, and later reduced it to $2,425.

Mary Win O'Brien, assistant general counsel for the Steelworkers, reported on several recordkeeping "scams" the USWA has encountered. Underreporting by North American Refractories Co. of Womelsdorf, Pa., resulted in an injury rate below the industry average, she said. Had those injuries been recorded, the firm's injury rate would have been triple the industry average. After USWA Local 3269's safety committee uncovered the underreporting, OSHA issued a single citation covering 137 willful violations and set a $5,000 fine that was eventually reduced to $3,500.

She added that with this "type of agency-sponsored underreporting, no wonder it is difficult to document workers' claims that occupational illnesses greatly exceed the officially recorded numbers."

Fair payback

Minneapolis—An innovative employee stock ownership plan negotiated by the Machinists is providing a $33-million payoff to workers at Republic Air Lines.

Individual payments ranging up to $31,000 are being sent to 2,500 IAM members who worked at Republic. The carrier has merged with Northwest Air Lines.

On the verge of bankruptcy, Republic demanded wage and benefit concessions from the IAM members during negotiations in 1983-84. The union rejected the bid for concessions but offered a combination of stock warrants, options and profit-sharing that Republic accepted, President Guy Cook of IAM District 143 said.

"Employees saved Republic Air Lines from Chapter 11 bankruptcy and preserved their own jobs," Cook stressed.

Affirmative action upheld for women

Continued from Page 1

The court's action validated the promotion by the Santa Clara County, Calif., Transportation Agency of Diane Joyce, a steward in Service Employees Local 715, to become the first road dispatcher in the county.

It was a major defeat for the Reagan Administration, which has consistently opposed any form of affirmative action, whether to overcome gender or racial bias, and which filed a brief arguing against the Santa Clara County plan.

The decision, written by Justice William J. Brennan Jr., was another milestone in overcoming bias in the workplace. In a 1979 Steelworkers case, the court sanctioned voluntary affirmative action plans in private industry. This latest ruling extends that same concept to the public sector—and for the first time makes clear that gender, as well as race, can be taken into consideration.

The ruling also marked the first time that the high court unambiguously held that, without any proof of past discrimination against women or minorities by a particular employer, racial and sexual preferences can be used in hiring and promotions to bring its workforce into line with the makeup of the local population or labor market.

"In determining whether an imbalance exists that would justify taking sex or race into account," Brennan said, "a comparison of the percentage of minorities or women in the employer's workforce with the percentage in the area labor market or general population is appropriate" in making hiring and promotion decisions.

Santa Clara County's affirmative action plan, adopted voluntarily in 1978, had as its principal goal correcting the imbalance of women in the workforce, particularly in skilled and managerial jobs. The transportation agency found that none of the 238 skilled craft jobs had ever been held by a woman.

When the road dispatcher's job opened up in 1979, the agency found nine qualified. Joyce, a road maintenance worker who received an interview score of 73 was selected over male road worker Paul Johnson who received the highest interview score, a 75. The agency head testified he "tried to look at the whole picture" including "qualifications" and "affirmative action."

A federal district court in San Francisco declared the plan illegal in 1981, but the 9th Circuit U.S. Court of Appeals overruled the lower court and held that the affirmative action plan was valid. Johnson appealed to the Supreme Court, backed by the Reagan Justice Dept. which filed a friend-of-the-court brief calling the plan discriminatory.

Flexible goals

In the majority opinion, Brennan emphasized that the plan didn't establish specific quotas but merely set up flexible goals to correct "a manifest imbalance" in the workforce, without putting male workers at a disadvantage.

"The agency has sought to take a moderate, gradual approach to eliminating imbalance in its workforce," Brennan wrote, "one which establishes realistic guidance for employment decisions, and which visits minimal intrusion on the legitimate expectations of other employees."

Such a plan, the high court said, is consistent with the provisions of the Civil Rights Act because "it embodies the contribution that voluntary employer action can make in eliminating the vestiges of discrimination in the workplace."

Writing the dissenting opinion, Justice Antonin Scalia argued that, by giving preference to women and minorities, the court had, in effect, provided a "guarantee" that employment decisions will be based on race and sex—an outcome that Scalia called a violation of the Civil Rights Act's intent.

Joining Scalia in the minority opinion were Chief Justice William H. Rehnquist and Justice Byron White.

Rallies run counter to convention positions

The AFL-CIO is not supporting rallies in Washington and San Francisco next month to protest U.S. policies in Central America because the demonstrations run counter to policy positions adopted through the democratic process at the Federation's 1985 convention, President Lane Kirkland said.

The Apr. 25 protests will call for a cutoff of U.S. aid to the democratically elected governments of El Salvador, Honduras and Guatemala. This contrasts sharply with the convention's call for "massive economic aid to the impoverished nations of Central America to attack the deeply rooted problems of inequality, illiteracy and social justice," Kirkland pointed out.

He emphasized that some of the speakers represent organizations supporting the guerilla forces who oppose "the democratically elected Duarte government in El Salvador" and others who endorse the Sandinista government in Nicaragua "which was not democratically elected."

Clear voice

In the debate over foreign policy, Kirkland said, "labor's voice should be heard clearly, especially where vital trade union issues like freedom of association and workers' rights are at stake. Our voice should not be garbled, confused or drowned out in demonstrations with others who have different views on these issues, however well-intentioned they may be."

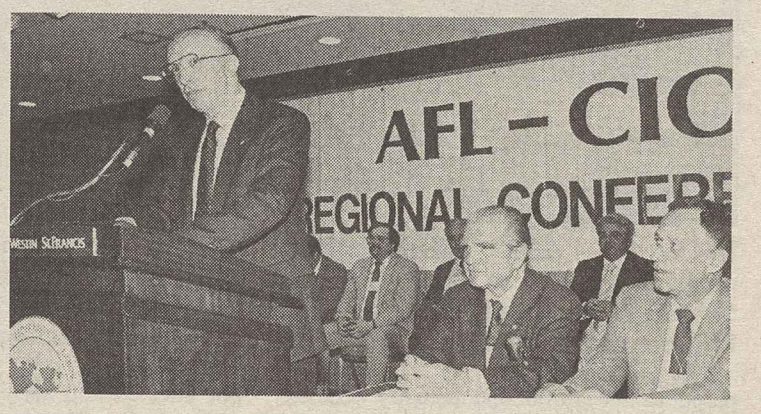
Because the federation's policies were adopted through the democratic process, Kirkland emphasized, any changes should be made "by trade unionists working through the democratic processes available in our movement," rather than by "groups seeking to shape AFL-CIO policies from the outside in accordance with their own agendas."

He stressed that "until and unless those policies are changed, they remain binding on the federation itself and on its state and local central bodies."

Under the AFL-CIO Constitution, affiliated international unions are autonomous "and are free to pursue their own policies," Kirkland said. Accordingly, some international unions have endorsed the rallies while others have withdrawn support. But the federation and its state and local bodies are obliged to conform to the convention's mandate, he emphasized.

Regional conference participants are welcomed by Executive Sec.-Treas. John F. Henning of California AFL-CIO.

Conference workshops covered such subjects as trillion-dollar budgets, the need for a rise in the minimum wage, interpreting politician language—and the nuts and bolts of presidential nomination politics.



Keynote by AFL-CIO Sec.-Treas. Donahue stressed two-way interchange of ideas. Seated, California State AFL-CIO President Albin Gruhn and Kenneth Young, executive assistant to AFL-CIO President Kirkland.

First regional conference draws raves

400 from 13 western states in lively give-and-take sessions

Continued from Page 1

was repeated four times so that participants could take part in all workshops in groups small enough for discussion.

Presidential candidates are being asked how they propose to reduce America's trade deficit.

A panel moderated by AFL-CIO Research Director Rudy Oswald explored the magnitude of the problem, its impact on jobs and the legislative battles that lie ahead. Economist Mark Anderson and Legislative Rep. William J. Cunningham highlighted the issues and fielded questions.

How would you reduce the federal budget deficit without hurting working Americans and the poor? Would you rule out any tax increases? Those, too, are among the tough questions the AFL-CIO is putting to presidential candidates.

They were also the focus of a panel moderated by Kenneth Young, executive assistant to AFL-CIO President Lane Kirkland.

Education Director Dorothy Shields, Assistant Research Director Arnold Cantor and Associate Legislative Director Peggy Taylor discussed the huge growth of the budget deficit under the Reagan Administration and the options for dealing with it. So did the union men and women taking part in the conference. LIPA Director Larry Kirkman reported on recent public opinion polls on the issues being discussed.

The AFL-CIO is asking presidential candidates how they envision the role of the various levels of government in dealing with such human needs as education, employment, training, health care, housing, equal opportunity, the environment and programs for the elderly.

That was the broad range of topics assigned to the panel moderated by James J. Kennedy, Donahue's executive assistant. Three AFL-CIO department directors helped shape the framework—Bert Seidman, Dept. of Occupational Safety, Health & Social Security, Legislative Director Robert M. McGlotten, and Civil Rights Director Richard Womack.

Local perspective

Participants added their own perspective. Jim Bender of Seattle, agreeing with criticism of the Reagan housing policies, made the point that replacing public housing with a voucher system hasn't created any new housing, at least in his area. "All we did is bail out the real estate people."

A question to Seidman: "How do we get rank-and-file members to share our concern over those that don't have health plans like they do?"

The response: "With plant closings and layoffs, we all could be in that situation. So many people in need never thought it would happen to them."

The fourth question being put to presidential candidates solicits their view of organized labor's "proper role in the political process."

Donahue moderated that panel and COPE Director John Perkins was the only panelist. The trade union movement, as far back as the Samuel Gompers era, had already answered that question. This panel dealt with the nuts and bolts of delegate selection, the reasons for the AFL-CIO's early involvement in the process, the means by which unions will get the views of the competing candidates before their members.

At the closing session, Donahue spoke of the value of the regional conferences in helping the AFL-CIO serve its members.

"We have met not to lecture but to discuss, to listen and to learn together," he said. "This movement is rich with every shade of opinion." That diversity, he said, "far from being a weakness, it is one of our strengths."

The conference drew trade unionists from 13 states—Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington and Wyoming.

Next on tap is the Apr. 10-11 conference in New York, with participants from Delaware, Connecticut, Maine, Maryland, Massachusetts, New Hampshire, New York New Jersey, Pennsylvania, Rhode Island, Vermont, Virginia, West Virginia and the District of Columbia.

The Chicago conference, May 29-30, will cover Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Nebraska, North Dakota, Ohio, South Dakota and Wisconsin.

The final conference, in New Orleans June 5-6, will include Alabama, Arkansas, Florida, Georgia, Kentucky, Louisiana, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee and Texas.

Reagan defies Congress on highway bill

A veto battle with job implications for America's workers and political implications for the Reagan presidency is taking shape over a highway construction and mass transit bill that passed Congress overwhelmingly.

It authorizes $70 billion for highway projects and approximately $18 billion for mass transit programs through fiscal year 1991. The transit funding is about double Reagan's budget request.

Despite 407-17 bipartisan approval in the House and 79-17 passage by the Senate, Reagan announced he will veto the bill.

Republicans had appealed to him not to do so. Instead the White House is pulling out all stops to line up enough GOP votes in the Senate to prevent a two-thirds majority needed to override. It's likely that the veto will be easily overridden in the House.

The President objected both to highway demonstration projects funded by the bill and the money added for mass transit programs.

Veto opportunity

But as the White House sees it, the veto is an opportunity to show that Reagan has not been rendered ineffective for the final two years left in his presidency.

Senate Republican Leader Robert Dole (Kan.), who is supporting Reagan in the confrontation, told a news conference that the President "needs to demonstrate that he's in charge. One way to do that is to show that you're tough."

Nearly all of the money involved comes from the Highway Trust Fund, which is replenished by the federal gasoline tax. It pays for most interstate highway construction and repair, and a portion is earmarked for mass transit programs important to cities and commuters.

Available funding has already run thin and some layoffs and construction halts have occurred. A further delay will mean fewer good weather days to complete current projects—and more unemployment in the construction trades.

The AFL-CIO and its directly affected unions supported passage of the legislation and will be pressing for an override of the Reagan veto.

Marco Hirigoyen dies, exiled Cuban unionist

Miami—Marco A. Hirigoyen, an executive board member of the Labor Council for Latin American Advancement here and former Gen.-Sec. of the Transport Workers in Cuba, died Mar. 6 after a heart attack. He was 62.

Hirigoyen was a popular Cuban labor leader who spent a year in jail for leading a national strike of bus drivers. Harassed by the Castro regime, Hirigoyen left Cuba in 1961.

He was a founding delegate of the International Confederation of Free Trade Unions and became a member of the State, County & Municipal Employees.

Unions sponsor job training centers

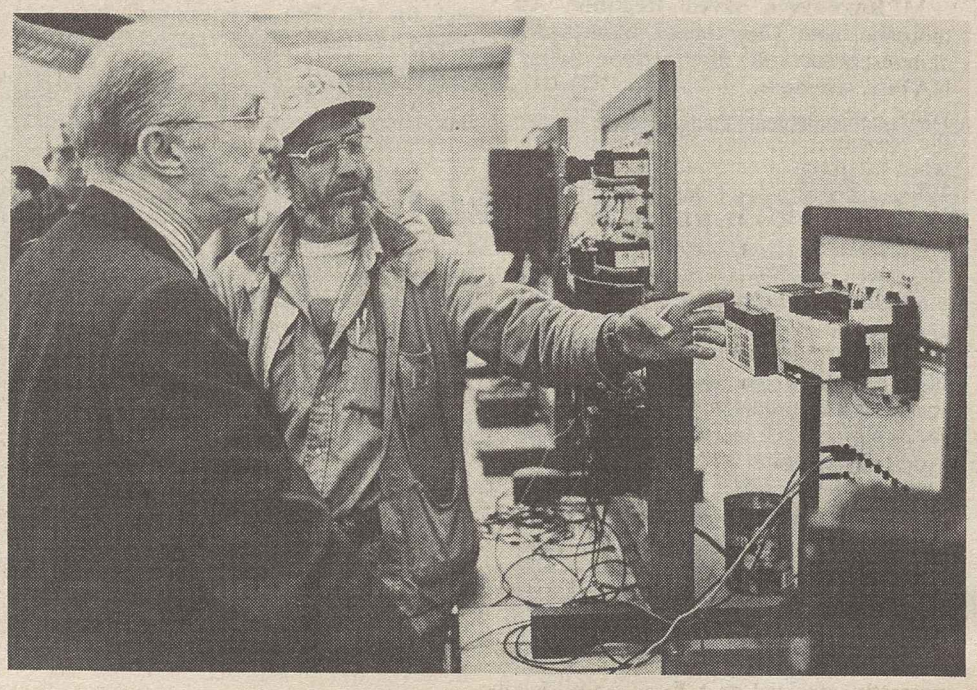
San Francisco—AFL-CIO Sec.-Treas. Thomas R. Donahue visited a union-management retraining program here, one of six such state-funded programs in the Bay area.

California has earmarked a portion of its unemployment insurance tax revenue to fund programs approved by the state's Employment Training Panel, made up of four union and three management representatives.

Donahue met with representatives of the six Bay Area programs at the training site used by Electrical Workers Local 6 to integrate computer technology and electrical equipment skills. The program, cosponsored with the San Francisco Electrical Contractors Association, is retraining 60 journeymen electricians to install and repair computer program control units.

The other Bay Area programs reflect the variety of union-management training projects that California is funding throughout the state. They are:

- Communications Workers and PAC Bell, at Oakland. This program is retraining 921 workers whose jobs are being eliminated in skills that are needed. Those being retrained include operators and clerical, craft and mechanical workers.
- Office & Professional Employees and Glenn Slaughter & Associates, Oakland. Here, 120 workers are being retrained in computer skills to handle processing of health and pension plans.
- Bakery, Confectionery & Tobacco Workers and Svenhard's Swedish Bakery, Oakland. The training involves higher skills for 60 presently employed bakers and the hiring of 60 unskilled persons to train as bakery helpers.
- CWA's typographical division and Mercury Typography, San Francisco. This program is training 19 typesetters in microcomputer technology.
- Operating Engineers and Building Owners & Managers Association, San Francisco. Twenty experienced stationary engineers are being trained in the operation of automated controls systems.



William Turnbow of IBEW Local 6 shows Tom Donahue equipment used in San Francisco job upgrading program for experienced union electricians.

San Francisco catch-up

SEIU pay equity pact gives raises to 12,000

San Francisco—The Service Employees and the city of San Francisco reached a pay equity settlement giving $35.4 million in special raises to women and minorities—the second largest such agreement in the nation.

The accord between the city and SEIU Locals 250, 535 and 790 affects over 12,000 workers concentrated in lower-paid jobs—clerk-typists, licensed vocational nurses, librarians, hospital workers and many school employees.

The only larger pay equity package was the $46.5 million won by 15,000 State, County & Municipal Employees in 1985 to settle a federal lawsuit against the state of Washington. That sum was to be paid over a 15-month period, with another $50 million be added to their salaries in annual $10-million increments through 1992.

The two-year agreement—negotiated by SEIU Joint Council President Paul Varacalli, Mayor Dianne Feinstein (D) and Supervisors President Nancy Walker—gives most of the affected workers a 4.5-percent pay hike July 1 in addition to an average 4.1-percent cost-of-living raise set previously. Another pay equity increment of 5 percent becomes effective July 1, 1988.

5-year effort

The settlement climaxes a campaign the SEIU launched in 1982. At that time, the Board of Supervisors went on record in support of the comparable worth concept and joined the union in a study that confirmed the existence of glaring pay inequities.

In 1985, SEIU negotiated with the board to spend $28 million over a two-year period to begin narrowing the pay gaps. But Feinstein and then-City Attorney George Agnost contended such adjustments were illegal under the city charter. Her veto of the legislation was overridden by a 9-2 vote of the board.

Rather than fight the charter issue for years through the courts, Varacalli said, the union "decided to go political." Enlisting the support of virtually all the supervisors, women's and community groups, and eventually Feinstein herself, the union succeed in getting the issue on the ballot in November 1986.

The charter amendment was approved by 61 percent of San Francisco's voters, paving the way for a Civil Service Commission survey to determine the extent of the disparities—a study that found women and minorities were paid an average of 42 percent less than males in comparable jobs, with some of the gaps running as high as 127 percent.

Study results

Board President Walker said the study proved the validity of the union's contention that women and minorities had been "relegated to lower paying jobs," while being called on "to be productive on a comparable level with others paid much more."

SEIU's negotiations that followed the survey were made easier, Varacalli said, because the union's contract with the city called for setting the pay equity monies aside in a reserve fund.

"By the time we reached agreement," he pointed out, "the fund had grown to over $30 million." Both parties then negotiated an additional $5 million to make certain that the 1987 and 1988 comparable worth payments were adequate.

All of the parties to the settlement agreed that the $35.4-million payout doesn't resolve all of the pay equity problems. Varacalli called it "a very good first step" but emphasized that "we have a ways to go" before achieving full comparability.

Walker said it was "a beginning . . . at eliminating those disparities," and Feinstein said the package "represents a good balance between the legitimate concerns of our women and minority members, and the fiscal needs of the city."

Air controllers cleared for vote on representation

The 12,000 federal air traffic controllers were cleared to vote for union representation in a mail ballot election from May 6 through June 10. The votes will be tallied June 11.

AFL-CIO President Lane Kirkland hailed the breakthrough as the fledgling National Air Traffic Controllers Association gained the right for the election.

"Air traffic controllers will now have the chance, through a vote for NATCA, to have an effective voice in bringing about improvements in working conditions at the Federal Aviation Authority," Kirkland said. "The public also needs NATCA as a strong voice speaking out for improved safety conditions in the air system."

Procedures for the election were ironed out at a Mar. 24 "consent" meeting between NATCA, FAA and the Federal Labor Relations Authority. NATCA, an affiliate of the Marine Engineers, had petitioned for the election by getting more than 6,000 controller signatures—20 percent more than required.

The controllers have been without union representation since 1981 when President Reagan fired 11,000 members of the Professional Air Traffic Controllers Organization for participating in a strike.

NATCA National Coordinator John Thornton said controllers will finally have "an opportunity to have a united voice when dealing with the Congress and the FAA, as well as effective representation for every controller," Thornton said.

Increasing workload

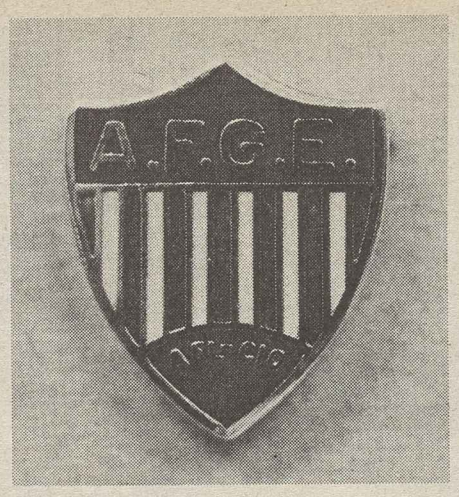
He stressed that controllers work the air traffic control system day after day and "must be consulted and involved in formulating decisions that affect safety and the future of the system." He cited the FAA's recent decision to increase the workload on already overburdened controllers as a reason why controllers need strong union representation.

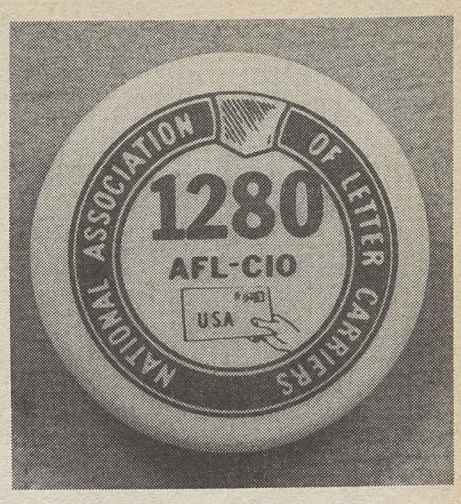
MEBA President C.E. DeFries said that thousands of controllers have "already demonstrated their commitment to NATCA" and noted that for "too many years, controllers have sacrificed to keep the system going without having a voice when air traffic system decision are made." When they vote for NATCA, they will be gaining the voice that lets them play an important role in shaping decisions affecting their working conditions and national air traffic safety, he said.

Air Line Pilots President Henry Duffy welcomed the election on behalf of the nation's commercial pilots, stressing that pilots and controllers are "partners in professionalism, essential to maintaining America's aviation system as the best and safest in the world."

Correction

A story on the defeat of the balanced-budget constitutional amendment in the Montana Senate, which appeared in the Mar. 21 issue of the AFL-CIO News, incorrectly reported that Rep. Andy Jacobs (D-Ind.) joined labor in opposing the measure. Jacobs supported the bill.





Union lapel buttons worn on the job by AFGE and NALC members.

Uniformed government workers spruce up with union lapel pins

The right of uniformed federal workers to wear union pins while on duty was upheld in separate California cases involving the Government Employees and the Letter Carriers.

The Federal Labor Relations Authority ruled it was an unfair labor practice for a port director of the Immigration & Naturalization Service in San Ysidro, Calif., to forbid an inspector to wear an AFGE pin.

And an arbitrator in San Francisco agreed with the NALC that the Postal Service can't prohibit employees from wearing union lapel buttons since it has allowed other uniformed personnel to display insignia promoting particular causes.

In the AFGE case, the FLRA supported an administrative law judge's finding that banning the union button violated a worker's right to form, join or help a labor organization as guaranteed by the Federal Service Labor-Management Relations Statute.

The INS contended that everything on a custom agent's uniform should pertain to law enforcement, insisting that the rule was necessary to avoid distracting the public. But the union pointed out that the half-inch, shield-shaped AFGE pin resembles a patriotic emblem.

Moreover, the law judge ruled, and the FLRA agreed, the restriction hadn't been enforced in the past. Some San Ysidro inspectors wore such ornaments as a pin in the shape of an Olympic torch, tie tacks depicting football helmets, an "I-Love-America" button and a baseball team's emblem during the 1984 World Series.

In the NALC case, the Postal Service insisted that its regulations prohibit wearing any items other than the stars and bars, safe driving awards or other insignia recognizing special accomplishments.

But Arbitrator Neil N. Bernstein rejected the argument, pointing out that supervisors permitted letter carriers to wear buttons promoting the Employee Involvement Process, among other matters. If other types of buttons and insignias are permitted, Bernstein ruled in sustaining the NALC grievance, letter carriers must be allowed to wear union buttons, too.

Missouri legal ruling bars local curbs on union shop

Jefferson City, Mo.—Missouri counties and cities cannot impose "right-to-work" restrictions on workers, State Atty. Gen. William L. Webster ruled.

Webster's action outlaws anti-union-shop ordinances adopted by Pemiscot County and several other municipalities.

The localities had passed standard anti-discrimination measures but added the provision that "the right to work shall not be infringed or restricted in any way based on membership in, affiliation with or financial support of a labor organization or on refusal to join, affiliate with or financially or otherwise support a labor organization."

In his opinion, Webster wrote that the National Labor Relations Act preempts local actions affecting interstate commerce in states with non "right-to-work" laws. That ruling applies equally to noncharter jurisdictions and charter cities or counties exercising home rule, he said, adding that the "attempted exercise of other proper 'home rule' power" cannot supersede "the federal regulation of union security agreements within interstate commerce."

Missouri AFL-CIO President Daniel J. McVey applauded the opinion as "a welcome continuation of Webster's strong record of support for the rights of workers."

In Albuquerque, N.M., the state legislature adjourned without taking further action on a right-to-work bill that passed the Senate but was defeated in the House.

The bill passed the Republican-controlled Senate by a 25-16 vote but was rejected in the Democratic-dominated House on a voice vote.

President Teddy Gleason announces retirement plans to ILA council. Seated, Sec.-Treas. Walter L. Sullivan and Executive Vice President John Bowers.

Gleason to retire after 24 years as president of ILA

Tampa, Fla.—Thomas W. Gleason, president of the Longshoremen, will retire in July at the end of his sixth term. He is the senior member of the AFL-CIO Executive Council.

Gleason, 86, has served as ILA president for 24 years. He announced his plans to meetings of the Atlantic, Great Lakes and South Atlantic & Gulf Coasts Districts executive boards and the ILA executive council.

A third-generation dockworker, Gleason first joined the ILA in 1919. He was elected president and business agent of ILA Checkers Local 1346 and later became president of the merged ILA Local 1, a position he still holds.

Gleason was named the international's general organizer prior to his election as president of the ILA's Atlantic Coast district in 1961, when he also became the union's chief negotiator for waterfront workers. Gleason was elected international president in 1963. He was elected an AFL-CIO vice president in 1969.

New officers will be elected at the union's quadrennial convention July 20-23 in Bal Harbour, Fla.

At congressional pension hearings: USWA's Karen Fledman and John Sheehan, AFL-CIO's Lawrence Smedley and UAW's William Hoffman.

Unions want Congress to beef up safeguards on retirement benefit plans

Major industrial unions called for strengthening of pension benefit guaranty law but warned that some changes sought by the Administration would weaken the law's protection for workers.

Lawrence T. Smedley, who testified for the AFL-CIO at joint House-Senate hearings, said that neither existing law nor Administration proposals deal adequately with employer raids on pension funds to pocket so-called "excess assets."

Smedley, associate director of the Dept. of Occupational Safety, Health & Social Security, stressed that "employer contributions paid into a pension fund have been earned by workers." Employer contributions to the fund should be as irrevocable as cash wage payments, he said.

A Labor Dept. task force has recommended that workers and retirees share in surplus assets when a company terminates a pension plan, Smedley noted.

The hearing was called to consider Administration proposals for changes in the Employee Retirement Income Security Act (ERISA). Despite a long-overdue rise in the insurance premium last year, the pension guaranty program has a soaring deficit because of terminations of underfunded pensions plans. The biggest plans that have gone under are in the import-battered steel industry.

Premium increases

There has been no comparable problem with multiemployer funds and the Administration proposals would not make any substantive changes in that area. Apart from the long-term changes the Administration has proposed, but not yet put in legislative form, the Pension Benefit Guaranty Corp. is expected to seek a new increase in the single-employer pension insurance premium in the near future.

Auto Workers Social Security Director William Hoffman said the UAW supports an immediate rise in the insurance premium to meet the program's needs. But he cautioned against proposals involving a greatly accelerated pace of amortizing the cost of covering past service of employees after benefits are raised or when a plan is established.

While some changes may be needed, "a balance must be struck between retirement income needs and funding security," he emphasized.

Steelworkers Legislative Director John J. Sheehan noted that the heavy burden of closed-out pension funds, on both retirees who receive only limited protection and on the government insurance program, are an added cost of failed foreign trade policies.

Hardest hit, he testified, are long-term workers left jobless who qualified for union-negotiated "supplements" that are added to a basic monthly pension until a worker qualifies for social security, usually at age 62. The supplements, about $400 a month, are not guaranteed by the federal program and their loss has forced layoff and plant closing victims on welfare, Sheehan noted.

Supplements lost

He protested that the PBGC has fought efforts by the Steelworkers to recover from companies early retirement benefits provided by contract but not guaranteed by law.

The preferred solution, he urged, would be to guarantee such benefits and adjust the insurance premiums accordingly.

A North Carolina member of the Clothing & Textile Workers, Steve Knox, told the congressional panels of an attempted management raid on the pension fund set up for employees of Reeves Brothers Inc., where he has worked for 12 years.

When the company was sold to Shick Inc. last year, there was no immediate indication that anything would be changed. But it turned out, he said, that the banks that financed the buyout had exacted an agreement that the pension plans would be terminated so that the excess assets could be paid toward the bank loan.

"We feel this is very unfair," Knox said. "We believe the pension surplus belongs to all of the workers." The average pension benefit for retired workers is only $61 a month, he testified.

ACTWU protests bank raid on workers' pension plans

Clothing & Textile Workers from North Carolina, victims of a bank deal that requires their employer to terminate two worker pension plans as part of a loan repayment, brought their protest to the Washington offices of Drexel Burnham Lambert Inc., the financial advisers who concocted the loan scheme.

Accompanied by a cluster of journalists and television crews, ACTWU stepped up the campaign to get the nine banks involved in the $100-million pension fund raid to rewrite the terms of the loan. The workers, members of ACTWU Local 2500, are employed by Reeves Brothers Inc., a foam rubber manufacturing plant in Cornelius, N.C. They are negotiating for a first contract at Reeves.

Once inside the Drexel offices, Reeves workers met with Assistant Manager William Spies, who denied knowing anything about the loan deal under which Schick Inc. bought out Reeves Brothers last May. Spies said that the workers' questions would be "more properly addressed to the New York office."

Steve Knox, a mechanic at Reeves and a member of the union negotiating committee, told Spies, "I think it's immoral what your company has done. We're human beings who will have to survive someday on what pension we get. We intend to fight this from coast to coast." ACTWU national field coordinator William Patterson echoed those sentiments and promised, "This is only the beginning."

The following day, Knox testified before a joint congressional hearing to evaluate the current law's effectiveness in safeguarding American workers' pensions. And at the same time in Los Angeles, about 100 workers tried to meet with Drexel officials at the office where its "junk bond" operations are conducted. The Drexel office locked its doors and refused to meet with the workers.

ACTWU members were part of a much larger demonstration in New York at Drexel offices in the Wall Street financial district.

That rally included members of the Auto Workers, Electrical Workers, Hotel Employees & Restaurant Employees and an unaffiliated flight attendants union—all of whom have been stung by financial deals put together by Drexel.

Steel pact brings bonus and job security

Pittsburgh—The Steelworkers reached a new three-year agreement with Allegheny Ludlum Steel Corp., providing increased bonuses and benefits and restrictions on contracting out to protect jobs.

The USWA members at five plants in Pennsylvania, Indiana and Connecticut ratified the settlement by a 5-to-1 margin. The agreement covers 3,200 workers.

The contract freezes wage rates but calls for an immediate $200-bonus for each worker, plus additional payments of 55 cents per hour worked during the first contract year, 70 cents in the second and 90 cents in the the third. Other benefits include an additional holiday and improvements in the grievance process. Negotiators also agreed to establish a committee to review profit-sharing plans.

The agreement suspends cost-of-living adjustments and combines some job classifications. It expires Apr. 1, 1990.

Final 3 agreements resolve LIRR dispute

New York—Three unions reached agreement with the Long Island Rail Road, bringing to an end a labor dispute reaching back to June 1984.

The Electrical Workers, Sheet Metal Workers and Boilermakers approved settlements providing for a 19.5-percent wage increase over four and one-half years, retroactive to Jan. 1, 1985. The new contracts become renewable on June 30, 1989.

The pacts follow a pattern set last fall by the Railway & Airline Clerks and the unaffiliated United Transportation Union. Ten other unions later either accepted the settlement or agreed to submit their disputes to binding arbitration.

CBS staffers realize they're just hired hands

By Russell Baker

People in the news business tend to forget it's a business, so when something like the firings at CBS News jolts them back to reality, they respond with shock and rage.

Psychologically, this is entirely natural and explains why news people have given the CBS story such extensive coverage. Press critics are saying the coverage is out of proportion to the numbers fired, particularly in a labor market where other shops are firing thousands, but this misses a bizarre point which press critics should be the first to grasp:

News people cannot resist the delusion that they are different. Few can bring themselves to acknowledge that they are hired hands who become expendable whenever the boss scowls at the bottom line. Here are people whose work is supposed to be the tireless pursuit of truth, yet they cannot resist lying to themselves about their own situation.

The disproportionate coverage given to a couple of hundred firings at CBS is not excessive from the newsfolks' viewpoint, because it is not about firings; it is about an assault on a mass delusion.

I first noticed the power of this delusion 40 years ago in Baltimore when I was a kid reporter active in trying to organize the newsroom in a labor union. Resistance from the graybeards was fierce, and not solely because they regarded me as a youthful sorehead who had succumbed to Bolshevism because my pay was only $30 a week.

Their fiercer objection was that being news people meant they were "professionals." And professional people, they argued, did not join labor unions.

Fortunately, the boss was a realist, so didn't know the depth of his reporters' self-deception or understand that this was his most powerful weapon against the union. Talking one day about who was entitled to more than sweatshop pay, he made the mistake of singling out a half-dozen faithful oldtimers who had been with the paper forever and telling union negotiators it was outrageous to ask him to pay these "aged incompetents" more than $60 a week. After it was duly publicized, most of the staff forgot their "professionalism" long enough to join the union, but doubtless resumed thinking of themselves as "professionals" once the chilly exposure to reality wore off.

Reality short-lived

If the illusion of being something more elegant than hired hands is even stronger in the era of the CBS firings than it was in the age of $30-a-week pay envelopes, it is surely because of the oceans of malarkey spoken and written about "the power of the media" since politics turned into television.

When you are constantly marinated in declarations, accusations and denunciations, all to the effect that you are part of a powerful organism—"the media"—that settles the fate of the mighty, that makes and unmakes governments, that dispenses cruel justice or grants quixotic mercy at a whim—you might very naturally start thinking of yourself as having certain godlike characteristics.

You might understandably fail to notice that you have more in common with disemployable steelworkers in the Rust Belt than with the buccaneers of Wall Street or even with doctors and lawyers whose heads cannot be served to a boss to improve the famous bottom line.

The conservative right has done heroic work in creating the illusion of amazingly "powerful media." In the right's "Catalogue of Simple Explanations of Everything That's Wrong With the World," one of the biggest entries is "the media."

Technically, of course, "media" embraces all outlets that offer a forum for advertisers to address their markets—newspapers, magazines, radio, TV stations, billboards and junk mail. As defined by the awestruck right, however, its meaning is more specific.

When a rightist says "the media did it," he is referring to what he perceives as a conspiracy of the three network television news departments, the New York Times, the Washington Post, Time magazine and Newsweek. Characteristically, rightists who wanted to strangle the media monster used to talk about gaining control of CBS so they could become "Dan Rather's boss."

Not surprisingly, all this encouraged news people everywhere, but especially those of the designated "powerful media," to settle deeper into the delusion that they lived a far world away from luckless steelworkers and mill hands who ruin the boss's bottom line. Then Laurence Tisch bought CBS and woke everybody up. Mr. Tisch is a hotel man. Chambermaids don't kid themselves. He must have thought news people were at least as smart.

Russell Baker's columns appear regularly in the New York Times. This on ran in the Mar. 21 issue.

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EDITORIALS

To Redeem the Promise

THE TIME HAS come for Congress to redeem the promise of the minimum wage by restoring its value to American workers.

In America in 1987, the minimum wage is not a subsistence wage, and Congress should not let another year go by without correcting it. A minimum wage that does not permit full-time workers to provide the bare necessities for their families is unacceptable:

- It permits unscrupulous firms to exploit their lowest-paid workers.
- It violates the work ethic by condemning to lives of hardship and deprivation millions of citizens who are ready, willing and able to work. A full-time job in the workplace should never mean a lifetime of poverty or welfare dependency.

What we have today is a failed system in which the taxpayers are making up the difference. Through welfare and other safety net programs, the government is subsidizing the payrolls of firms with low-wage employees.

Throughout the half-century history of the minimum wage, Congress has tied increases to the level of hourly earnings. Sometimes the minimum wage has been above 50 percent, sometimes below, but 50 percent is the standard. By that measure, the minimum wage today should be $4.45 an hour.

IT IS difficult to make up for six years of abdication of responsibility. But it has to be done, and this legislation achieves its goal in annual steps designed to minimize the hardship on any firm.

Complaints about this legislation come with ill grace from those who have profited from six years of neglect by profiteering at the expense of workers.

I hope that those concerned with this issue will take the ideological diatribes raised against it with a grain of salt. As we have learned in past battles on the minimum wage, no one fears more for the future of the country than a well-paid executive about to be required by law to raise the minimum wage for his lowest-paid employees.

Six times we have made this fight, and six times the sky has not fallen in. And it is not going to fall in when President Reagan signs this legislation—or when Congress overrides his veto.

—Remarks by Sen. Edward M. Kennedy (D-Mass.) at Mar. 25 news conference announcing his co-sponsorship with Rep. Augustus F. Hawkins (D-Calif.) of a bill to raise the minimum wage.

The Alternative

BY OPPOSING a minimum wage increase, the Reagan Administration is in effect asking Congress to repeal one of the proudest achievements of President Franklin D. Roosevelt's New Deal.

FDR asked Congress to set a floor under wages and a ceiling on hours, and that's what it did 49 years ago through the Fair Labor Standards Act. Since then, every President has acknowledged the need to keep the wage floor reasonably current—until now.

President Reagan has repeatedly made clear his personal opposition to any form of minimum wage. The White House knows that outright repeal is politically unattainable, but there is more than one way to skin a cat.

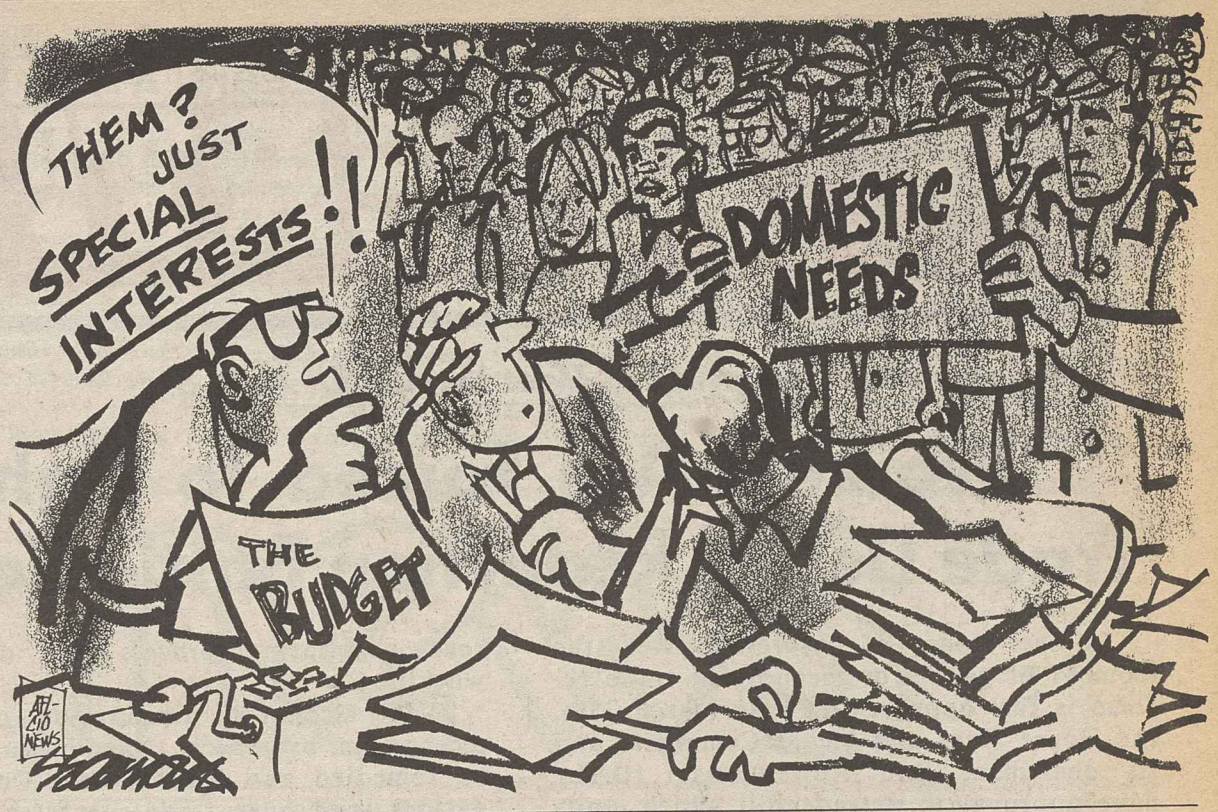
The Administration's first effort was a call for a subminimum youth wage to push down the pay level for some workers.

Congress, to its credit, didn't adopt that approach. But the Administration knows that it can accomplish the goal of wiping out nearly all minimum wage protection simply by blocking any further increase in the pay floor.

The longer the President is able to keep Congress from fulfilling its obligation to bring it up to date, the fewer people will benefit from its protection.

Eventually the marketplace, which this Administration so reveres, would set the effective minimum at the lowest level at which any person is willing to work.

As far as workers at the bottom of the ladder are concerned, that's the same thing as repeal.



Family earnings fall

Counting part-time workers skews federal jobless data

By Gus Tyler

Steve Jovanich used to average about $435 a week in the steel mill. He has two boys in college who were paying their tuitions with student loans. When the mill closed down about 18 months ago, the boys decided not to re-enroll for the year. They got jobs. At about $5 an hour they were making about $100 a week each. The jobs were typically teenage—a buck or so above the minimum wage and part time.

The family income was down about $200 a week—to a little over $10,000 a year.

But when the statistics on employment were published the record showed that the number of employed in this household had increased by one.

If Mrs. Jovanich finds a job, which she is trying to do at a local restaurant, she may add another few dollars to the family income. And the statistics will show that, in this one household alone, the number of employed had risen by two.

What is going on in the Jovanich household is the key to explaining what is going on in the American economy. Although the economy is soggy, hardly keeping up with the growth in population, employment figures rise.

The reason is part-time employment. If you are employed 20 hours a week, you are counted as "employed." In the final statistics, two people employed 20 hours count for twice as much as one person for 40 hours.

Part-time boom

Part-time employment has been booming. In October, for instance, 350,000 new jobs were created. Almost all of these were part-time, according to the Bureau of Labor Statistics. In the two years between November 1982 and November 1984, the number of such employees rose by 70 percent—well on the way to doubling. It is presently estimated that about one out of every five employees in the work force is a part-timer.

Not all these part-timers are teenagers—as the Jovanich family. Retired people take on part-time work. Women, who cannot devote 40 hours a week to a job, take part-time jobs. Indeed, most part-timers are women—60 percent of them.

Finding jobs for part-timers is a growing industry in the United States. Of all industries employing 50,000 or more, the "temporary help" industry is the fastest growing.

Part-time work as such is both necessary and desirable for many people in the country. To hold such a job is perfectly proper.

But when part-timers are lumped with full-timers in the government's report, an optical illusion is created that the whole country is better off. When it is realized, however, that such part-timers do not add to the family income what was lost with the disemployment of a full-timer and part-time wages average on 58 percent of hourly full-time wages, then it is clear that the official figures badly mistake what is happening to the income of American families.

We get the impression that the income of a wage earning family is rising when it is falling.

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Are you better off now?

Candidate Ronald Reagan used an effective campaign statement in 1980 when he asked the question, "Are you better off now than you were four years ago?"

A similar question was posed to middle-class families in a recent Wall Street Journal/NBC News poll.

It asked: "Compared with five years ago, do you think it is now more or less difficult for middle-class people to maintain their standard of living?"

The answer: 65 percent of those interviewed replied, "more difficult." Those replying "less difficult" totaled 22 percent.

—Press Associates

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AFL-CIO LEGISLATIVE ALERT!

House Committee Approves No-Meat Version Of H.R. 3

Workers Are Forced To Fight For Fair Trade: Trade Deficit Reduction Battle Coming On House Floor

In the House of Representatives, the moment of truth for meaningful trade reform is fast approaching. On March 25th, the House Ways and Means Committee and its chairman, Dan Rostenkowski (D-IL), gave approval to a trade bill which omits the most vital component of any effective trade legislation: provisions ensuring the reduction of America's trade deficit.

The bill, which Democratic leaders have termed the most important measure before the 100th Congress, is expected to be considered on the House floor near the end of April. There, Rep. Richard Gephardt (D-MO) will offer an AFL-CIO supported amendment on deficit reduction, and representatives will have a chance to put the meat back into the Trade Package being developed in the House of Representatives.

In a March 16th letter to Chairman Rostenkowski, AFL-CIO Legislative Director Robert McGlotten explained that the Gephardt amendment responds to the fact that "U.S. efforts to eliminate the unfair trading practices of our major trading partners on a case-by-case basis have been unsuccessful." The fact that the American economy and its workers are now suffering from the effects of a staggering $170 billion trade deficit is ample proof that, under the Reagan Administration, the current negotiating process has not been working.

The Gephardt amendment offers a mechanism by which trade inequities can be remedied and jobs saved. Only those nations with huge trade surpluses and unfair trading practices would be affected.

If the countries which have been identified remove barriers to American goods and modify other unfair trading practices, no action would be taken. The amendment would also provide for an extended negotiation period during which the Administration could try to work out mutually agreeable solutions. Only if all negotiating efforts fail, would the President be required to take action to reduce our trade deficits with these countries by 10% per year.

It is expected that Japan, Taiwan, South Korea, and West Germany among others, would be subject to the Gephardt amendment, but it is important to note that under the amendment these "super-surplus" nations are given every opportunity to engage in free and open trade. Reductions in their trade surpluses can easily be accomplished by opening their markets, instead of by closing ours.

Currently, our trading partners have no reason to change their way of doing business with us. Without the inclusion of some form of enforcement mechanism, like the Gephardt amendment, this year's trade bill will not provide a reason.

What You Can Do: Write to your representative. Tell him or her that uncontrolled U.S. trade deficits contributed to the loss of 13.1 million American jobs over the last five years, and that real trade reform is of the highest priority for working men and women who care about their country and their jobs. Tell them that if they are serious about dealing with America's trade crisis, they will support the Gephardt Amendment when it is introduced on the House floor.

Worker's Constitutional Rights At Risk

Drug Testing Bill For Transportation Workers Approved By Senate Committee

On March 10, members of the Senate Commerce Committee voted 19-1 to approve legislation which calls for the Transportation Department to require drug testing programs in the aviation, rail, bus and truck industries, including random, periodic, pre-employment, post-accident and probable-cause testing. A bill number has not yet been assigned.

Many senators who voted for the bill expressed "serious concerns" about the accuracy of drug tests, questions of privacy, cost and a potential for employer abuse.

The random testing requirement could lead to "countless court cases and countless lives being disturbed," said Senator John Kerry (D-MA), who reserved the right to offer an amendment on the Senate floor. He also noted that there is evidence of false readings on as many as half of all tests.

Ironically, the only vote against the bill was by Senator Larry Pressler (R-SD), who said that he was worried that the measure might prove burdensome for small truck and rail operators.

The fact that public concern over drug abuse continues to rank high on opinion polls, means that some elected officials feel pressure to show that they are doing something to "get tough" on drugs. Yet, most random testing advocates have not bothered to fully examine the ramifications of these programs.

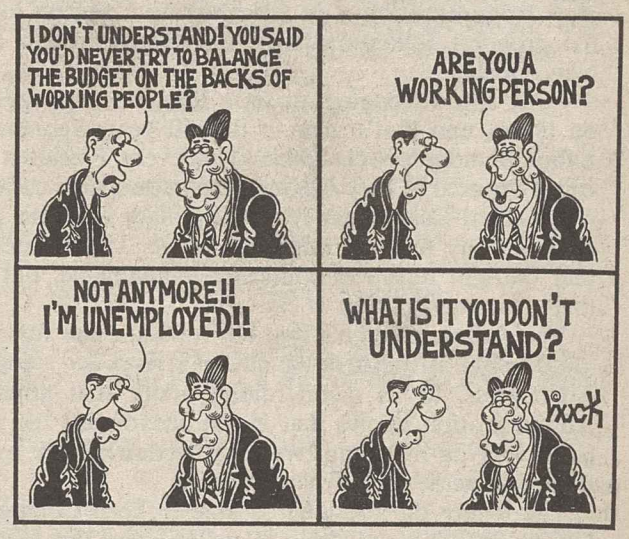
Unions and other drug abuse and legal experts have testified that random testing is an unconstitutional invasion of workers' privacy, is inaccurate, and would be so exorbitantly expensive as to draw funding away from needed rehabilitation programs.

Unless senators hear from you, their constituents, that you want responsible, considered, and non-hysterical solutions to this complex social problem, random testing may soon be inflicted on workers throughout the entire American work force.

No Comment . . .

Senator Warren B. Rudman, Republican of New Hampshire, likes to tell a self-effacing story about a yet-to-be-issued commemorative postage stamp, honoring sponsors of the budget balancing law, himself and Senators Phil Gramm, Republican of Texas, and Senator Ernest F. Hollings, Democrat of South Carolina. The stamp, he says, has one big problem: It keeps sliding off envelopes. The Postal Service calls in a high-priced consultant to check the glue, which is all right. Finally, the reason is discovered. Government workers who buy the stamp "spit on the wrong side."

The New York Times 3/4/87



Committee Action Expected Soon On Polygraph Bill

Action on H.R. 1212, the Employee Polygraph Protection Act, should begin shortly in the House. The Subcommittee on Employment Opportunities of the Education and Labor Committee is scheduled to mark-up the bill this week.

This labor supported legislation comes in response to an escalating abuse of polygraphs in America's workplaces. Workers in the private sector are subjected to more than two million "lie detector" tests every year, four times the number given just ten years ago. According to estimates, at least 200,000 Americans lose jobs or are denied their employment opportunities solely because of inaccurate "lie detector" tests.

This important measure to protect workers' rights to privacy is expected to be considered by the full Committee in late April or early May.

Conference explores needs of working families

By Candice Johnson

Millions of working parents who must balance the demands of work and family are looking to their unions, employers and their government for help.

These growing concerns of working parents—including child care, parental leave and flexible work schedules—were the focus of a national conference sponsored by the Labor Dept. in conjunction with the AFL-CIO and the National Association of Manufacturers.

More than 1,000 participants—from labor unions, corporations, universities and community organizations—met to debate problems and find some solutions to the dilemma facing women workers in particular.

Labor Sec. William Brock opened the conference with a look at the changing workforce, stressing that organizations "that cannot adjust to change will not be able to recruit and retain the skilled and committed employees who are essential to a company's success."

"In a single generation," Brock observed, the work landscape "has been dramatically altered—the labor force has become less male, less young and more heterogeneous." The changes "are putting tremendous pressures on America's families" which must be met, whether by "private parties, government entities or some combination of the two."

Brock noted that women, minority workers and immigrants "will account for 80 percent of the net additions to the labor force between now and the year 2000," with a corresponding jump in demand for support services including child and elder care, job training, alternative work schedules and other programs.

AFL-CIO Sec.-Treas. Thomas R. Donahue took issue with politicians and government officials "who pay lip service" to the needs of children and working families. He stressed that "this country should invest more—much more, rather than less and less—in nutrition, education, housing and health care."

The tie between work and family is a

Continued on Page 3

AFL-CIO news

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APRIL 4, 1987

Congress overrides Reagan highway veto

Funding voted for urgent job-expansion projects

By David L. Perlman

Congress freed $88 billion for highway construction and mass transit assistance over the next five years by overriding a presidential veto that the AFL-CIO had termed "a knockout punch for our nation's economy."

President Reagan had seized on the highway bill, which had passed both the House and Senate with overwhelming bipartisan support, to demonstrate his continued political effectiveness.

If Reagan had won the political battle he touched off, billions of dollars in the Highway Trust Fund would have been frozen while Congress battled over substitute legislation. Tens of thousands of jobs would have been lost during the prime time for outdoor construction.

The stakes were too high.

The AFL-CIO's grass roots lobbying effort helped spur calls and letters stressing the job impact of the veto override vote.

Most House Republicans joined with Democrats to override the veto, responding to back-home concerns for jobs and economic development. The 350-73 margin was well over the two-thirds vote needed to override a veto.

The see-saw battle was in the Senate, where Reagan needed the votes of 34 of the 46 Republican senators to block an override.

Reagan falls short

He fell short. Thirteen Republicans voted to override the veto, both on an inclusive first vote and in the final showdown—despite repeated personal appeals from Reagan. The President came to the Capitol for a 90-minute meeting with Senate Republicans that failed to change any votes.

The defection of North Carolina Democrat Terry Sanford on the first attempt to override the veto gave the President a temporary victory. Sanford had voted against the bill when it was passed, contending that his state had been short-changed in the allocation of funds. He wavered, then cast a last-minute vote against overriding the veto.

Senate Majority Leader Robert C. Byrd

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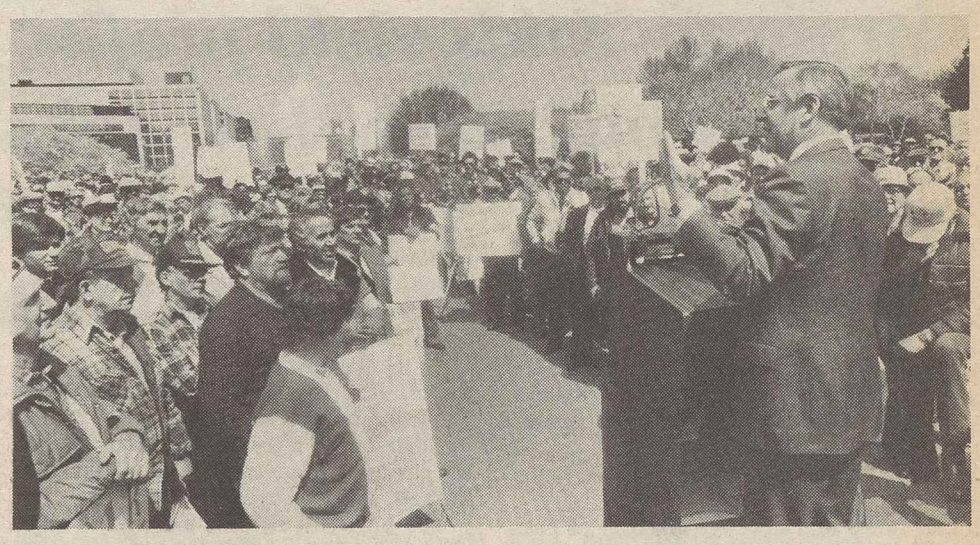

Pensioners protest

Thirty busloads of retired Steelworkers, facing loss of health and life insurance benefits when companies they worked for file for bankruptcy, came to Washington with USWA President Lynn Williams to press Congress for legislative safeguards. Last year's law expires May 15. (Story on Page 2.)

House pressed to put teeth in Ways & Means trade bill

The AFL-CIO has asked House members to vote for a "sorely needed" strengthening amendment to a committee-approved trade bill that is expected to reach the House floor in late April.

Legislative Director Robert M. McGlotten termed the committee bill's attempt to deal with the trade deficit "seriously defective." He expressed the federation's strong support for the amendment that will be proposed by Rep. Richard A. Gephardt (D-Mo.) to bring exports and imports into closer balance.

A similar Gephardt amendment was the heart of the trade bill the House passed in the last Congress. The Reagan Administration is vehemently opposed to the measure because it would require the President to take action to reduce trade imbalance if bilateral negotiations don't get results.

"Those who profit from the massive flood of imports will label the Gephardt approach as 'protectionist,' " McGlotten noted. But he urged House members to "look beyond mere labels" and consider the consequences of continued huge trade deficits.

Continued on Page 6

Surging oil costs drive consumer prices higher

By Gene Zack

Consumer prices edged up another four-tenths of 1 percent in February under the influence of large increases in the cost of gasoline and fuel oil.

In the first two months of this year, the government's consumer price index rose a total of 1.1 percent and is now 1.8 percent above the February 1986 level.

Meanwhile, real average weekly earnings—the buying power of a worker's paycheck—continued on a roller-coaster ride, increasing sixth-tenths of 1 percent from January to February. They had been virtually unchanged the previous month after dropping nine-tenths of 1 percent in December.

Measured in constant 1977 dollars, this means that the average weekly paycheck was worth $169.66 in February, a scant 71-cent improvement over the previous month. This remained well below 1978's real earnings level of $189.31. In other words, the average worker's paycheck now buys 10 percent less than nine years ago.

The rise in weekly earnings stemmed from a five-tenths of 1 percent increase in average hourly earnings and a six-tenths of 1 percent improvement in average weekly hours. These were partially offset by the four-tenths of 1 percent rise in the price index.

Prime rate up

In a related development, the nation's three largest banks—Citibank, Chase Manhattan and Manufacturers Hanover—raised their prime lending rate one-quarter of 1 percent to 7.75 percent. A number of other banks followed suit. It was the first increase since mid-1984.

The move was designed to lure more foreign investment to this country. Higher interest rates, the banks said, would help offset the continued decline in the U.S. dollar. But for the domestic economy, the move signals higher housing costs and an

Continued on Page 2

Workers pay dearly for corporate raids

America's workers are paying with their jobs for the high cost of corporate takeover schemes, those that are turned back as well as those that succeed, union witnesses testified at House hearings.

President James E. Hatfield of the Glass, Pottery & Plastics Workers pointed to the wreckage of workers' lives resulting from the $2.6-billion debt that Owens-Corning Fiberglas Corp. incurred last year in beating back a raid by the Wickes Corp.

The raider walked away with a profit, Hatfield noted in his testimony before a House Government Operations subcommittee.

But the aftermath, Hatfield said, is that Owens-Corning "will close plants, sell plants, terminate production on certain items and reduce by half its research and development activities."

When the corpses are counted, according to business publications, total employment will be cut almost in half.

Local 252 President Delbert Walsh told the panel that the Barrington, N.J., fiberglass plant was a steady profit-maker for Owens-Corning and had been slated for expansion at the time of the corporate raid.

Destined for shutdown

Now its workforce has been slashed and the entire plant is destined for shutdown, Walsh testified. He tried to convey to members of Congress what this means in terms of the lives and expectations of the workers affected.

The AFL-CIO expressed similar concern in a statement to the subcommittee.

"No matter which side wins control in a takeover battle," the federation noted, "workers, customers and the community in which the company is located are the likely ultimate losers."

Subcommittee Chairman Tom Lantos (D-Calif.) welcomed the labor testimony for its linkage of "takeover mania" with "lost jobs, pressure to cut wages, and deteriorating working conditions."

Airline coordinator William L. Scheri and the general chairmen of two air transport districts of the Machinists gave first-hand witness to the upheavals caused by airline mergers and takeovers.

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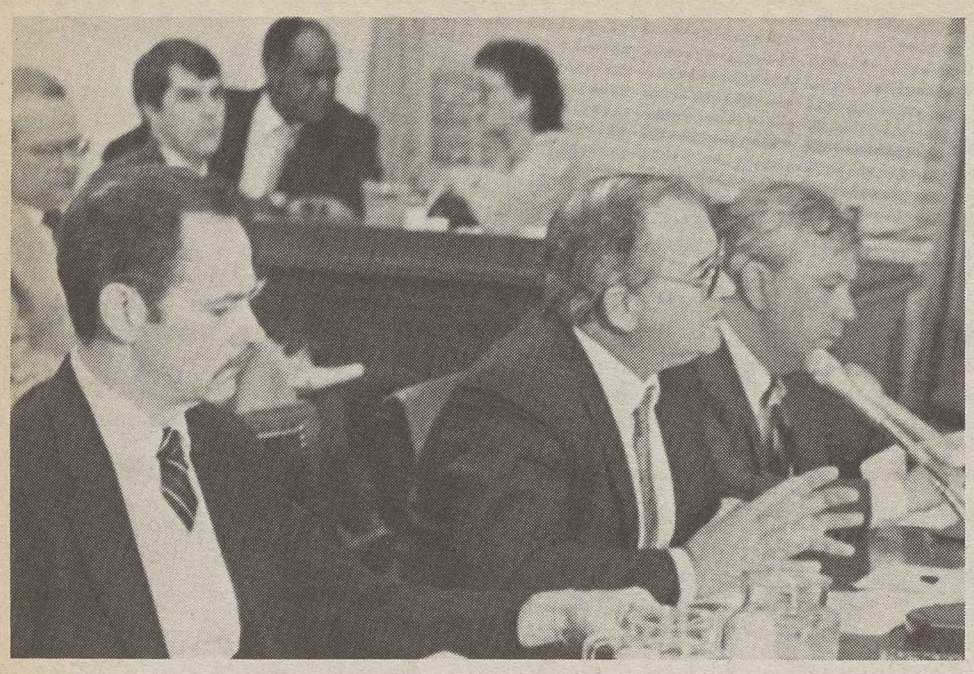


Glass, Pottery & Plastics Workers President James E. Hatfield testifies at House hearings on the adverse effects of corporate takeovers, with Local 252 President Delbert Walsh, left, and attorney Robert O'Brien.

Corporate raids yield profits, workers pay with their jobs

Continued from Page 1

"Deregulation of the airline industry has reintroduced the law of the jungle," Scheri charged.

Mergers and takeovers affecting 33 airlines have reduced competition that deregulation was supposed to promote, Scheri noted. Service to the public has deteriorated and the economic hardship "continues to be borne disproportionately by the working men and women of this industry."

He noted that since the takeover of Eastern Airlines by Frank Lorenzo's Texas Air Corp., 1,600 jobs have been wiped out and the new owner has demanded that mechanics and maintenance workers take pay cuts of nearly 50 percent.

Two other IAM witnesses, District Chairmen Guy K. Cook and J. Thomas Higginbotham, attacked the refusal of the Transportation Dept. to impose congressionally authorized labor protective provisions on airline merger agreements in order to safeguard the workers affected.

Destructive battles

In separate testimony before the Senate's antitrust subcommittee, Machinists President William W. Winpisinger and Rubber Workers President Milan Stone added to the documentation of destructive corporate takeover battles.

Winpisinger warned that the "ill-conceived" deregulation law "has bred a merger-mania which has permitted the few largest airlines which remain in existence to act as sharks in a feeding frenzy."

Stone testified to the needless plant closings and cutbacks resulting from the debt burden incurred by Goodyear Tire & Rubber Co. in successfully turning back a hostile takeover attempt by a British financier.

The URW wants its employers to make money "because we expect to share in that prosperity," Stone noted. But corporate takeovers "make enormous profits for the already rich without creating anything new in the way of jobs, products or enhanced competitiveness."

In its statement to the House subcommittee, the AFL-CIO said the federation is "now in the process of preparing recommendations for legislation to protect workers against the adverse effects of takeover mergers and leveraged buyouts."

The high cost of debt incurred to stave off takeovers has tilted corporate balance sheets, the AFL-CIO noted. Some stores or plants that had previously shown modest profits drop into the money-loser category because higher earnings are needed to carry the extra cost of the new debt.

Bankruptcy shuffle

Retirees urge action to safeguard benefits

Some 1,600 retired Steelworkers rose before dawn or traveled overnight in bus caravans to lobby Congress for legislation to bar companies from canceling health or life insurance benefits of pensioners.

Temporary legislation passed last year when thousands of LTV Corp. retirees were threatened with loss of benefits will expire on May 15. But LTV retirees aren't the only persons directly affected. Tens of thousands of other workers and retirees in import-battered, bankruptcy-threatened industries are also endangered.

Despite spring snowstorms that left huge drifts, most of the union-chartered buses left on schedule from steel centers in the East, Midwest and as far South as Alabama.

Some early arrivals were able to find space in the hearing room where a Senate Judiciary subcommittee was taking testimony from USWA President Lynn Williams and other union witnesses.

Williams challenged the concept that the claim of retirees on the assets of a company seeking bankruptcy law protection from its creditors is no greater than that of a commercial supplier of goods or services.

Dependent on benefits

A creditor can take a tax deduction on a bad debt or make up an unpaid bill by passing on the cost to other creditors, Williams noted. Retirees earned and are totally dependent on their company benefits, he stressed. Both the Auto Workers and the unaffiliated Mine Workers joined in urging quick action on the legislation.

A similar battle was fought and won three years ago, when Congress amended the bankruptcy law to remedy a damaging Supreme Court decision that allowed employers to tear up their union contracts and cut wages unilaterally when filing for bankruptcy.

The labor-backed bill, introduced by Sen. Howard M. Metzenbaum (D-Ohio), Rep. Louis Stokes (D-Ohio) and bipartisan co-sponsors, would treat health and life insurance benefits of retirees comparably with wages.

Any changes not agreed to in negotiations could be imposed only if a bankruptcy judge ruled that they were fair to all concerned and necessary to the company's ability to survive.

Industry failures

Williams told the Senate panel that the wave of bankruptcies which has hit the steel industry hardest stems from the failure of the Reagan Administration and Congress to deal effectively with the one-way flow of trade that has eroded America's industrial base.

LTV, he noted, embodies what once was Youngstown Sheet & Tube, Jones & Laughlin Steel and Republic Steel. He listed dozens of other steel firms in every part of the country that have also been forced into bankruptcy reorganization.

"The human suffering is already devastating, and it increases by the day," he testified.

From the hearing room, Williams joined the USWA rally being held near the Capitol, where a stream of House and Senate members welcomed the union members and pledged support for their legislation.

The retirees, many of them veterans of strikes that had won the pensions and benefits they are fighting to keep, ate their box lunches and broke up into lobbying groups to seek out members of Congress who hadn't declared themselves on the issue.

Their message was that retirement benefits are a form of deferred wages and if the existing law doesn't protect their rights, the law needs to be changed.

IUE hits feeble move in computer chip war

The Reagan Administration's token crackdown on Japan for violating its pledge to stop dumping computer chips on the American market is "nothing but a temporary step," Electronic Workers President William H. Bywater warned.

The White House announced it would double the duty on a wide range of Japanese electronic products because that nation failed to live up to a July 1986 accord that was supposed to end the underpricing and open Japan's market to American-made semiconductors.

"I don't see this move as anything we can count on for jobs," Bywater said, noting that the White House had conceded that Japan's predatory practices have cost nearly 40,000 jobs in the last eight months.

The new duties are supposed to take effect Apr. 17. But between now and then, Bywater noted, the Administration plans another round of talks with the Japanese in an effort to end the unfair trade practices.

Representing the United States in the talks will be Commerce Sec. Malcolm Baldrige and Trade Rep. Clayton K. Yeutter. The IUE president recalled that Baldrige said he was "sad" about imposing the penalties, and Yeutter said they were "tough steps" and expressed the hope that something could be worked out before final action is taken.

Little confidence

"It doesn't inspire a lot of confidence to have these guys as our negotiators," Bywater said.

He accused the Administration of having engaged in "unilateral trade disarmament" as far as the microchip industry was concerned and called for a "crash program" to save American companies and jobs before the nation becomes totally dependent on foreign technology and production.

"The semiconductor industry is only one of many hurt by unfair trade," Bywater emphasized. "Other industries—from steel to televisions, from automobiles to textiles—have long been slipping." He accused the Administration of posting "hunting permitted" signs in front of the industrial sector of the American economy.

He urged joint labor-industry-government action to determine "what industries need what kind of help and then give it—not for fat profits but for full employment."

Bywater stressed that "by passively accepting the current trend, the United States is committing itself to a future as one of the world's industrial lightweights. We must stop striving to be loved and start acting in our own interest, as Japan does, as the European Common Market does, as all the other countries in the world do."

Consumer price increases cut hole into wage gains

Continued from Page 1

increase in the interest rate consumers will be paying on bank credit cards.

In the 12-month period since last February, consumer prices were up 1.8 percent. The rise would have been sharper—a full 2-percent increase in a year's time—except that the Bureau of Labor Statistics recently adopted a new basis for figuring consumer costs.

The new market basket of goods and services de-emphasizes such costs as transportation and food, and gives greater weight to such items as home computers and video cassette recorders.

Food price increases slowed to two-tenths of 1 percent in February, but were up 4.6 percent from the same month a year ago, and shelter costs rose five-tenths of 1 percent to stand 4.8 percent higher than in February 1986.

Heating oil prices rose 3.5 percent in February and gasoline prices were up 4.1 percent. Both were significantly lower than in the same month last year when an oil glut and disagreements between members of the Organization of Petroleum Exporting Countries triggered a worldwide price-cutting binge.

New car prices dropped 1 percent between January and February, reflecting special cash-rebate programs by automakers trying to reduce heavy inventories. But they were up 4.4 percent over the same period last year.

Medical costs soar

Underscoring the continuing need for labor-backed proposals to impose effective cost containment on the health care industry, the government reported that medical care costs rose another three-tenths of 1 percent in February. Over the past 12 months, these costs soared a staggering 7.1 percent—the largest increase for any component in the price index.

In other developments:

- A sharp upward surge in the stock market lifted the index of leading economic indicators seven-tenths of 1 percent in February, more than offsetting the decline of five-tenths of 1 percent recorded the previous month.

Although things looked bright for investors, the same couldn't be said for workers. On the down side among the indicators which help measure future activity was a substantial increase in new unemployment insurance claims.

- Sales of machine tools in February were 31 percent behind the same month last year, reflecting cutbacks in the import-troubled auto industry and general uncertainty in the rest of the manufacturing sector. Orders totaled $145.1 million, compared with $210.4 million in February 1986.

Moreover, machine-tool builders said they have yet to see any significant benefit from the "voluntary" import limitations the U.S. government negotiated with Japanese and other overseas producers. That's because foreign firms loaded American warehouses with their products before the quotas took effect Jan. 1.

- Bolstered by heavy demand for military hardware, orders for big-ticket durable goods shot up 6 percent in February, the biggest gain in five months. Without the transfusion of Pentagon dollars, the increase would have been only 3.8 percent.

Even then, the improvement in orders failed to offset the massive 9.9-percent decline suffered the previous month, and analysts were cautious about the significance of the February figures. Until the nation's trade balance improves and consumer spending accelerates, they said, there will continue to be an underlying sluggishness to the economy.

Downward revision

In a revision of earlier figures, the Commerce Dept. reported that for all of 1986, new orders totaled $2.27 trillion—down six-tenths of 1 percent from the 1985 total. Originally, the government had indicated orders were essentially unchanged between 1985 and 1986.

- New home sales fell for the second consecutive month in February, declining 2.7 percent. The previous month saw an 8.6-percent drop. Sales are running at an annual pace of 680,000—9.3 percent behind last year's level of 750,000 units, and 25 percent below the peak set in March 1986 when falling interest touched off a sales stampede.

TVA must pay $5 million in sex bias case

Nashville, Tenn.—Some 5,000 Office & Professional Employees will share a $5-million payment to settle a sex discrimination suit against the Tennessee Valley Authority.

After the U.S. District Court for Eastern Tennessee ruled that the union had a clear case of gender bias, TVA agreed to the payment for employees at the federal power authority's plants and offices spread over a seven-state area.

The dispute dates back to 1981, when TVA radically altered the salary survey system it had been using for decades to measure pay scales against prevailing wages in the region.

Instead of employing Labor Dept. statistics based on urban area wages paid by major corporations, TVA shifted to a rural-based measurement that compared its clerical employees' salaries with those paid by churches, convenience stores and retail outlets.

Wages frozen

As a result of the switch, thousands of women workers in clerical positions had their salaries frozen. At the same time, however, TVA continued to use urban statistics for engineers so that workers in male-dominated categories received increases.

In the 1981 negotiations, the Reagan-dominated TVA board threatened to fire workers—as the Administration had just done a few months earlier with the Air Traffic Controllers—unless workers agreed to removal of the binding arbitration clause that had been in their bargaining agreement previously.

Under the court-approved settlement, TVA agreed to return to binding arbitration for future salary negotiations.

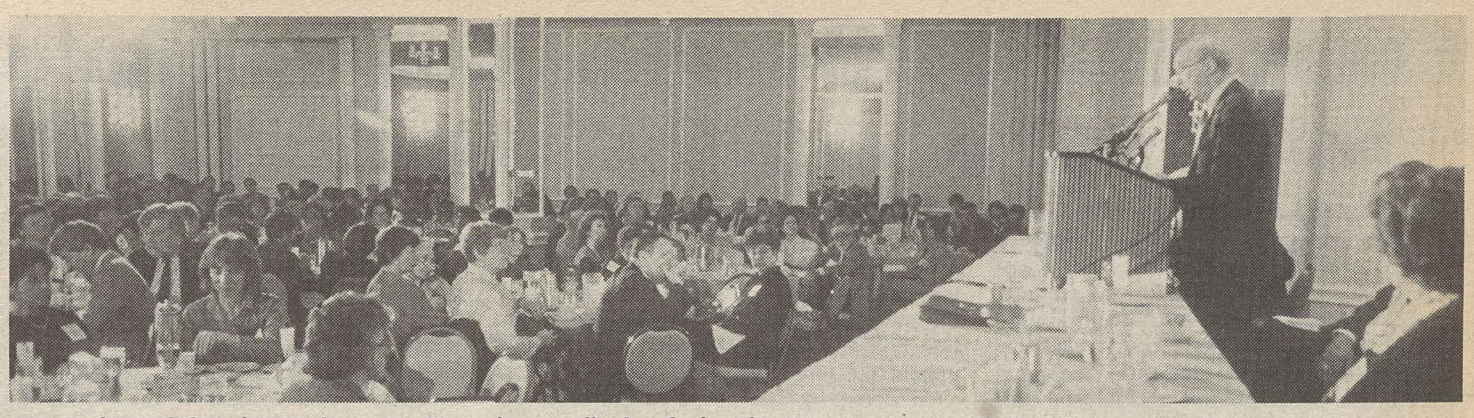
Letter Carriers elect Conners in re-run vote

Letter Carriers Vice President Frank Conners won a re-run election for executive vice president in defeating incumbent Tony Huerta, who held post for 10 years.

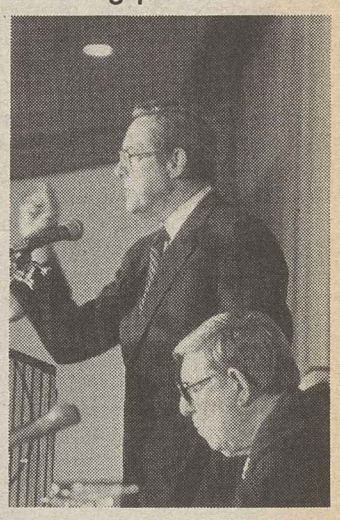
Conners, 59, won the regular election last September. Huerta appealed and the NALC election committee ordered a new election.

Conners, who had been a vice president since 1976, drew 85,846 votes to Huerta's 44,162.

Huerta, 64, had served as NALC's secretary-treasurer for two years before he was elected executive vice president in 1976.



At work and family conference, Donahue calls for federal action to ease the burden on working parents.



Panelists discuss labor-management solutions. From left: retired UAW President Douglas A. Fraser, Mannie Jackson of Honeywell Inc., AFL-CIO's Rudy Oswald, Alfred S. Warren of General Motors Corp. and Service Employees President John Sweeney. At right, are Labor Sec. William Brock and Deputy Under Secretary Stephen Schlossberg, seated.

Families in crisis

Aid urged for working parents

Continued from Page 1

critical one, Donahue said, but the good-paying jobs that have nurtured and built self-reliant families "are being wiped out by attrition or sudden-death plant closings."

To ensure a healthy family life, Donahue declared, "America must have more and better jobs. That means an end to the systematic destruction of America's industrial base. It means an end to one-way trade policies that flood the nation with cheap imports at the cost of mass unemployment.

"It means training programs for jobs that pay a living wage that permit families to keep a roof overhead and put food on the table and a little money in the bank for a brighter family future.

"It means a minimum wage sufficient to keep body and soul together and a level of unemployment compensation sufficient to prevent the dispossession and impoverishment of families when hard times come around."

Reagan Administration policies that seek to eliminate "what few child care programs exist," that press for a reduction in the minimum wage or that tolerate chronic, high unemployment threaten the welfare and stability of working families, Donahue charged. "We can't cure the ills of family life until we cure the ills of work life," he declared.

In another address, Chairman Stanley C. Gault of the National Association of Manufacturers said employers are adapting to the rapid growth of women in the workforce by making changes in key areas—including benefits, working conditions and assistance programs.

Work patterns

Panel discussions examined alternative work patterns in public and private jobs, collective bargaining for family issues, parental leave, child care and help for workers through employee assistance programs.

In a session on work and family structure, Commissioner Janet Norwood of the Bureau of Labor Statistics pointed out that the so-called traditional family—a working husband, a wife at home and two children—represents only 5 percent of all American families. She called child care "a tremendously important issue" that is not getting enough attention from public or private employers, adding that only one 1 percent of workers have child care available in the workplace.

Norwood also stressed that flexible hours and work schedules are not available to most working women.

Panelists agreed that the solution to working parents' concerns must come from a collaborative effort of government, business, labor and education leaders.

In a discussion of parental leave, some business representatives balked at legislation that would give new parents up to 18 months of unpaid leave without fear of losing their jobs, arguing that companies could work out their own systems.

But other participants disagreed, stressing that collective bargaining or corporate actions alone cannot respond to the problems of working families.

Other labor participants included AFL-CIO Vice Presidents John Sweeney, Barbara Hutchinson and Morton Bahr; retired Auto Workers President Douglas Fraser; Federation Directors Rudy Oswald and Bert Seidman; Karen Nussbaum, 9to5, National Asssociation of Working Women; Barbara Feldon, Screen Actors; Linda Lampkin, State, County & Municipal Employees; Patricia Scarcelli, Food & Commercial Workers; Meredith Miller, Service Employees, and John Zalusky and Karen Ignagni of the AFL-CIO.

Postal Service callous after shooting

The Postal Service failed to show compassion to families of 14 employees who were killed and six others who were wounded when a gunman went on a rampage at the Edmond, Okla., post office in August 1986, and was insensitive to the emotional trauma of survivors of the massacre, union officials testified.

Postal Workers President Moe Biller and Letter Carriers President Vincent Sombrotto told a joint hearing by two House Post Office & Civil Service subcommittees that the USPS fell down on the job by delaying and denying benefits for victims' families and in failing to provide adequate counseling to those workers who witnessed the shootout.

Relatives of those who lost their lives when a part-time letter carrier went berserk were assured the Postal Service would expedite death benefits and burial costs and injured workers were promised prompt financial help for medical treatment. But, Biller emphasized, they ran into a "bureaucratic stonewall" erected by the USPS and other federal agencies.

Emotional 'aftershock'

Sombrotto charged that the Postal Service did not do "a very good job dealing with the aftershock of the tragedy." He urged that reforms be instituted to determine how best to "deal with these awful situations when they occur."

Sidney Brehm, an APWU member from the Edmond facility, testified that the local postmaster failed to be supportive of survivors who developed emotional problems.

He said the postmaster—who since has been reassigned—told workers two months after the tragedy that they really didn't need counseling to get over the shock, and insisted that they see counselors "on non-scheduled time."

Brehm said sympathy cards that flooded in from around the country were withheld from clerks for more than a month, that they were made available to employees for only three days before being destroyed, and that postal workers were told that reading these messages "will be done on your own time."

And APWU member Cliff Guffey told the congressional panel that many postal workers were trapped in the facility due to inadequate and blocked emergency exits. He charged that the building failed to comply with emergency exit codes issued by the Occupational Safety & Health Administration and the USPS.

Rep. Mickey Leland (D-Tex.), who chaired the hearings, expressed shock and anger. "I don't know how this breakdown in the system occurred," he declared. "It doesn't matter whether it was unintentional, the result of negligence, or a failure by postal officials to fulfill their responsibilities to the affected persons. What I do know is that something went terribly wrong."

Postmaster General Preston R. Tisch acknowledged that "the USPS dropped the ball" in handling the affair, and apologized for those postal managers "who didn't show appropriate sensitivity" to workers and their families.

Regional conference in New York, Apr. 10-11

Trade unionists from 13 New England and Mid-Atlantic states will meet in New York Apr. 10-11 for the second of four 1987 regional conferences.

The AFL-CIO conference agenda will focus on:

- Foreign trade issues.
- The role of union members in the 1987-88 political process.
- The effect of budget deficits on jobs and the nation's economy.
- Labor's goals to meet workers' needs.

The 13 states involved in the New York conference are: Connecticut, Delaware, Maine, Maryland-D.C., Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont, Virginia and West Virginia.

Regional conferences will be held May 29-30 in Chicago for midwestern states and in New Orleans June 5-6 for southern states.

The first regional conference was held Mar. 20-21 in San Francisco. Nearly 400 trade unionists participated.

Joint effort vital to recovery from economic decline

A cooperative effort by labor, industry and government can help reverse an economic decline that has depressed wages and kept unemployment high, President Howard D. Samuel of the AFL-CIO Industrial Union Dept. told the Senate Commerce Committee.

Samuel expressed concern at both the decline in industrial jobs and the sharply lower wage levels of the service jobs that have replaced them. Average weekly wages, adjusted for inflation, have sunk to the levels of a quarter-century ago.

Samuel termed the decline "a startling reversal of the long-term trend of a steadily increasing standard of living for American workers."

The nation's first priority should be effective trade legislation, Samuel said. A second big need, he testified, is advance notice of plant closings and a rapid response to help move dislocated workers into new jobs or into training programs that will prepare them for new jobs.

Looking ahead, Samuel stressed the value of tripartite forums in which industry and labor can participate with government to strengthen the U.S. economy by such measures as raising capital for industrial modernization, expanded research and development, and the upgrading of the educational system.

Court hits NLRB on hospital unit rule

Remands 7-year-old case for 'community of interest' test

The National Labor Relations Board improperly interpreted federal law when it refused to certify Electrical Workers Local 474 as bargaining agent for 43 maintenance workers at St. Francis Hospital in Memphis, Tenn., a federal court ruled.

The case has been bouncing back and forth in the administrative and judicial process for seven years, and has seen successive labor boards take diametrically opposing positions on what constituted an appropriate bargaining unit in the hospital field.

Now the U.S. Court of Appeals for the District of Columbia Circuit, reviewing the language and legislative history of the 1974 Health Care Amendments to the National Labor Relations Act, said there was "no basis in the law" for a 1984 NLRB decision putting strict limits on the number of "potentially appropriate" bargaining units.

The court sent the case back to the NLRB to reconsider whether the hospital's maintenance employees constitute an appropriate unit. The court did not mandate how the issue must ultimately be decided. But it strongly suggested the board would have to explain "adequately" any deviation from the historic rule of thumb that permits certification of a union if its members share "a community of interest"—a test uniformly applied in the private sector.

Although the IBEW won the representation election in 1980, hospital management refused to bargain. In 1982, by a 3-to-2 margin—with two Reagan appointees in the minority and three Carter Administration holdovers in the majority—the NLRB upheld the union.

In doing so, the board identified seven "potentially appropriate" bargaining units at health care facilities, applying the same "community of interest" test it has always used in other industries. That decision came, over the years, to be known as St. Francis I.

Policy switch

Two years later, with the Reagan Administration holding a firm grip on the board, the NLRB reversed its policy and came down on the employer's side. This ruling, called St. Francis II, insisted the 1974 amendments required the application of stricter standards for nonprofit hospitals than for private industry. The Reagan board said the law required that there be sharp differences between wages, hours and working conditions before workers could be divided into separate bargaining units.

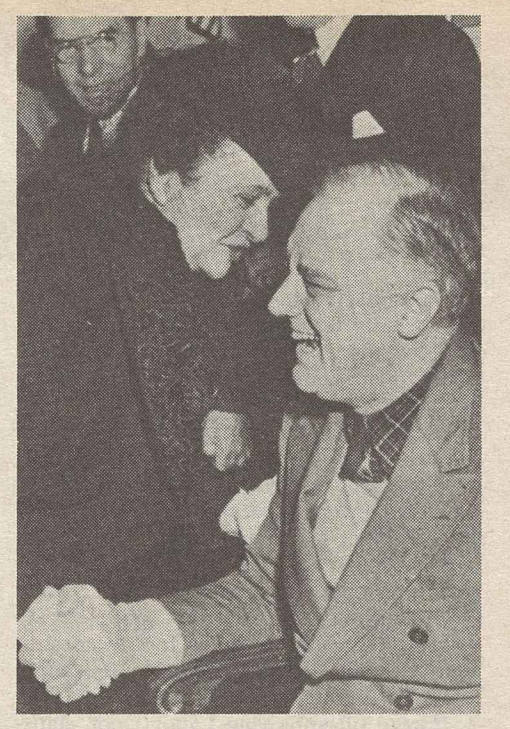
Although the court agreed that the purpose of the amendments was to avoid proliferation of bargaining units in the medical industry, it said the NLRB "misconstrued" what Congress intended and was operating under an "erroneous view of the law."

The court noted that the late Sen. Robert A. Taft (R-Ohio) had proposed that there be only four bargaining units at a health care facility unless the employer and union agreed otherwise. But, it pointed out, Congress decided against Taft's proposal and left untouched the section of the NLRA that the Ohio Republican wanted to alter.

Despite that action, the NLRB insisted that the 1974 amendments mandated separate units only when there was a "disparity of interest." The court disagreed, pointing out that, in rejecting Taft's approach, Congress specifically declined to tamper with the "community of interest" criterion that guided the board for over 40 years.

The purpose of the legislation was to extend labor law coverage to employees in nonprofit health care facilities, the court emphasized, and all of the references to reining in any potential disruption of hospital services were contained in committee reports and the NLRB should have, at best, placed only limited reliance on these admonitions.

These statements cannot be taken as "statutory gospel," the court insisted, and are "an illegitimate source of authority for the agency's construction of the law."



Madam Secretary

"You May Call Her Madam Secretary," a documentary video on the life of Labor Sec. Frances Perkins, opened at a Washington premiere sponsored by the Food & Commercial Workers. Perkins, the first woman to serve in the Cabinet, greets President Franklin D. Roosevelt in a 1945 photo.

Officers of State AFL-CIOs discuss the agricultural crisis during Capitol Hill lobbying on behalf of the nation's family farmers. From left, North Dakota Sec.-Treas. Myron Yantzer, Iowa President James J. Wengert, Missouri Sec.-Treas. Donald F. Owens, Montana Executive Sec. James W. Murry and Nebraska President Gordon L. McDonald.

Labor backs family farmers in fight for agriculture reform

Labor, religious and consumer groups joined hands with the nation's embattled family farmers for three days of lobbying Congress in support of legislation to end the deepening agricultural crisis.

The message carried to House and Senate members was that President Reagan's current agricultural policies aren't working. What's needed is the cultivation of a new agenda to head off more bankruptcies of family farms, the coalition stressed.

Gathering under the banner of the Rural Urban Action Campaign, the more than 100 grassroots lobbyists pressed the case for "action now—no excuses" to end the rural economic recession.

Earlier, in a letter signed by a number of leaders, including AFL-CIO President Lane Kirkland and Auto Workers President Owen Bieber, the coalition urged price support loans to help cover "at least the cost of production," and a producer referendum on a plan "to enable farmers and ranchers to determine their own fate."

RUAC stressed that a compassionate farm policy should also provide "sufficient assistance to the less fortunate in our society to enable them to afford adequate food to nourish their minds and bodies."

Economic spur

The goals of a new farm bill, the grassroots lobbyists emphasized in their Capitol Hill meeting, should be to improve farm prices, bring commodity supplies and government costs down to manageable levels, and generate needed activity in productive sectors of the economy.

The federation has repeatedly stressed the common concern of workers and farmers and has called for a fair return to family farmers for their labor. As the Executive Council said in a May 1985 statement, "a healthy agricultural system based on strong, prosperous family farms is essential to America's economic and social well-being."

In addition to the AFL-CIO and the UAW, the coalition includes the American Agricultural Movement, Central Conference of American Rabbis, National Consumers League, National Council of Churches, National Council of Senior Citizens, National Farmers Organization, National Farmers Union, Presbyterian Church USA, Union of American Hebrew Congregations, and Women Involved in Farm Economics.

Electronic Workers open organizing office in South

Nashville, Tenn.—The Electronic Workers opened a southern organizing headquarters here that will also be the home of IUE's Furniture Workers division.

At dedication ceremonies Mar. 30, IUE President William Bywater stressed the great potential for union organizing in the South. He said the IUE will be easily accessible to a vast area, including numerous electronic, electrical, furniture and other manufacturing plants whose workers need union representation.

Carl Scarbrough directs the new IUE division created by the merger of IUE and the Furniture Workers, which he headed.

Overhaul of worker benefits tops Louisiana Fed's agenda

Baton Rouge, La.—Delegates to the Louisiana AFL-CIO convention called for changes in the workers' compensation and unemployment insurance systems, charging that the state drastically limits benefits for injured and jobless workers.

In other action, the 402 delegates reelected President Victor Bussie to his 32nd one-year term. John R. Bourg of the Electrical Workers was elected secretary-treasurer, succeeding K. Gordon Flory who retired.

Flory was first elected executive vice president of the State AFL-CIO in 1956 and had earlier served as president of the Louisiana CIO. A member of the Aluminum Brick & Glass Workers, Flory was first elected secretary-treasurer of the state federation in 1978.

In exploring serious flaws in the state's unemployment compensation system, delegates cited the discrepancy between February's official jobless rate of 14.6 percent and the insured unemployment rate of 5.1 percent.

Workers can receive supplemental benefits only when the insured rate exceeds 6 percent or remains at a level of 120 percent of the insured rate over a two-year period. But the formula used to calculate that rate was changed by the Reagan Administration in 1981.

Supplemental benefits

Louisiana, with the highest unemployment rate in the nation, "triggered off" the supplemental program last month, the convention pointed out.

Delegates also scored the 1983 changes in the workers' compensation program which prevent many injured workers from obtaining benefits.

AFL-CIO Sec.-Treas. Thomas R. Donahue told the delegates that the labor movement is beginning to see the benefits and "turnaround" of its new initiatives in organizing, legislative and benefit programs and political action.

He reported labor's successes in defeating open shop campaigns in Oklahoma and New Mexico and stopping a drive in Montana that would have made that state the 33rd to call for a constitutional convention to consider a radical overhaul of the federal budget process.

Labor's agenda

Legislative priorities include effective legislation to ease the nation's crippling trade deficit and recognize the denial of rights and exploitation of workers by other countries an unfair trade practice, and a plant closing measure that would give advance notice of shutdowns to workers and communities, Donahue said.

He stressed that labor intends to play a key role in the 1988 presidential campaign and outlined the federation's process for bringing the candidates' positions and promises to union members.

"Our members will tell us what they think about the candidates and about the kind of leadership they would offer, and then we'll act on their recommendations. That's how this democratic movement operates," Donahue declared.

In a series of resolutions, delegates called for raises for public employees, opposed the privatization of government services and urged a ban on polygraph testing.

Aid expanded for Philippine unions

American labor is stepping up its assistance to fellow trade unionists in the Philippines as that nation continues to move toward a democratic government despite strong opposition from political extremists from the right and left.

Using funds made available through the National Endowment for Democracy, the AFL-CIO's Asian-American Free Labor Institute is providing technical assistance to the Philippine Trade Union Congress—training unemployed workers, resettling displaced employees and developing basic community health-care plans.

And in a separate action, AAFLI is helping provide a medical clinic for workers at the Bataan Export Processing Zone. The clinic will give the Associated Labor Unions—the largest TUCP affiliate—more strength to fight raids by the communist-dominated National Democratic Front.

During a recent trip to the Philippines, Federation Sec.-Treas. Thomas R. Donahue met with workers in the processing zone and was told of workers squeezed by the anti-union practices of employers and the intimidation tactics of the NDF.

The grant from AAFLI will enable the ALU to provide full-time medical treatment which in the past was limited to assistance from roving teams of nurses. The clinic will serve members of the ALU's four locals, employees at three workplaces that are current organizing targets, and residents living near the processing zone.

Past assistance from American labor was instrumental in the TUCP's mobilization of the "people power" that drove dictator Ferdinand Marcos from office, brought President Corazon Aquino to power and produced overwhelming approval of the nation's new constitution.

TUCP President Ernesto Herrera, recipient of the 1985 George Meany Human Rights Award, has played a key role in the resurgence of democracy in the Philippines. He is running for the Senate in May as part of Aquino's ticket.

Public unions flourish under bargaining laws

In states with comprehensive public employee bargaining laws, better than 70 percent of state and local government workers are represented by unions. This compares to just 14 percent in those states without such laws.

This was the key finding of a study done by the AFL-CIO Public Employee Dept. to determine the extent to which state approval of such bargaining contributes to a healthy organizing climate.

Al Bilik, executive director of PED's state/local division, pointed out that in general, unionized workers earn substantially more than their nonunion counterparts and the same holds true in the public sector as well.

He noted that last year, more than 250,000 public workers got pay hikes when the Supreme Court ruled that state and local governments come under the Fair Labor Standards Act and are required to pay at least the federal minimum wage. Of that number, most were in the "non-bargaining" states.

Of the 6.5-million eligible state and local government employees in the 27 states and the District of Columbia that have comprehensive collective bargaining laws, 71 percent have voted for union representation.

Differing approaches

While some states had enacted just one law covering all these employees, many states achieve comprehensive coverage with several laws, the study reported.

In the remaining 23 states that lack such laws, only 14 percent of four-million eligible public workers are represented by unions.

PED's study, titled "One Country, Two Different Worlds: How the Absence of Collective Bargaining Laws Limits Public Employee Bargaining Rights," found that in the "bargaining" states, the percentage of public workers in unions grew from 60.1 percent in 1976 to 71.2 percent in 1982.

The range of unionized representation in the "bargaining" states runs from 18.2 percent in North Dakota to 98.6 percent in New York. Twenty-three of the 27 states and the District of Columbia have representation rates higher than 40 percent, with seven of those states and Washington, D.C., above the 80-percent level.

The unionized level in the "non-bargaining" states, however, fell during that period from 16.1 percent to 14 percent. The range of representation in these states runs from a low of zero in North Carolina to 54.2 percent in Nevada. Nine of the 23 states have a union representation rate less than 10 percent.

When the focus is turned to just state employees in the non-bargaining states, the representation rate falls to zero in 16 states.

Significant gains

PED's study included figures for several "bargaining" states updated to 1985 and 1986. It pointed out that in Ohio and Illinois, significant gains in public employee union representation were made, due in large part to the passage of comprehensive bargaining laws there in 1984.

For Illinois, the percentage of union-represented public workers grew from 45.5 percent in 1982 to 80 percent in 1985. In Ohio, the gain was from 41.2 percent in 1982 to 51.6 percent in 1986.

Political action boosts ranks of Ohio federation

Columbus, Ohio—Some long-term political strategy and a bit of patience provided big dividends for the Ohio AFL-CIO as thousands of public workers exercised new organizing and collective bargaining rights to join affiliated unions over the past two years.

State Federation President Milan Marsh and Sec.-Treas. John Hodges welcomed the newest members in a ceremony at the state body's headquarters.

In 1982, the entire COPE-endosed slate of delegates was elected, and for the first time in a generation, the governor's office and both houses of the legislature were led by Democrats, Marsh recalled.

That election laid the groundwork for legislation that provided public workers with collective bargaining rights in 1984, he said, noting that the law is considered one of the best in the nation.

As a result, more than 272,000 public workers are covered by collective bargaining agreements including 150,000 school employees, 80,000 city and county employees and 42,000 state workers.

It's a "good feeling knowing there are new trade unionists in Ohio whom we are able to represent in our political programs, legislative activities, community services, workers' compensation, education" and other activities, Marsh said.

The largest unit to join the State AFL-CIO is the 36,000-member Ohio Civil Service Employees Association, an affiliate of the State, County & Municipal Employees. Other unions affiliating with the Ohio state body included the Communications Workers, Fire Fighters and Teachers.

Marsh credited the state body's "outstanding political program" for labor's success, adding that the trade union movement "is only as good as its political programs are effective in getting COPE-endorsed candidates elected and getting good legislation enacted."

NFLPA President Marvin Powell cites need to "spread the truth" about the bargaining issues.

Eight-point game plan

NFL players set contract signals

Los Angeles—After huddling for three days at the annual convention of the National Football League Players Association, 450 delegates adopted an eight-point "game plan" for 1987 contract negotiations—covering issues ranging from free agency and guaranteed contracts to pensions and grievance machinery.

The contract talks will begin Apr. 20, when the union and the NFL management council exchange proposals. The present five-year agreement expires Aug. 31.

"Dignity, fairness and freedom" was the call of the active and retired players, said Gene Upshaw, executive director of the NFLPA and president of the Professional Athletes. "We don't see them as economic issues."

Although the national news media focused more attention on free agency and guaranteed contracts, the convention made clear that these goals are no more critical to members than the other six bargaining proposals.

"Our priority list is a horizontal one," Upshaw stressed. "We are not numbering our priorities in order of importance." The remaining bargaining issues include:

- A greatly improved pension program.
- A more efficient grievance system.
- A strengthened program of drug and alcohol prevention with stiffer penalties for abuse, more educational emphasis, and continued opposition to random testing.
- Improvements in safety and working conditions.
- A three-year agreement to reflect rapid changes in the game's financial picture.
- Protection for members who serve as union officers or player representatives.

"We don't want to isolate any one issue," Upshaw explained. "If we did, management would pick off what they could. We intend to push a package across the table. We want to bargain on the entire package."

Free agency—which would give a player the right to switch teams at the end of his current contract—and guaranteed contracts binding on both parties are issues unique to professional sports.

Job guarantee

Less than 4 percent of the players have negotiated guaranteed contracts, the union pointed out, which means a player can be dismissed anytime during the season at management's whim and his salary terminated. By contrast, 98 percent of professional basketball players and 50 percent of major league baseball players have such guarantees and are paid even if they're cut from the team.

Presidents of three large AFL-CIO affiliates pledged their unions' support for the players, speaking via television hookup to the convention's opening session. They are John J. Sweeney of the Service Employees, William H. Wynn of the Food & Commercial Workers, and Gerald W. McEntee of the State, County & Municipal Employees.

Marvin Powell, NFLPA president and an active player with the Tampa Bay Buccaneers, emphasized the need for convention delegates to return home and give players and the public the truth about the issues, charging management with engaging in a campaign of disinformation.

"The owners say they are losing money on the television contract; however, they are not," Powell asserted. "The last contract brought in an average $15 million per team over the last five years; the new contract will provide $17 million per team over the next three years."

Call for unity

Former NFLPA Executive Director Ed Garvey told delegates they have one of the strongest unions in the nation because the membership can't be replaced. "You're it," he said as he urged members to "be unified and support your leadership."

Garvey reminded players that "it doesn't matter whether management and union members are friends or not. If they think you'll shut down the game, they'll bargain. If they think you're divided, they won't. It's as simple as that."

For the first time in the NFLPA's history, retirees were included among convention delegates. The 121 former players expressed satisfaction that league owners, after a 27-year delay, granted pensions previously denied athletes who had played prior to 1959.

Although the owners announced the action a week before the players' convention and claimed they had made the pension decision on their own, the ex-players here credited the union for the victory. They pointed out that the union had applied continuing pressure on the pre-'59 pension issue and was responsible for the owners' change of heart.

Among the retired player delegates, representing the 1,800 former athletes who pay dues even though they no longer play in the NFL, were such Hall of Famers as Dick (Night Train) Lane, Johnny Unitas, Ron Mix and Art Donovan.

Congress rebuffs Reagan, overrides highway bill veto

Continued from Page 1

(W.Va.) quickly switched his vote in a parliamentary maneuver. He was then able to offer a motion to reconsider before the sustaining vote became final.

The tactic succeeded. Sanford recanted and joined the 53 other Democrats and 13 Republicans in voting to override the veto. That made the final count 67-33, the two-thirds majority required by the Constitution.

Reagan had sought to portray the highway bill as a "budget buster," a charge that was repeated during the Senate debate but easily refuted.

Nearly all of the $88 billion allocated over a five-year period will come from the Highway Trust Fund, part of which is earmarked for mass transit assistance.

The fund is built up and replenished by the federal gas tax and can't be used for other government purposes.

As several senators noted during the debate, the fund will continue to grow during the five-year period despite the expenditures. Thus it will reduce rather than add to the federal budget deficit.

Initially, the legislation had a strong bipartisan brand and the chief obstacle to its enactment had been a House-Senate dispute that crossed party lines. A majority of senators strongly supported raising the federal speed limit on rural interstate highways from 55 to 65 miles an hour. The House first rejected this, but finally agreed to go along to break the deadlock.

After the President's veto, Republican leaders tried to assure their colleagues that a relatively unchanged "compromise" bill could be quickly cleared for the President's approval if the veto were sustained.

But the bill's floor manager, Sen. Daniel Patrick Moynihan (D-N.Y.), warned of deep economic potholes ahead if the veto were sustained. And a bloc of House Democrats who had reluctantly provided the key votes on the speed limit served notice that they would vote against a 65-mile limit if the veto made a new bill necessary.

Senate Republican Leader Robert Dole (Kan.) and his wife, Transportation Sec. Elizabeth Hanford Dole, lobbied hard for the votes to back Reagan, and sought to portray the issue as party loyalty to a beleaguered President.

ACTWU Sec.-Treas. Jacob Sheinkman and IUD Legislative Director David Mallino, right, testify for high risk notification bill.

Nationwide search called vital for victims of toxic exposure

Workers who have been exposed to health-damaging chemicals should be located and alerted, labor witnesses insisted in testimony supporting a proposed High Risk Occupational Disease Notification & Prevention Act.

The labor-backed bill has been under attack from industry opponents as unnecessary and costly. To do nothing would be costlier, unions retorted at hearings held by the House Subcommittee on Health & Safety.

Sec.-Treas. Jack Sheinkman of the Clothing & Textile Workers said the high risk notification bill sponsored by Subcommittee Chairman Joseph M. Gaydos (D-Pa.) will save lives.

In the textile industry alone, Sheinkman noted, tens of thousands of workers and former employees are at high risk of bladder cancer because of long exposure to cancer-causing dyes made from benzidine.

He cited a 1980 "health hazard alert" from the Occupational Safety & Health Administration that publicized the risk and recommended a "medical monitoring program" for workers who had been exposed to benzidine-based dyes. But the recommendation was widely disregarded, Sheinkman said, and virtually no effort was made to locate former employees to inform them of the importance of regular checkups for early detection.

AFL-CIO Industrial Union Dept. Legislative Director David L. Mallino termed the bill "a basic self-defense measure" that will enable workers and retirees to get couseling to minimize their health risk.

It would supplement, not duplicate, OSHA's hazard communications standard, Mallino testified.

The measure would set up a Risk Assessment Board to identify groups of workers at high risk of cancer or other diseases because of on-the-job exposure to health hazards. The Dept. of Health & Human Services would then seek to track down persons at risk, including those who have left for other employment or retired.

Technical assistance

Features of the Gaydos bill include technical assistance to local health facilities to help in early recognition and treatment of occupational disease. It also protects workers identified as at risk from loss of jobs or insurance coverage, Mallino testified.

Sen. Howard M. Metzenbaum (D-Ohio) has sponsored a companion bill in the Senate and Mallino urged quick action by Congress. The potential benefits vastly exceed the modest cost, he said.

House pressed to put teeth in Ways & Means trade bill

Continued from Page 1

The trade deficit cost the United States 2.5 million jobs last year alone, McGlotten stressed.

The measure approved by the Ways & Means Committee and provisions endorsed by other committees with overlapping jurisdiction include elements the AFL-CIO has urged.

The bill would make exploitation of workers and denial of worker rights by nations exporting goods to the United States a basis for U.S. trade sanctions against the offending countries.

It also would tighten the mandate of the President to retaliate against countries that violate trade agreements.

But while the bill echoes the goals of the Gephardt amendment, it leaves action to enforce these goals largely to the discretion of the President. As the labor movement sees it, a large part of the problem has been that the President hasn't used powers he already possesses under existing law.

Key steps

McGlotten's letter to House members gave this summary of the labor-supported Gephardt amendment:

- As a first step, the International Trade Commission would be required to determine which of our major trading partners has an "excessive trade surplus" with the United States. The definition is that U.S. imports are at least 175 percent of its exports to that country.
- Then, the U.S. Trade Representative would determine whether that country also has a pattern of unjustified, unreasonable or discriminatory trade practices that have a significant impact on U.S. commerce.
- If both these conditions are met, the Gephardt amendment would go into effect. The United States would first try to negotiate a reduction in the deficit, and no further action would be needed if the trade imbalance with an offending country slipped below the 175 percent rate. The reduction could be achieved through more U.S. exports, reduced U.S. imports, or a combination of the two.
- But if the trade deficit was not reduced, the President in 1989 would be required to act to reduce the bilateral deficit by 10 percent, with further cuts in future years if the imbalance persists.

Incubators for change

States seen best hope for women's agenda

Women must shift their campaign for economic and social justice from the federal to the state level, according to the National Center for Policy Alternatives, if they hope to achieve such goals as pay equity, an opportunity to move from welfare rolls to payrolls, and dignity and security in their retirement.

State legislatures must assume the crucial role as "incubators for policies of change"—the role they held in the decades before Franklin Roosevelt's New Deal—because "government minimalists" in Washington have undercut the federal leadership role adopted more than a half century ago, said Linda Tarr-Whelan, the center's president.

"Women's work is the backbone of our country—in paid or unpaid capacities in homes, schools, offices, factories and farms," Tarr-Whelan said, in introducing a lengthy study, "The Women's Economic Justice Agenda." It addresses 40 key issues ranging from affirmative action and child care to pay equity and unemployment compensation.

Unequal share

By virtually every statistical measure, the center said, women have yet to achieve a share in the nation's economy equal to that of men. Women's needs and desires are for "equal pay for equal work, for compassion for the old and the young, for the assurance of equality under the law and for the opportunity to be self-sufficient . . . not to raise their children in poverty," the NCPA president emphasized.

Yet the reality is that they face the multiple problems of "less food, poorer educational opportunity and less day care for children, more older women without the resources for an old age with dignity, and more unemployment," the 248-page report emphasized.

The pay equity issue provides a clear comparison between the unfulfilled promises at the federal level and the breakthroughs accomplished by the states. It dates back to 1974, when the State, County & Municipal Employees sued the state of Washington because women's work was consistently undervalued when compared to that performed by men.

Comprehensive studies, legislative debates, collective bargaining negotiations and court actions led ultimately to a multimillion-dollar settlement to end the inequity. And, the study pointed out, that case triggered progress for female public employees in California, Connecticut, Iowa, Minnesota and New York.

Among the center's hundreds of recommendations to state legislatures are:

- Enforcing equal employment opportunity laws, or adopting new statutes, to prohibit job bias based on gender, minority status, disability or age with particular attention to imposing such requirements on firms receiving contracts or other funds from state and local government.
- Protecting the elderly through adult day care and personal care services under Medicaid and establishment of community mental health services.
- Providing child care assistance to low-income working families, adopting strong licensing requirements for day-care facilities and helping provide start-up funds to make more such services available.
- Raising the state minimum wage to its traditional standard of 50 percent of the average hourly wage in private industry.
- Increasing benefits under Aid to Families with Dependent Children to "an adequate standard of living level," and offering job training and placement services and remedial and vocational education to help people move from welfare to work. In the process, states should avoid "punitive workfare plans," provide equal pay and benefits for work performed and ban the displacement of existing workers.
- Assuring minimum protection for the growing ranks of those working on video display terminals, pressing forward with worker right-to-know legislation, cracking down on the use of carcinogens and chemicals in the workplace and adopting guidelines for safe work practices for health care employees who work with victims of acquired immune deficiency syndrome.
- Enacting family and medical leave laws and establishing state insurance systems to provide "some continuing income" during periods of leave for medical and family reasons.

The report recommends that states serve as "model employers" by extending such benefits to public employees immediately as a spur to similar action by business and industry.

State improvements

And it points up successes already achieved by some states—including California in providing in-home support services for the disabled; California, Florida, Massachusetts and Indiana in the area of child care; Colorado, Maryland, Massachusetts, Michigan, New York and the District of Columbia in providing employment and training opportunities for women; Montana in banning sex discrimination in insurance, and legislative safeguards for VDT users enacted in California, Colorado, Maine and Rhode Island.

Among contributors to the proposed agenda for state action were Safety Director Deborah Berkowitz and safety specialist Bobbette Bond of the AFL-CIO Food & Allied Service Trades Dept.; AFSCME's Marilyn De Poy, women's rights coordinator, and Nanine Meiklejohn, assistant legislative director; Laura Walker, executive director of the Center for Education & Research of the Coalition of Labor Union Women, and Winn Newman, a longtime labor lawyer.

Minnesota House approves boost in minimum wage

St. Paul, Minn.—The House of Representatives voted to raise the state's minimum wage by 50 cents over the next two years.

The measure would increase the hourly minimum rate from $3.35 to $3.55 as of Jan. 1, 1988, with an additional 30-cent hike the following year. The bill is now before the Senate's Employment Committee.

Studies Center courses for April and May

The George Meany Center for Labor Studies will offer 10 workshops during April and May. The schedule:

TV: The Cool Medium, Apr. 12-15—Three days of coaching union officers on how to face television cameras and work with TV reporters.

Advanced Arbitration, Apr. 12-17—A program for experienced union representatives that focuses on examination and cross-examination of witnesses, preparation of briefs and research.

Organizing in the Construction Industry II, Apr. 20-24—The course covers media techniques, Davis-Bacon Act enforcement, legal issues and bidding strategies.

Organizing Techniques for Public Employees, Apr. 26-May 1—A workshop on successful methods of attracting and signing up public employees in bargaining units.

Organizing II, May 10-15—An institute cosponsored by the AFL-CIO Dept. of Organization & Field Services for experienced union staff. Key topics include internal private sector organizing, issue-oriented campaigns and recruiting and training union members.

Advanced Editing Skills, May 10-15—A workshop for union editors who have completed the center's newswriting course and are ready for more work on layout, photo editing and headline writing.

Individual Rights in the Workplace, May 10-15—An examination of the union representative's role in protecting workers' rights on polygraph tests, pre-hiring tests and discipline and discharge cases.

Computers for Local Unions, May 17-21—An institute to provide union staff with information about the uses of mini- and micro-computers for their unions.

Negotiating Contracts with State & Local Agencies, May 17-22—One-week session on preparing initial proposals, developing committee work, recordkeeping procedures, opening statements, appropriate contract language and ratification.

Researching a Private Employer, May 17-22—An institute on corporate finances for unions to develop employer profiles for negotiating and organizing activities.

Opinion Polling for Organizers, May 26-29—A workshop on the use of opinion polls in campaigns, case studies and practice sessions, developing questionnaires and analyses of poll results.

AFL-CIO organizations using the campus for their own staff training programs are:

Carpenters, Apr. 12-17; Plumbers & Pipefitters, Apr. 12-17; Fire Fighters, Apr. 21-24; African-American Labor Center, Apr. 25-May 15; State, County & Municipal Employees, Apr. 26-May 1, and the American Institute for Free Labor Development, Apr. 26-May 29.

More information about labor studies programs is available from the Registrar, George Meany Center, 10000 New Hampshire Ave., Silver Spring, Md. 20903. Telephone 301/431-6400.

EDITORIALS

Work and Family

IN AMERICA today, seven out of every 10 mothers of school-age children work outside the home, and in it as well.

Instead of deploring the fact that both mothers and fathers work, let's help working parents to be better parents.

Instead of trying to reverse a trend that has been accelerating for 30 years, let's do what has to be done to promote and enrich family life as it is.

Instead of writing off those who have no place in the community, let's recognize the duty to see that they have a chance to make a place for themselves and their children.

We don't raise the level of our society by urging jobless young men to provide decent, stable homes for the children they beget while, in the same breath, pressing for reduction of the minimum wage for that same age group.

Indeed, one of the most urgent tasks before Congress is to restore the minimum wage to the level of buying power that Congress established 10 years ago, and see that it never again sinks below the level needed to keep body and soul together.

WE'RE NOT going to improve the rate of family formation and reduce the rate of family breakups as long as we tolerate an unemployment rate that hangs above 7 percent year after year.

We're not going to strengthen the family by trying to send working mothers back into the home by killing off what few child-care programs exist, at a time when the real earnings of young wage earners are dropping steadily while the costs of establishing and maintaining a home are climbing to levels never before dreamed of.

And it's certainly no good reopening the home sweatshop. Unfair employers have always stood ready to invade the home and exploit the family. After half a century of government efforts to eradicate the home workshop rackets, it's an outrage to see this Administration forcing the door open for swindlers who want to evade worker benefits, payroll taxes and the minimum wage, child labor and safety-and-health laws.

This country should invest more—much more, rather than less and less—in nutrition, education, housing and health care. And if every politician who pays lip service to our children as "our most precious natural resources" really meant it, that's what would happen.

Above all, to ensure a healthy family life, America must have more and better jobs.

—From address by AFL-CIO Sec.-Treas. Thomas R. Donahue at National Conference on Work & Family, Mar. 30, 1987.

Corporate Vultures

HOUSE AND SENATE hearings have turned a needed spotlight on the high social and economic cost of corporate takeover raids, whether successful or not.

"Not enough attention is being given to the human side of mergers and acquisitions," Rep. Tom Lantos (D-Calif.) said in opening the House hearings. He called for a closer look at the price in terms of "lost jobs, pressure to cut wages, and deteriorating working conditions."

Union witnesses, including workers at plants being closed for no other reason than huge debt burdens incurred in takeover battles, helped provide that closer look.

The House and Senate hearings also spotlighted the unconscionable profits reaped by speculators who profit from takeover raids. Too often, the "winner" in a takeover battle is left with a company saddled with unnecessary and unproductive debt. Funds needed for research and development must then be siphoned off to meet interest payments.

There is a clear need to shape legislation that will take the profit out of corporate raiding of economically viable companies without closing the door on mergers that might enable an endangered enterprise to survive.

Toward that end, the AFL-CIO will be working closely with members of Congress and congressional committees that have shown concern for the victims of corporate cannibalism.

Bark without bite

Trade policy in shambles as reciprocity abandoned

By Gus Tyler

The hottest question in Washington right now—next to Iranscam, of course—is foreign trade policy: the flood of imports, the lagging exports, the mounting deficits that have made this wealthiest of all nations the greatest debtor nation in the world. Right now, our loss of world markets, including our own domestic market, is costing us between two and three million jobs. The threat to our economic stability can no longer be ignored.

But it will be, even as the White House and Congress claim they are on top of the issue.

The White House—that is, President Reagan—claimed that it had a solution: devalue the dollar. It isn't working. Although the dollar has fallen precipitously against the Japanese yen, Tokyo reported a February trade surplus with the United States of $3.97 billion, up from $3.28 billion in January and up from $3.73 billion January 1986.

On the hill, there is great commotion with bills from the Senate and from the House. They are all sweeping statements of the obvious problem with equally sweeping solutions, embroidered with pretentious phrases like "generic" and "omnibus."

The bill approved by the House Ways & Means Committee is all bark and no bite.

Up to President

It says that if some country, like Japan, has excessive trade surpluses with us and if that country is engaging in unfair trade practices, then we should do something about it. What should be done depends on what the President wants to do. And if the President does not want to retaliate, he need not. Congress might overrule his decision not to act, but the President could veto congressional action.

What we are witnessing is the end product of a process in motion over two centuries during which the power to decide trade policy has moved from Capitol Hill to the White House.

In the earliest years of the Republic, trade policy—tariffs—was determined by two considerations. A tax on imports was a way to raise funds to run the federal government at a time when there were no income taxes. The other consideration was "protection" of infant industries against the more advanced British manufacturers.

Shift under FDR

That was our policy into the first quarter of this century. Then in the 1930s, trade policy turned more sophisticated. Under Roosevelt we engaged in a game of reciprocity and retaliation— "if you're nice to us, we'll be nice to you; you nasty, we nasty." This was a fast moving game, requiring an executive to do the playing.

After World War II, trade policy became an instrument of foreign, rather than domestic, policy—a way to buy friends by giving them a piece of our economy. Whether we have won friends is dubious but there is no doubt that we have given away vital chunks of our economy.

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On the other foot

President Reagan keeps hollering that labor-backed trade legislation is "protectionism," and last year he vetoed a bill that would have put some curbs on the glut of foreign-made shoes.

But the President ought to take a look at the latest report from his own International Trade Commission.

Last year, the ITC said, imports accounted for 80 percent of all the shoes sold in this country. U.S. production dropped 12 percent to 234 million pairs while imports soared by the same 12 percent to 941 million pairs.

As a result, U.S. shoe industry employment was just over 90,000 in the fourth quarter—down 9 percent from the same period in 1985. From 1980 to 1985, the jobs of 113,000 American shoe workers were stomped out by imports.

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Dollar down, imports up

Despite Reagan Administration claims that a falling U.S. dollar would solve the nation's mounting foreign trade deficit, America is two years into devaluation without any dent having been made in the trade crisis.

Since February 1985, the value of the dollar has declined an average of nearly 36 percent against world currencies—43 percent against the Japanese yen and 45 percent against the German mark. Now the Federal Reserve Bank and central banks abroad are joining forces to keep the American dollar from sliding any further.

In that same two-year period, the foreign trade deficit grew 27.6 percent, adding to the woes of workers and their industries. Nor are there any indications that they're going to find any relief from their troubles through the international money markets.

"The Administration was in error in believing the money exchange rate was the solution to the import crisis," said AFL-CIO economist Mark Anderson. "The White House assumed that a lower U.S. dollar would hike the price of imports, drive down the price of exports, and somehow bring things into balance."

What's wrong with that theory, Anderson said, is that foreigners reaped record-breaking profits from the goods they shipped into this country when the dollar was high. Now that its value has dropped, they are "settling for lower, but still very healthy, profit margins, keeping prices pretty much where they were, and continuing to penetrate the American market."

As for a falling dollar making U.S. goods more attractive abroad, he said, the Administration chose to ignore the impenetrable barriers erected by foreign governments to keep American-made goods from entering their markets and who show no sign of yielding on that subject voluntarily. "Without regard to price," Anderson emphasized, "the attitude abroad is that they're going to restrict American products."

The result: a greatly devalued dollar, but no respite from cut-throat foreign competition that's pushing workers out of jobs, companies out of business and communities into economic despair.

Improved catastrophic care plan urged

Labor calls for wider Medicare coverage as costs rise

Medicare coverage should be broadened to more adequately protect older Americans from catastrophic health care expenses, both in and out of hospitals, the AFL-CIO urged at Senate hearings.

Senate and House committees are considering a range of options, from a relatively bare-bones Administration proposal to more comprehensive legislation proposed by various members of Congress.

Bert Seidman, director of the AFL-CIO Dept. of Occupational Safety, Health & Social Security, pointed out that America's elderly are being battered by rising costs and gaps in Medicare services. Medical costs actually take a larger portion of the income of the elderly than was the case before enactment of Medicare, he testified before the Senate Finance Committee.

"The AFL-CIO has long questioned the equity of penalizing the most seriously ill people by requiring steep out-of-pocket payments," Seidman noted.

Protection against catastrophic illness is "a needed and important first step," but legislation shouldn't be limited to acute care, Seidman said. He urged that Medicare be expanded "to cover all essential health services, especially preventive care and prescription drugs."

Congress should also start to explore ways to help the elderly meet the cost of nursing homes and alternative forms of long-term care, Seidman said. He noted that most older Americans mistakenly believe that Medicare already covers such long-term care.

Eligibility for long-term health care shouldn't be linked to a hospital stay, Seidman said. And "both community-based treatment and home care alternatives to nursing home care should be available when appropriate," he urged.

Seidman expressed the AFL-CIO's objections to proposals to fund additional Medicare coverage through a tax on the actuarial value of the added benefits.

Pluses and minuses

He acknowledged the good intent of its sponsors in proposing a system that would avoid extra costs for persons with incomes too low to be subject to tax. But he voiced concern at the precedent of taxing health care or other comparable benefits, for retirees or for workers.

Instead, Seidman urged the committee to consider combining premium funding of the program with a refundable tax credit for low-income beneficiaries. He suggested that the tax credit refund the full added premium paid by households with incomes under the poverty line, with a phaseout of the credit for households with incomes above 150 percent of the poverty line.

A broader package of Medicare protection was also urged by the Auto Workers, in testimony by UAW Assistant Social Security Director Patrick F. Killeen.

While the Administration's catastrophic insurance plan would be "a small step" toward meeting the need, it would help only "a minuscule percentage of Medicare beneficiaries," Killeen noted. He said the UAW is opposed to taxing the value of Medicare benefits and transforming Medicare into a means-tested program.

New Orleans Symphony back on cue

New Orleans—The promise of a $200,000 grant by the city council to the New Orleans Symphony, a partial payment on the back wages owed to 80 Musicians, was enough to end a five-day walkout.

Paychecks for members of AFM Local 174-496 had been held up for six weeks before the city council authorized payment of the grant from a fund for the performing arts. Final action on the grant should be completed shortly, according to David Winstein, president of the AFM local.

Publicity from the work stoppage probably helped bring the plight of the city's symphony to the public's attention, Winstein said. An anonymous donor promised $100,000 if symphony management could raise $200,000 in donations, Winstein said. They have collected more than $165,000 thus far, he added.

The local is still in negotiations with symphony management, Winstein said, and the musicians are working under an extension of last year's contract.

Funding problems have plagued the symphony since last season. "Hopefully, they can climb out from under their current debts with the grant and the donations," Winstein said.

As for the rest of the season and gaining an equitable contract, Winstein said, "We still have our fingers crossed."

IBEW-Zenith settlement to restore jobs

Springfield, Mo.—Zenith Electronics Corp. has agreed to bring back 200 jobs it exported to Mexico in 1985 and has cancelled plans to ship another 600 jobs abroad.

The decision—the first dent in Zenith's pattern of moving key assembly operations abroad—followed negotiation of a "competitiveness" contract with the Electrical Workers under which employees made wage concessions that will be recouped by the time the new five-year agreement ends.

Zenith said that two color television assembly lines it moved to the sprawling "maquiladora" complex across the Rio Grande will be returned to the Springfield facility and 200 laid-off IBEW members will be rehired. And the company agreed to drop plans to transfer its plastic plant to Juarez—a move that would have cost another 600 jobs.

By a nearly 3-to-1 margin, the 1,600 members of IBEW Local 1453 ratified a new five-year contract calling for an 8.1-percent across-the-board pay cut the first year and a wage freeze throughout 1988 and 1989. Pay will rise 3 percent in 1990, another 4.3 percent in 1991 and will increase an additional 1.3 percent during the last quarter of 1991.

Equal sacrifice

To guarantee that the sacrifice will be spread evenly, Zenith signed a separate letter of intent agreeing that the same formula would apply to the pay of management, professional and clerical employees.

The new contract—replacing an earlier agreement that wasn't due to expire until March 1988—left the existing profit-sharing and benefit plans untouched.

The union agreed to the settlement, the IBEW said, to help reverse Zenith's flight to Mexico—lured there by low wages and strict government curbs on labor. The union said the "competitiveness" contract will help keep jobs in this country and will make a positive contribution to the company's fight for survival against foreign competition.

Workers assail GM on runaway contract

Dayton, Ohio—Workers at the Harrison Radiator Division of General Motors Corp. were betrayed by the giant automaker when it switched production to a Japanese manufacturer to build compressors for the new Saturn car, Electronic Workers officials charged.

"Harrison workers who have done everything they can to make the operation a success have been given the royal shaft," Bob Livingston, chairman of the IUE-GM conference board said. The jobs of 4,700 IUE members at the plant are in peril.

Garment union bares hepatitis hazard in sweatshop

New Haven, Conn.—More than half of the 53 workers of Uretek Inc. are suffering from hepatitis or liver abnormalities resulting from constant contact with toxic chemicals used in sweatshop conditions.

That's what the Ladies' Garment Workers brought to light in launching an organizing drive at the fabric-coating plant in February.

ILGWU Organizer Daniel Perez got 50 of 53 workers—mainly Hispanics—to sign authorization cards after he found out about Uretek's sweatshop conditions. The employees worked 12-hour shifts, standing on a concrete floor. There were no scheduled breaks and machine operators ate lunch while tending their machines, surrounded by the toxic substances.

Uretek pays its employees an average $4.50 a hour and employer-paid medical insurance is not provided until after five years on the job. On Feb. 20, the workers voted unanimously to go on strike.

Perez said the company has questioned workers illegally about union activities, threatened them with closing the plant and promised health benefits and higher wages in an attempt to derail the organizing drive.

The ILGWU has petitioned the National Labor Relations Board for a representation election and also filed several unfair labor practice charges against the management.

Dr. Mark Cullen of Yale-New Haven Hospital's occupational medicine program tested 45 Uretek workers and found 10 had acute noninfectious hepatitis and 20 had liver disorders. "To find as many liver problems as this in one location, you would have to go to a liver clinic," he declared. Acute hepatitis is a liver inflammation, characterized by nausea, abdominal pain, vomiting, loss of appetite and yellowing of the skin.

Chemical hazard

The Uretek workers coat fabrics with polyurethane. Cullen and the Atlanta-based Center for Disease Control said the solvent dimethylformamide is the likely cause of the workers' problems. DMF is readily absorbed through the skin and lungs.

Company attorneys called the ILGWU "opportunistic" for trying to organize the workers, but it was Perez who brought into public view the lack of government action after the workers' health problems were first uncovered. Now government agencies at all levels are fingerpointing at each other for the breakdown in communications.

Cullen's staff examined one Uretek employee last September and a second worker a few days later after they went to the hospital's emergency room. In November, he learned of other cases. Cullen persuaded Uretek to temporarily shutdown while the workers were screened. He chose not to contact OSHA, saying "the company recognized the severity of the problem and took steps to alleviate it."

The city health department, contacted by Yale-New Haven officials, claimed it immediately contacted OSHA, but agency's area director Ron Morin denied getting a call. He said he first learned of the problem from Perez on Feb. 17.

Uretek was last inspected by OSHA in 1979. Because the plant is shutdown, OSHA compliance officers said they are unable to get accurate air quality readings. Compliance officer Basil Bocyneski said that some air samples were taken while management is operating the equipment.

But Uretek's troubles are deeper than just trying to thwart a union organizing drive. The State Attorney's Office has filed suit against the firm for violating environmental laws and the company and its vice president were convicted in February for illegally storing and disposing of hundreds of barrels of hazardous waste. Sentencing in that case is set for Apr. 13.

Uretek is located in a four-story building in a residential neighborhood that no longer wants it as a neighbor. Residents of Fair Haven Heights have picketed with Uretek workers and recently traveled in a motorcade to the Woodbridge, Conn., home of Uretek President Harold Hoder.

Public knowledge

With signs reading "Move Uretek to Woodbridge," the pickets shouted, "No more poison." Hoder wasn't home, but Perez urged the group not to be disappointed. Hoder's neighbors have now found out "he doesn't own an ice cream factory," Perez said.

At an earlier rally outside the plant, union representatives called Uretek a sweat shop. Nicholas Aiello of the Clothing & Textile Workers and a close neighbor of the plant declared, "If we have to attract industry like this, tell them to stay the hell out of here."

Mayor Biagio DiLieto toured the plant, trekking through a mucky yard stacked with 55-gallon drums, some open and partly filled with foul-smelling liquids.

Union leaders were barred from taking the mayor into the plant through a rear entrance and were not allowed on the inspection tour.

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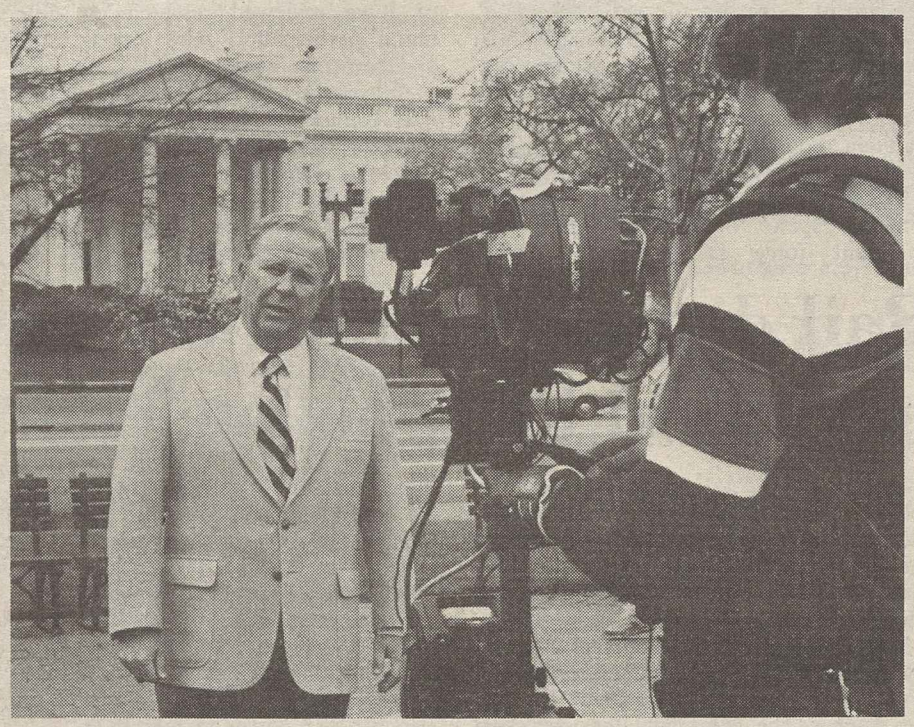

LIPA camera crew tapes actor Ned Beatty.

Presidential candidates focus of video quiz on leadership

As potential presidential candidates, how do the declared and likely contenders in the major political parties view the vital issue of leadership in the White House?

That's the question that's being put to aspirants by the AFL-CIO as part of labor's continued participation in the political process.

Standing in front of the White House, which the winner will occupy for four years beginning in 1989, veteran screen actor Ned Beatty poses labor's question of presidential leadership in a video taping session produced by the Labor Institute of Public Affairs.

The candidates will provide their own responses, which will be taped by LIPA this month.

The results will be previewed by the Executive Council at its May meeting. The video question and the candidates' answers will then be made available to all AFL-CIO affiliates for viewing in union halls and at union meetings to help members make informed decisions on the 1988 presidential campaign.

The federation has also asked candidates to put down in writing where they stand on four vital issues—foreign trade, the budget deficit, human needs and labor's role in the political process.

The information derived from both sources will be given wide distribution among federation affiliates and will serve as the starting point for the AFL-CIO's participation in next year's presidential campaign.

Firm steps demanded to end corporate raids

Donahue calls for strong worker protections

By David L. Perlman

America's unions want Congress to take the profit out of corporate raiding and stop the looting of company assets and worker pension funds to pay the cost of takeover battles.

Workers and their communities are "the ultimate losers" in financial struggles for corporate control, AFL-CIO Sec.-Treas. Thomas R. Donahue told the Senate Banking Committee. The only "winners," he suggested, are speculators whose consolation prize if their takeover attempt fails is usually millions of dollars in quick profits from the sale of their stock holdings.

More than 80,000 workers represented by AFL-CIO unions have lost their jobs because of corporate restructuring after a takeover bid, Donahue testified. Thousands more have had wages cut or pension plans skimmed.

To shield workers from victimization, Donahue proposed:

- Making existing union contracts binding on corporate successors or new owners.
- Barring corporate raiders from tapping a company's pension fund and siphoning off so-called "excess assets" in order to pay off debts incurred in the raid.
- Eliminating special "golden parachutes" that protect corporate executives, but not ordinary workers, against loss of income if jobs are eliminated after a merger.

Donahue welcomed a "developing consensus" for legislation to eliminate "greenmail" payoffs to corporate raiders. He said raiders should be barred from all windfall profits when they sell off stock that has shot up in value because of speculation fueled by the takeover war they started.

First-hand accounts

Two panels of international and local union officers documented labor's concerns with first-hand accounts of takeover attempts—both successful and repelled—that left once healthy companies burdened with debt or skeletons picked clean by corporate vultures.

On the day of the hearings, a newspaper story cited by Donahue dramatically illustrated the point union witnesses were making.

The Associated Press account noted the

Continued on Page 4

Sharp decline in workforce nudges jobless rate down

By Gene Zack

Increased employment in the low-paying service trades in March offset the loss of another 25,000 industrial jobs, nudging the nation's jobless figure down one-tenth of 1 percent to 6.6 percent.

Although civilian unemployment fell by 14,000 to 7.9 million, the government reported that the jobless rate declined because 127,000 people disappeared from the workforce.

At least some of those factored out of the workforce joined the ranks of "discouraged workers"—those who have given up looking for jobs because none are available. In the first quarter of 1987, there were 1.2 million workers in the "discouraged" category, a figure that has remained virtually unchanged for the past three years.

And the number of persons who would prefer full-time jobs but have been forced to settle for part-time work stood at 5.5 million—the same level as January.

Adding the involuntary part-timers and discouraged workers to nearly 8 million officially listed as unemployed means that the stagnating economy has claimed the jobs of 14.6 million workers, for a real rate of joblessness and underemployment of 12 percent.

Aggravating the situation, the number of jobless workers on the unemployment compensation rolls dropped more than 20,000 in mid-March to 3.1 million. But 62 percent of the jobless—4.8 million persons—currently receive no benefits.

Downward revisions

At the same time, the Bureau of Labor Statistics made major downward revisions in employment figures for the first two months of the year. Nonfarm employment increased by only 236,000 in February, the BLS said, rather than the 335,000 it originally estimated. And in the second markdown of January's total, the gain of new jobs was reduced from the original 450,000 to only 304,000.

BLS Commissioner Janet Norwood told the congressional Joint Economic Committee that workers in manufacturing "did not fare so well" last month. The normal pattern is for employment to increase once "winter recedes and good weather sets in," she said. But after seasonal adjustment, "nearly 70,000 jobs were lost in the goods-

Continued on Page 10

Public worker privacy rights stressed by Supreme Court

Public employees do not surrender all rights to privacy when they go to work for the government, the U.S. Supreme Court ruled in the first case testing Fourth Amendment safeguards of government workers.

The decision, involving a California state employee, received general praise from government employee unions.

President Gerald McEntee of the State, County & Municipal Employees expressed disappointment that the court did not insist that "a warrant is required, based upon a showing of probable cause" before an employer could conduct a search of a worker's office.

But he took satisfaction from the court stressing that "public employees do have legitimate expectations of privacy in their work areas vis-a-vis their employers"—the position AFSCME maintained in its amicus brief filed in the case.

President Kenneth Blaylock of the Government Employees hailed the decision, pointing out that it makes clear that "the government needs just cause" before conducting random searches. The decision, Blaylock said, "lends added credibility to our position with respect to drug testing, namely that public employees have Fourth

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South African union journals hit by censorship crackdown

Johannesburg—The white minority government of South Africa intensified its harassment of this nation's black trade union movement by banning labor publications it deems "prejudicial to the safety of the state."

Latest victim of the sweeping press censorship—which has sharply curtailed reporting on the excesses of the military and the police—was the monthly newspaper of the South African Council of Metal Unions, an affiliate of the International Metalworkers' Federation.

The government outlawed the South African Metal Worker because it carried a front-page account of a police assault on the annual meeting of the Metal & Allied Workers' Union in Durham, when one unionist was killed and 20 others wounded in a hail of police gunfire.

The banning order was directed against that single issue of the 50,000-circulation newspaper. The action was announced by the government long after most copies had been distributed.

But the decision makes continued possession of the publication unlawful, subjecting unionists to arrest or punishment for having the paper in their possession.

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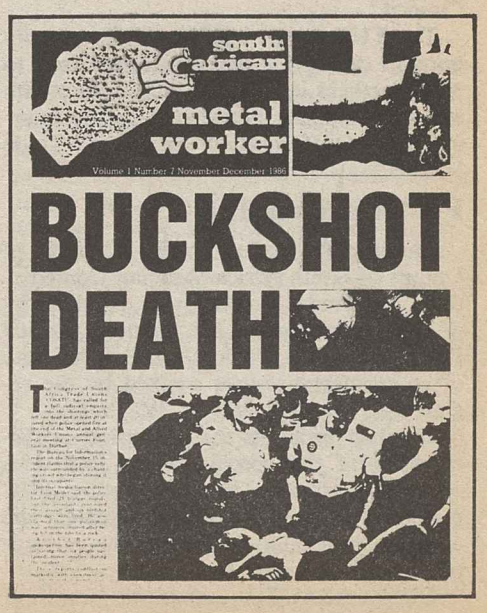

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4/11/87

Academics join in study of changing workplace

Linthicum Heights, Md.—Union officials and academics explored the changing workplace and its effect on unions in a two-day symposium sponsored by the AFL-CIO and Cornell University.

In welcoming the participants, Federation Research Director Rudy Oswald said the group would explore the economic and social impact brought about by a changing workforce, with a look at employer and union strategies for dealing effectively with an ever-changing work environment and each other.

AFL-CIO Sec.-Treas. Thomas R. Donahue said the labor movement realized that achieving its long-term goal of "advancing workers' interests" requires new strategies and different methods.

The product of that soul searching—the report titled The Changing Situation of Workers and Their Unions—became a blueprint for ways to serve the needs of union members in a changing economy and society, Donahue said.

In another presentation, Prof. John T. Dunlop of Harvard University discussed the "tyranny" of legal and academic circles in their view of workers and their concerns.

Economists must alter their traditional notions of the labor market, Dunlop told the symposium, emphasizing that labor cannot be treated as though it were another commodity.

Dunlop criticized the National Labor Relations Board, stressing the need for greater balance and even-handedness and suggesting that different people—including labor mediators—be included on the board.

In other conference highlights:

- Mark Levinson of the Auto Workers stressed that the displacement of workers in today's economy differs dramatically from the country's earlier shift from an agricultural to a manufacturing base because the current changes are producing a declining standard of living for affected workers.

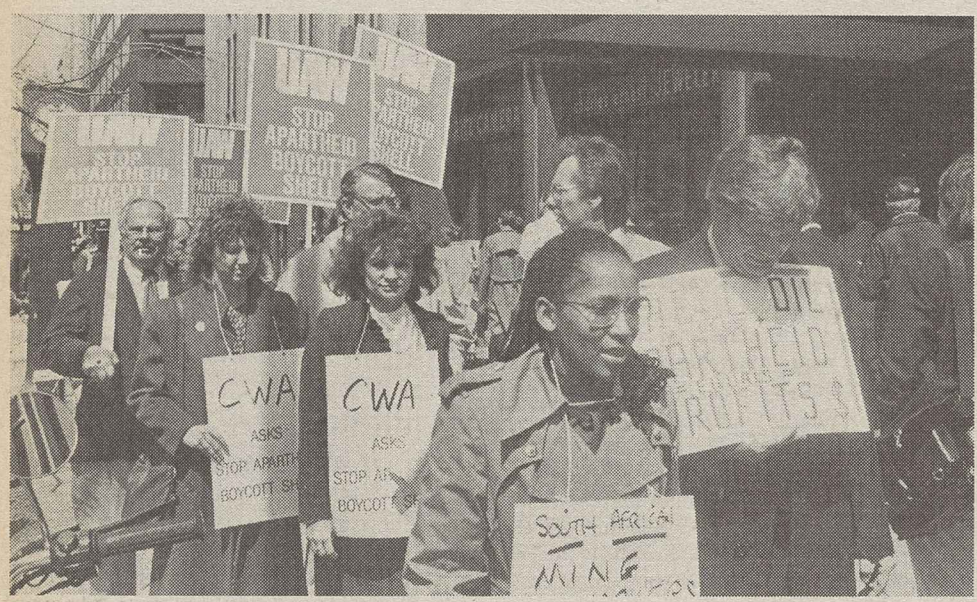
Levinson underscored the link between the manufacturing and service sectors, estimating that 40 to 60 million service jobs depend on manufacturing. The nation must maintain control over manufacturing to keep service sector jobs, he stressed.

- Douglas Meyer of the Electronic Workers spoke of competition as the dominant force in business decision-making. He noted that competition among corporations for worldwide profits drives them to seek low wages, substandard working conditions and lax job safety.

Meyer called for legislative measures that recognize workers' rights in trade, economic development aid and other international programs.

- Daniel G. Gallagher of the University of Iowa reviewed research on differing union participation rates among full-time and part-time workers.

Other panelists included AFL-CIO General Counsel Laurence Gold, Organizing Director Charles McDonald and Assistant Research Director Arnold Cantor; Tom Balanoff, Boilermakers; William Montrose, Food & Commercial Workers, and Richard Prosten, Industrial Union Dept.



Stop fueling apartheid

Members of AFL-CIO unions and the unaffiliated Mine Workers picket Shell Oil Co. headquarters in Washington to protest the multinational's continued support for the racist white minority government in South Africa. A worldwide boycott of Shell products was launched at the request of South Africa's National Union of Mineworkers after black miners at a Shell-owned plant were fired and subjected to reprisals for attending funeral services for a fellow miner who was killed on the job.

South African union journals hit by censorship crackdown

Continued from Page 1

The union was informed by the censorship board that the article and photographs were deemed "undesirable" because they were "likely to incite unrest among readers."

The statute also permits banning any material that the government believes threatens "the general welfare or the peace and good order." It has been used in recent months to intimidate newspaper, radio and television reporters both in this country and abroad in reporting on the racial tension and unrest in this divided country.

The Metal Workers' editor, Ian Bissell, one of South Africa's leading trade union journalists, was attending a meeting of IMF editors in Brussels when the ban was announced. He immediately flew back to Johannesburg to file a protest with the government and prepare publication of a new issue of the paper.

Immediately prior to banning the Metal Workers' publication, South African postal authorities invoked the statute to justify the confiscation of material mailed into the country by the British Trades Union Council.

The TUC report highlighted its own actions in calling for worldwide sanctions to end apartheid in South Africa in line with anti-racist policies enunciated by the International Confederation of Free Trade Unions.

Postal censorship

The report, mailed to the Council of Unions of South Africa/Azanian Confederation of Trade Unions, was blocked by postal censors under the vaguely worded Publication Act which is part of the state of emergency measures enacted by the regime of Prime Minister P. W. Botha.

The ban prohibits the possession or distribution of the specific report, but does not affect previous issues or future TUC publications, which can still enter the country, providing they meet the government's criteria.

CUSA/AZACTU, acting on behalf of the TUC, lodged a formal appeal against the banning of the material from Britain and the matter is scheduled for an early court hearing.

Earlier, calendars and a diary published by CUSA/AZACTU were confiscated by police. The South African labor movement was successful in appealing this decision, and the material is now available for sale and distribution.

The regime's concerted drive to interfere with organized labor's communication of information and ideas was further underlined in a recent public complaint filed by the National Automobile & Allied Workers' Union about censorship by postal authorities.

Missing deliveries

The union listed six recent examples of mail that was not delivered, even when sent as registered letters, and of other correspondence that arrived torn open with the contents obviously examined by censors.

NAAWU has been forced to resort to using costly courier services to make certain that important documents or notifications of meetings are properly delivered.

It has also asked the IMF to contact international postal authorities to complain about this interference in mail addresed to, or sent by, unions in South Africa.

In another development underscoring the anti-union bias of the Pretoria regime, members of the Metal & Allied Workers staged a five-hour work stoppage to protest the continuing imprisonment of their general secretary, Moses Mayekiso.

Although Mayekiso has been in prison since June 1986, no charges have been brought against him and the state has stubbornly refused his attorneys' pleas that he be released on bail.

Almost 70 percent of MAWU's 60,000 members took part in the protest after industry officials—who have insisted they wanted good industrial relations—refused to join them in calling for Mayekiso's release.

Rail dispute 'cooling-off' law held valid by appellate court

Boston—A federal appellate court upheld the right of Congress to impose an added "cooling-off" period in the Maintenance of Way Employees dispute with the Maine Central Railroad and Portland Terminal Co.

The 1st Circuit U.S. Court of Appeals ruled that Congress "exercised its power over interstate commerce" when it acted last August. The court held the legislation was constitutional and "did not violate the separation of powers."

The BMWE dispute with Maine Central began in April 1984. Job security was the key issue for BMWE because the railroad furloughed all but 65 of the 390 waymen in active service.

Stalemate triggers strikes

When bargaining deadlocked, BMWE struck the rail line in March 1986, and expanded picketing a month later to other carriers that were aiding Maine Central. A presidential emergency board, named in May 1986, presented its report on July 20, 1986, under a procedure barring any changes in the "conditions out of which the dispute arose" until 30 days after the report was made to the President.

Congress adopted a joint resolution on Aug. 12, 1986, calling for second 60-day cooling-off period, retroactive to July 21. The railroad's challenge to the legislation was dismissed by the U.S. District Court in Portland, Me.

Maine Central appealed the court's dismissal on Sept. 18, 1986, the final day of the congressional cooling-off period. It contended that the law was unconstitutional because it violated the equal protection component of the Fifth Amendment.

Judge Hugh H. Bownes, in a unanimous opinion, rejected that argument, holding that "if Congress had the power to create the Railway Labor Act, which it did, it also had the power to modify it."

Unique situation

The railroad however, argued that it was singled out by Congress for an additional cooling-off period. It claimed that legislation imposed against "a class of one" can be justified only by unique or compelling circumstances. The court, however, held that "Congress specifically found that Maine Central, by virtue of its labor problems, was uniquely situated."

The court said that the legislation had a "legitimate national purpose"—to provide "a temporary prohibition of strikes or lockouts with respect to the Maine Central . . . labor-management dispute."

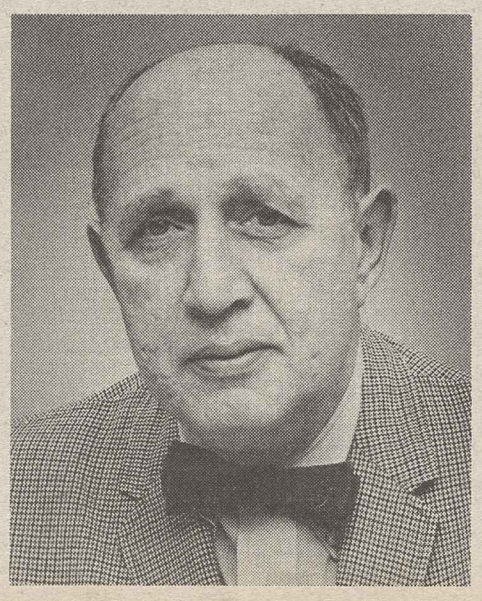
Maine Central also argued that the resolution passed by Congress was unconstitutional because it violated the principle of separation of powers and it amounted to "adjudicating rather than legislating." The court held otherwise, however, noting the measure "was merely an extension to a constitutionally valid scheme for encouraging dispute resolution by preserving existing rights."

Saul Miller dies at 68, editor of AFL-CIO News

Saul Miller, who edited the AFL-CIO News for more than a quarter-century before his retirement in 1982, died of respiratory failure at George Washington University Hospital, Apr. 9, after a brief illness.

Miller, who was 68, was director of the federation's Dept. of Information at the time of his retirement. A longtime member of the Newspaper Guild, he was a reporter and editor on a number of daily newspapers before he joined the staff of the AFL News Reporter in January 1955.

When the AFL and the CIO merged in December 1955, he became managing editor of the new publication, the AFL-CIO News. Three years later he was appointed director of the Dept. of Publications, editor of the News and executive editor of the American Federationist monthly magazine. When that department was merged with the Dept. of Public Relations in January 1980, he was named director of the newly formed Dept. of Information, a post he held until his retirement in January 1982.



Saul Miller

"Saul was a good trade unionist, a good newspaperman and a longtime personal friend," said AFL-CIO President Lane Kirkland. "All of us in the AFL-CIO will miss him. He was a member of our family. Our deepest sympathy goes to his wife Betty and their children."

Miller was born in New York City and graduated from New York University. After World War II service in the Army, he began a newspaper career that included posts as a reporter with the York, Pa., Gazette & Daily; copy editor, Richmond, Va., Times-Dispatch; news editor, Jamestown, N.Y., Sun, and director of the New News Service, Washington, D.C.

He served on the executive council of the International Labor Press Association for many years and was a member of the National Press Club.

He is survived by his wife, the former Beatrice (Betty) Elbaum; four children, David, Kate, Mrs. Judith Chambers and Jonathan, and a sister, Mrs. Lee Goodman.

A memorial service will be held at 10 a.m. Apr. 17 at Temple Emanuel, 10101 Connecticut Ave., Kensington, Md. The family has asked that in lieu of flowers, contributions be made to the Saul Miller Memorial Fund in care of the AFL-CIO, 815 16th St., N.W., Washington, D.C. 20006.

House rebuffs Reagan, votes social budget

The House rejected President Reagan's budget proposal by a crushing 394-27 vote but then broke largely along party lines to approve a Democratic-shaped alternative, 230-192.

Reagan's budget would have raised military spending sharply, cut domestic programs heavily and sold off government assets to hold down the budget deficit.

The Democratic budget sought to preserve domestic programs from spending cuts, trim some military programs and hold down the deficit with $18 billion in new revenue—about triple the revenue rise Reagan sought.

The Senate Budget Committee completed action on a companion measure that would cut deeper than the House version—partly by using a less optimistic set of economic assumptions to estimate tax revenues. The House panel loosened the Gramm-Rudman-Hollings straitjacket somewhat by accepting the economic assumptions that Reagan used to soften the impact of his budget.

In a letter to House members, AFL-CIO Legislative Director Robert M. McGlotten termed the budget resolution "a reasonable approach" and noted that it protected domestic programs such as education, job training, community development grants and transportation "from the harsh cuts that have befallen them in earlier budgets."

Housing bill passed

While the budget resolution debate was heavily partisan, the Senate mustered a bipartisan 71-27 majority for a housing bill that includes programs opposed by the Administration even though it holds overall spending to existing levels.

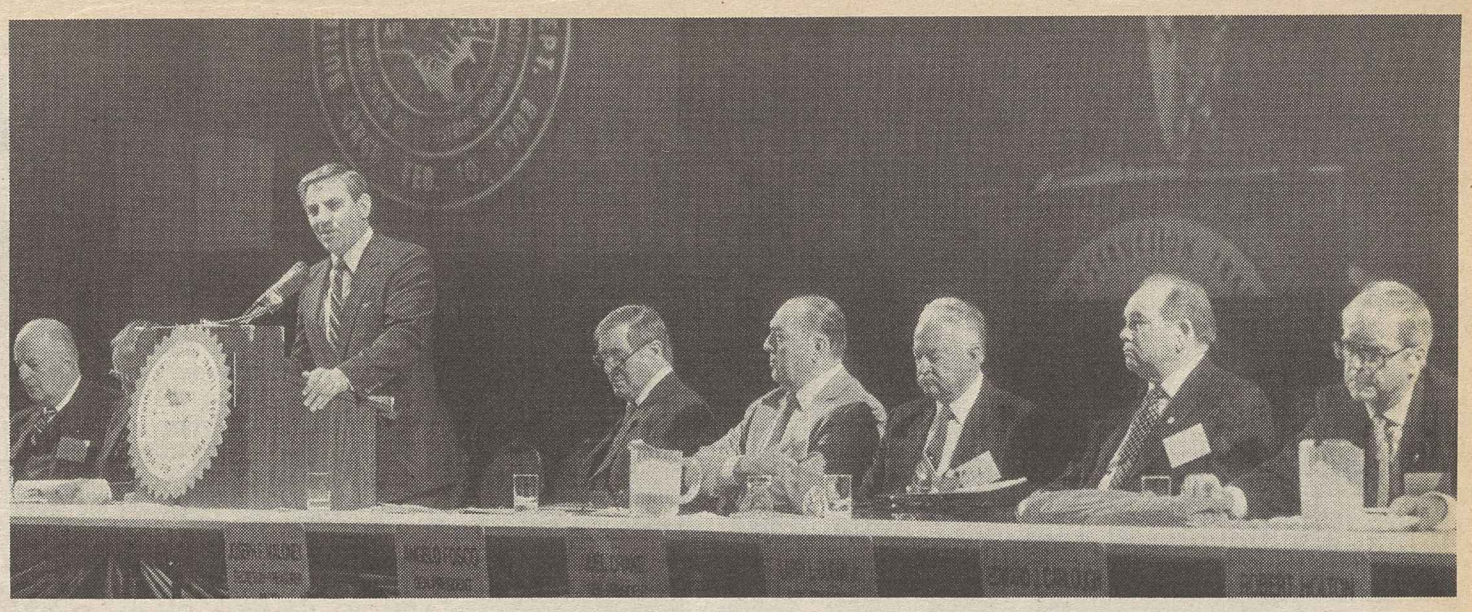
Reagan wants to kill off the Urban Development Action Grant economic development program but the Senate refused by a 75-23 vote. The Senate also voted, 54-44, to keep in the bill a new program of interest-free loans of up to $15,000 to help low- and middle-income families buy homes in run-down neighborhoods.

Senate Republican Leader Robert Dole attacked the bill as a "budget-buster." But 20 Republicans joined 51 Democrats in supporting it. Opposed were 25 Republicans and two Democrats.

AFTRA donation bolsters striking Writers Guild

New York—The Television & Radio Artists donated $10,000 to the unaffiliated Writers Guild to help pay health insurance premiums of its members who are on strike against ABC and CBS television networks.

Noting it is highly unusual for health benefits to be terminated as a result of a contract dispute, AFTRA Executive Sec. John Hall declared, "We cannot be witness to this unconscionable pressure without lending a hand. Words alone are not enough." Many Guild members also belong to AFTRA.



BCTD President Georgine keynotes legislative conference with a call for union members to "get involved."

Building Trades hail veto override

Legislative session makes double-breasting bill next goal

Local and state building trades leaders pressed labor's program on Capitol Hill, thanked members of Congress who overrode President Reagan's veto of the highway construction bill, and headed home to follow through on the "get involved" theme of their legislative conference.

The goal is to mobilize the 4.1 million members of the 15 unions in the AFL-CIO Building & Construction Trades Dept. into a year-around, home-town lobbying force.

The immediate priority is passage of House and Senate bills to prevent double-breasted contractors from evading union agreements by setting up parallel non-union operations that pay substandard wages and benefits.

Workers and their unions can make a difference, BCTD President Robert A. Georgine reminded the more than 3,000 delegates at the start of the four days of meetings, workshops and lobbying.

He told them that labor's efforts in last November's elections made a difference and helped break the Reagan Administration's control of the Senate. Without that turnaround of control, Georgine said, the highway construction and mass transit bill would never have become law over Reagan's veto.

Hero's welcome

Senate Majority Leader Robert C. Byrd (D-W.Va.), introduced as the architect of the parliamentary strategy that made the veto override possible, got a hero's welcome when he addressed the conference.

Byrd responded with a fighting speech that had the delegates on their feet cheering.

He rebuked Reagan for seeking to use a broadly supported bill affecting nearly 800,000 jobs "to rehabilitate his prestige from the mistakes of a failed foreign policy."

Byrd warned Reagan that "government by veto" would "gridlock" the nation's progress. And he suggested that Republicans who voted with the Democrats to override the veto were sending the President the same message.

Two key sponsors of the double-breasting bill—Rep. William L. Clay (D-Mo.) and Sen. Edward M. Kennedy (D-Mass.)—sharply challenged such anti-union groups as the National Right to Work Committee and contractor associations that have misrepresented the double-breasting measure.

Clay's Labor-Management Relations subcommittee has already approved the legislation, which is based on a bill the House passed in the last Congress. Kennedy, who heads the Senate Labor & Human Resources Committee, predicted that this time around the Senate will act on the legislation. "If the President refuses to sign it," he said, "we'll work to override the veto."

Good and bad

A Republican sponsor of the double-breasted bill, Sen. Alfonse M. D'Amato (N.Y.), got a warm welcome when he addressed the conference. But Georgine had harsh words for Senate Republican Leader Robert Dole (Kan.) for aligning himself with the Right to Work Committee's "labor-bashing" campaign to defeat the bill.

Georgine termed double-breasting "indefensible" and said the legislation is needed to "restore integrity and justice to the collective bargaining system in the construction industry."

He warned that the election changes did not immunize construction workers against repeated efforts to destroy the prevailing wage protections of the Davis-Bacon Act.

Last year, the Reagan Administration sought to exclude construction contracts of less than $1 million from Davis-Bacon coverage, a move which Georgine said would be tantamount to repeal.

Georgine termed White House advocacy of such an "outrageous" change in the law a repudiation of the promise Reagan "made to me and all building trades workers not to seek repeal."

Job safety concerns

The building trades are pressing for legislation to tighten safety and health enforcement at construction sites, and Georgine termed the current level of 500,000 serious on-site injuries each year "shameful and unacceptable."

Political figures who addressed the conference also included Representatives Tony Coelho (D-Calif.) and Claude Pepper (D-Fla.), Senators Joseph R. Biden Jr. (D-Del.) and Barbara Mikulski (D-Md.), and Gov. James R. Thompson (R-Ill.).

Two half-day sessions were devoted to workshops covering such diverse issues as drug and alcohol concerns, pension investment, job training, communications and media relations, asbestos screening, presidential delegate selection, Davis-Bacon developments and legislation.

The building trades leaders met with House and Senate members from their home areas in Capitol Hill offices and in breakfasts with state congressional delegations. Then they headed back to encourage the members they represented to also "get involved."

Hero of the hour

Senate Majority Leader Robert C. Byrd is congratulated by union lobbyists and other supporters of the highway construction-mass transit bill Congress enacted over President Reagan's veto. Byrd's parliamentary strategy saved the day. Building Trades Legislative Director Leo Zeferetti, left, is elated.

Victims of plant closing win severance and vacation pay

Portland, Me.—Some 1,000 Clothing & Textile Workers, displaced by the closing of three Health-Tex Corp. plants, will share a $1-million severance and vacation pay settlement won by the union.

They could receive another $1 million in severance if Maine's plant closing law survives a U.S. Supreme Court challenge filed by a poultry processing and packing firm.

The settlement—$660,000 in severance pay and $340,000 in vacation pay—was negotiated after Health-Tex spurned a proposal by thousands of ACTWU members in other states to "share the work" to prevent the shutdown of plants here and in Brunswick and Gardiner.

Vacation payments will be made immediately, and Health-Tex will make the severance payments to ACWTU in three installments—$100,000 now, $150,000 in August and $140,000 in November.

Most of the recipients are women who operated sewing machines. They were paid on a piece-work basis and had worked for the company between 12 and 14 years.

Until the payments come due, the union will borrow funds at the prime interest rate from ACTWU's Amalgamated Bank in New York so eligible workers will get their money immediately.

Maine's plant closing law, enacted in 1979, imposes a stiffer liability. It requires severance equal to one week's pay for each year of employment for those with at least three years' service. Health-Tex agreed to a stipulation that the union may file suit to recover the remaining $1 million if the nation's highest court upholds the statute.

The severance provision is designed to ease hardship in the many small Maine towns where one employer dominates the local economy.

Meanwhile, Health-Tex faces other legal difficulties. The Maine Attorney General has sued the firm for failing to comply with the requirement of 60 days' advance notice of any plan to shut down or relocate its operations.

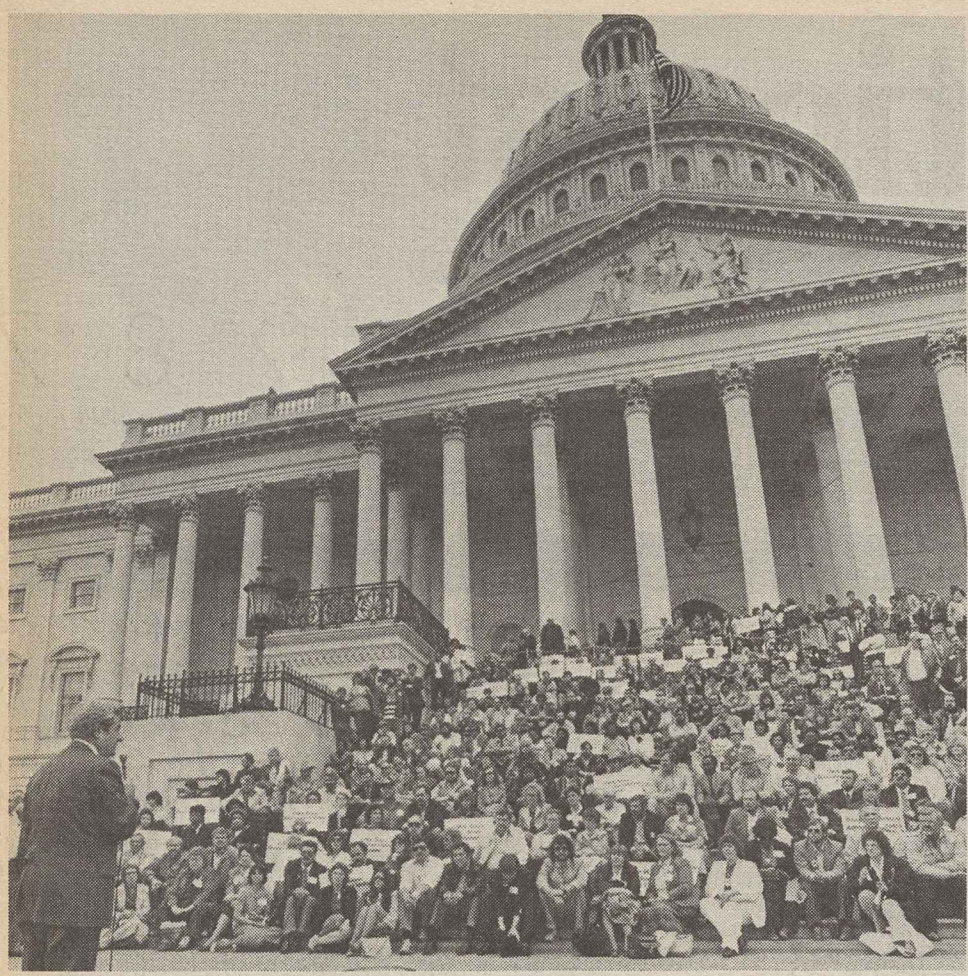
The suit seeks payment of wages for the 60-day period to each affected employee, a civil penalty of $500 for each employee Health-Tex failed to notify, and an additional $1,500 civil penalty for failing to notify authorities in the three affected communities.

Governor acts

In a related development, Gov. John R. McKernan Jr. (R) announced creation of a Rapid Employment & Training Initiative to help workers stung by the Health-Tex layoffs as well as any future plant closings in the state. He asked the Maine legislature to appropriate $200,000 to fund the program, in addition to the $150,000 in federal funds already available and another $429,000 expected in July.

Health-Tex is consolidating the Maine operations at 11 other U.S. plants, mostly in the South and Puerto Rico.

State Labor Commissioner John Fitzsimmons noted that Maine has experienced 64 plant plant closures since 1983. He attributed the problem to foreign competition in the shoe and textile industries in particular. Last year, President Reagan vetoed legislation to provide some relief for these import-battered industries.



Work and dignity

Regaining American jobs lost to predatory competition and ending "secret monitoring" of employees in the workplace are the Communications Workers' top legislative goals, President Morton Bahr tells the union's annual legislative conference. Gathered on the Capitol steps, some 1,000 CWA delegates are reminded that not a single new residential telephone bears a "made in America" label thanks to runaway U.S. firms and the capture of the domestic market by imports.

Donahue urges crackdown on job-wrecking takeovers

Continued from Page 1

"handsome profit" that an investment group stood to make by dropping its "hostile" attempt to gain control of Gencorp Inc., a multi-billion-dollar conglomerate.

By selling back its stock, the story indicated, the raiders stand to collect a profit that could run as high as $106.8 million.

To pay for the buyback, Gencorp will borrow $1.75 billion from a group of banks. It will then sell or shut down its tire manufacturing, bottling and broadcast operations in order to focus on product lines with the strongest growth prospects.

Food & Commercial Workers President William H. Wynn found the pattern painfully familiar. He noted that the cost of beating back recent corporate raids on supermarket chains includes 15,000 lost jobs in Safeway stores and 14,000 jobs at Gemco stores.

Rubber Workers President Milan Stone cited the payoff Goodyear Tire & Rubber made to repel a raid and its decision to close down less profitable plants as part of a restructuring. URW Local 26 President Clayton Oster told the Senate committee that the 1,100 Cumberland, Md., workers he represents are among those who will be put out of work on May 21.

Nor were the tactics surprising to Sec.-Treas. Jack Sheinkman of the Clothing & Textile Workers. He testified to the buyout of the Reeves Brothers textile firm by Schick Inc. last year. The banks that provided money for the takeover will have part of their debt repaid by the termination of the workers' pension funds so that the new owners can siphon off the so-called excess assets.

High job toll

President James E. Hatfield of the Glass, Pottery & Plastics Workers and Local 252 President Delbert Walsh testified for workers at a New Jersey fiberglass plant that will be closed down to help Owens-Corning pay off a $2.6-billion debt it incurred to fight a takeover raid last year.

Banking Committee Chairman William Proxmire (D-Wis.) noted that U.S. companies spent $41 billion last year on hostile takeovers. He warned that "takeover mania" may cause corporations to "drown in debt."

Video conference slated on hazards

A nationwide "right-to-know" teleconference on hazardous chemicals in the workplace will be broadcast Apr. 23-24 via satellite from AFL-CIO headquarters to 18 university and college sites.

Union job safety specialists will explore the history of right-to-know statutes, the federal hazard communication standard, coverage under state laws and strategies for getting and using chemical hazard information.

The participating universities and teleconference locations are: University of Arkansas, Little Rock; University of California, Berkeley and Los Angeles; University of Connecticut, Storrs; University of the District of Columbia, Washington, D.C.; University of Illinois, Chicago; Indiana University, Marion; Dundalk Community College, Baltimore; Michigan State University, East Lansing; University of Minnesota, St. Paul; University of Missouri, St. Louis and Kansas City; University of Nebraska, Omaha; Cornell University, Albany, N.Y.; Ohio State University, Columbus; Pennsylvania State University, Philadelphia; Indiana University of Pennsylvania, Pittsburgh, Harrisburg and Indiana, Pa.; West Virginia University, Morgantown, and the University of Wisconsin, Madison.

Jobs in peril

Education conference spotlights trade issue

New Orleans—Labor educators from unions and universities attending the annual AFL-CIO Education Conference focused on issues facing the trade union movement today, including foreign trade and competition, technology, health and safety, unemployment and organizing.

Some 165 educators attended the week-long session sponsored by the federation's Dept. of Education and the University & College Labor Education Association.

AFL-CIO Education Director Dorothy Shields said the joint program permits an exchange of ideas between trade unionists responsible for labor education and community service programs and their university counterparts.

Among the featured speakers was Prof. John M. Culbertson of the University of Wisconsin, a rarity among economists as a proponent of balanced trade.

'Free trade' posture

The free trade game is played by two sets of rules, Culbertson said, one for the developing countries and another for industrialized nations. The less developed countries operate with no health and safety protections, no environmental laws and no unions, thus allowing them to undercut prices of other nations.

The result is downward economic integration that results in lower living standards for everyone, Culbertson observed.

AFL-CIO Economic Research Director Rudy Oswald discussed the myths of high technology and how this heralded savior of industry ended up creating a $4-billion trade deficit in 1986. He noted that a number of countries don't honor U.S. copyrights and patents, some U.S. firms enter into co-production agreements with foreign manufacturers, and technology created in America is controlled by corporations that transfer it overseas.

Oswald called for action against countries with trade surpluses, retaliation against foreign suppliers that have harmed specific industries, improved U.S. education and training, and a sensible trade policy.

A panel discussion on labor education programs dealing with foreign trade included Steve Beckman of the Auto Workers, Yvonne Coleman of the Electrical Workers and Saul Rosen of the Ladies' Garment Workers.

The conference also included workshops on developing leadership skills to meet the needs of a changing workforce, led by Gloria Johnson of the Electronic Workers and Richard Dwyer of the George Meany Center for Labor Studies, and an updated analysis on the federation's "Future of Work" report by Shields.

Legal issues

David Silberman, an AFL-CIO associate general counsel, described the changing nature of legal issues in labor relations, and participated in a workshop on organizing.

The implications of next year's "Super Tuesday" primary vote were discussed by Joan Baggett, Bricklayers director of communications and Loretta Bowen, Communications Workers' COPE director.

Other workshop topics included union literacy training, labor studies in the schools, the training of union trainers, innovative teaching techniques, the scope of unemployment and underemployment, employee ownership, retraining programs, alternatives to strikes, drugs and alcohol in the workplace and discrimination.

Eugene Spector dies, NMU research director

New York—Eugene P. Spector, research director of the National Maritime Union since 1966, died Apr. 1 from heart complications following surgery. He was 64.

Spector was an expert in maritime labor economics. Prior to his appointment as NMU research director, he served as research analyst with the American Merchant Marine Institute. Earlier, Spector was an economist at the National Academy of Sciences and the Labor Dept., and served as an attorney in the Commerce Dept.

Harley-Davidson's comeback attributed to workers' stake

A rejuvenated Harley-Davidson Inc. asked the International Trade Commission to end duties imposed in 1983 on larger imported motorcycles one year before they would have expired.

But the sacrifices and efforts of Harley employees had as much to do with the company's economic turnaround as the tariff protections granted by the Reagan Administration, said members of the two unions that represent Harley workers.

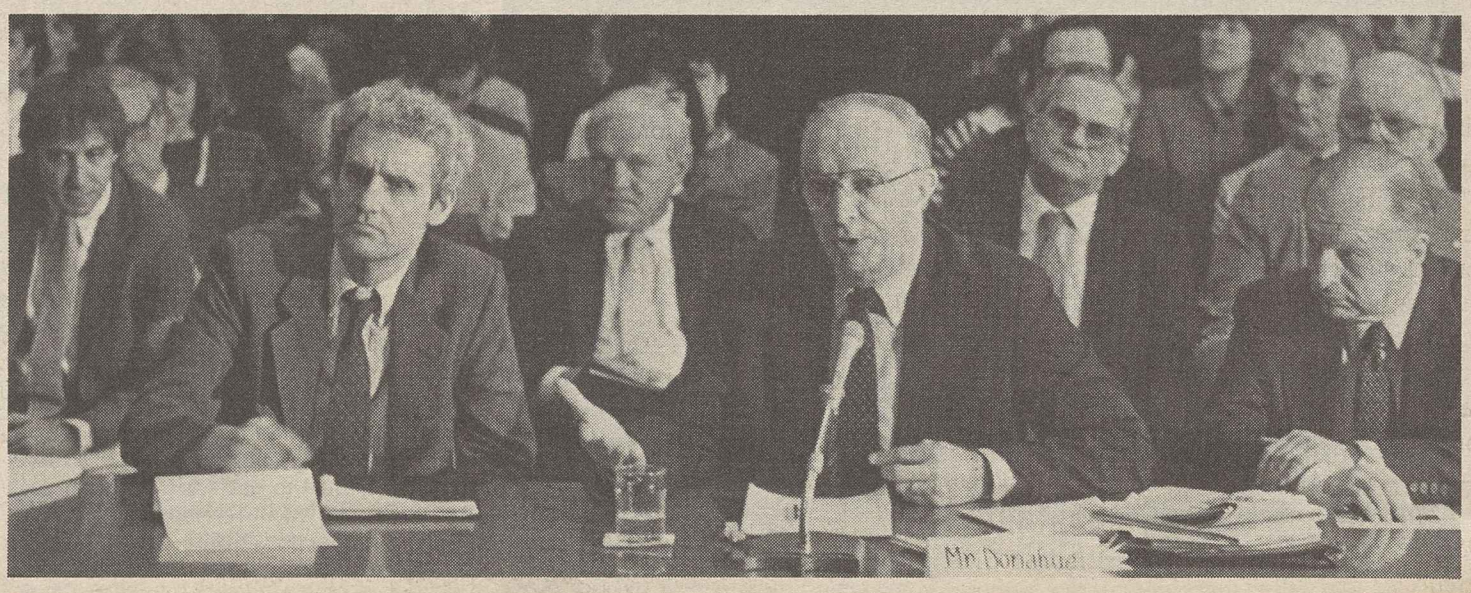
At a Washington press conference, Vaughn L. Beals Jr., Harley's chairman and chief executive officer, announced that the company no longer needed tariff relief to compete. With him were four union members—two members from the Allied Industrial Workers and two members from the Machinists—who were surprised by the announcement.

"I thought they were going to announce four more years of tariffs," said President Harry Smith of Machinists Lodge 175 in York, Pa. "Copycatting Japanese production methods isn't what worked. It's that we got time to do quality work."

Jerry Knackert, president of AIW Local 209 in Milwaukee, praised the workers "who supported the hard decisions the union had to make" on concessions that helped the company fund the production changes.

Knackert expressed concern that the company's comeback might be used to thwart needed trade legislation.

Eric Burkey, a past IAM Lodge 175 president, also attended the press conference. He said the workers' concessions aided the company and noted that the "minute the tariff was given to us, the Japanese did an about-face and downsized their engines to avoid the tariff."



Donahue calls for legislation to curb corporate takeovers at Senate Banking Committee hearing. With him are Associate Gen. Counsel David Silberman, left, and Deputy Research Director Henry Schechter.

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BARGAINING·IN·1987

AGAINST THE WIND

By Matt Kane

Most unions that marched to the bargaining table in 1986 held or gained ground despite adverse economic conditions and a no-holds-barred anti-union attitude among employers.

Base wages increased in about 80 percent of the major 1986 collective bargaining settlements for private sector workers. And 90 percent of the major 1986 agreements for state and local government workers registered pay hikes. Despite slower than normal union wage growth, union workers kept pace with last year's low-level inflation and earned significantly higher pay than their non-union counterparts —37 percent more a week on average.

The economy did little to boost and much to block unions in their drive for better wages, benefits and working conditions. The official 1986 unemployment rate stood at 7 percent, making last year the sixth in a row with that percent or more of the labor force out of work. Millions of Americans not counted in the official rate had quit looking for work out of discouragement or were caught in part-time jobs although they wanted full-time work.

The U.S. trade deficit hit a record-breaking $170 billion last year and cost the United States 2.5 million jobs. International conditions ranging from exchange rate levels to Third World debt, from unfair trade practices to violation of foreign workers' rights have created a flood of imports that is undercutting U.S. jobs and incomes, especially in the manufacturing sector. A good number of unions at the bargaining table were forced by import pressures to moderate their demands.

Other ominous economic developments put many union negotiating teams on the defensive. More than 13 million workers were displaced from their jobs in the period from 1981 through 1985. Wages and salaries for most of the new jobs created in the last seven or eight years have been $7,000 a year or less. Workers' real earnings after inflation have fallen 10 percent over the last 7 years. And family incomes have been dropping even though the number of two-earner families is on the rise.

Anti-union actions and attacks on worker rights also made bargaining a tough go. The National Labor Relations Board has moved from labor's friend to foe in the last six years, repeatedly backing the interests of employers against the rights of workers. Company use or threatened use of strikebreakers influenced 1986 bargaining outcomes in a number of cases. Strikebreakers were a factor in settlements for the Distillery, Wine & Allied Workers with 11 California wineries, for the United Food & Commercial Workers with Oscar Meyer in Chicago, and for workers bargaining through the U.S. Forest Products Joint Bargaining Board with Weyerhaeuser on the West Coast. In several industries, companies that have traditionally bargained together bargained separately, complicating the process for the unions involved.

Against this backdrop, unions on average won modest wage and benefit gains and bargained for better standing on such issues as job security, profit-sharing, pay equity and health and safety.

Negotiated wage increases were below those of recent years, but so too was the inflation rate. Inflation registered at 0.7 percent for 1986, its lowest rate since the early 1960s and significantly below its rates of 3.6 percent for 1985 and 4.3 percent for 1984. As a result, smaller wage increases were needed last year than in the past to keep workers' pay ahead of inflation. The U.S. government's measure of 1986 wage increases for all private sector union workers under major contracts, whether in bargaining last year or not, stood at 2.3 percent.

The government's Bureau of Labor Statistics (BLS) tracks collective bargaining through the year, but limits its attention to major contracts each covering 1,000 workers or more, for a total of 2.5 million workers last year. Average wage increases for private sector workers, according to the BLS, were 1.2 percent for the first year of a contract and 1.8 percent a year when measured over the life of the contract—both averages the lowest since this series began in 1968 but again above last year's inflation rate.

The BLS wage levels also ignore cost-of-living adjustments and the value of lump-sum payments. About one-third of the major private sector settlements included COLAs. Lump-sum payments, were negotiated in such industries as steel, communications, aerospace, petroleum refining, railroad, retail food, and health services.

Looking only at settlements with wage increases, almost 2 million private sector workers were to receive raises averaging 2.7 percent a year over the life of their contracts, according to the BLS. Seventeen percent of these workers won annual pay increases of 4 percent or more.

Average wage settlements overall stood at 1.9 percent for the first year of the contracts and 2.1 percent a year over the life of the contracts. After five years of hardship, higher-than-average increases in the nonmanufacturing sector.

About half the private sector workers with new major contracts received lower wage adjustments in the first contract year than in the contracts' later years. Contracts for a third of the workers had higher average wage increases in the first contract year than later years.

BLS data on major collective bargaining settlements with state and local governments show average annual wage gains of 5.7 percent for the first contract year and through the duration. A full 90 percent of the 873,000 workers under these public sector 1986 settlements received increases over the life of the contract and the remaining 10 percent suffered pay decreases. Increases averaged 6 percent a year for state workers and 5.6 percent for local government workers, measured over the life of the contract. The BLS collected these data on major contracts covering 1,000 or more workers. Again, lump-sum payments were ignored.

Two-tier wage structures, with lower pay for new workers, continued to pop up in 1986 settlements—8 percent of them compared to 9 percent in 1985, according to a survey by the Bureau of National Affairs, a private research organization. But a number of unions eliminated two-tier systems started under previous contracts. Others beat back employer demands for two tiers.

For example, the Food & Commercial Workers (UFCW) undercut a two-tier system in place at Washington, D.C., area supermarkets and eliminated one for pharmacy clerks in southern California. Members of the State, County & Municipal Employees (AFSCME) ended a two-tier system used by the City of Detroit. Unions turning back employer demands for two-tier wages included, among others, the Boilermakers at Medusa Portland Cement Co., the Communications Workers at GTE Co. in California, and the Machinists, Electrical Workers, Maintenance of Way Employees, and Firemen & Oilers, all bargaining with the railroads.

The problem of high unemployment, continued trade pressures, declining real incomes and anti-union action will make 1987 another tough bargaining year. Forecasts indicate unemployment will remain at about 7 percent. The U.S. economy is expected to grow at the slow rate of between 2 and 3 percent, the inflation rate is likely to go just over 3 percent and the trade deficit will remain high.

Investment in both residential housing and non-residential facilities is stagnating. And consumer spending is likely to slow as people cut personal spending in light of the high debts they now carry. In all, the outlook is far from rosy with many downside risks that could further exacerbate economic problems.

These economic conditions will set the stage for contract negotiations involving a total of about 2 million private industry workers and 1.1 million state and local government employees under major contracts. Scheduled contract expirations or reopenings for this many workers means 1987 bargaining will affect 35 percent of all workers under major collective bargaining agreements.

In the private sector, contracts covering 576,000 workers at General Motors and Ford are up for renewal. Also up for negotiation are contracts in the construction industry covering another 377,000 workers and contracts in the wholesale and retail trades covering 251,000. A half-million postal workers also will negotiate new agreements late this summer. State and local government bargaining will affect about half the union workers in those sectors, with contracts up for 262,000 workers in New York City alone.

JOB SECURITY

In their 1986 bargaining, unions tackled a wide range of issues aside from wages, often accepting lower pay increases in exchange for other gains. Some of the year's most significant victories came in the area of job security.

The Communications Workers (CWA) and the Electrical Workers (IBEW) won a solid job security program from AT&T last year. CWA President Morton Bahr called the agreement "a quantum leap toward CWA's goal of lifetime employment security."

Building on provisions of the 1983 contracts, the new settlements require the company to publish yearly reports on emerging job opportunities and the skills needed to qualify for them. They also establish a company-funded, union-administered training and retraining program to equip employees with those skills.

AT&T workers now have channels for making their career interests known, with the company promising to consider these interests when job openings arise. And finally, the agreement requires the company to tell active and laid-off workers about job opportunities. Laid-off workers are allowed to transfer to jobs in AT&T divisions other than their own.

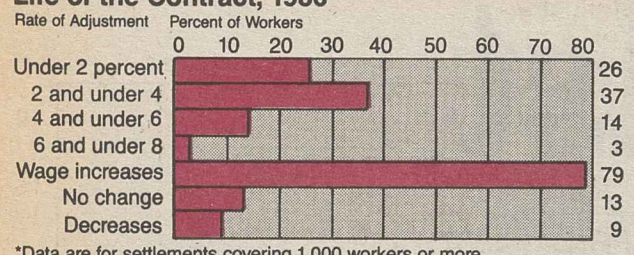
The theme of job security carried over into many of the settlements CWA and IBEW reached with the Bell operating companies that were part of AT&T prior to its court-ordered breakup in 1984.

The contracts at Illinois Bell Telephone Co.

Matt Kane is an economist who served as the 1986-87 intern of the AFL-CIO Dept. of Economic Research.

Chart A

Average Annual Wage Adjustments over the Life of the Contract, 1986*

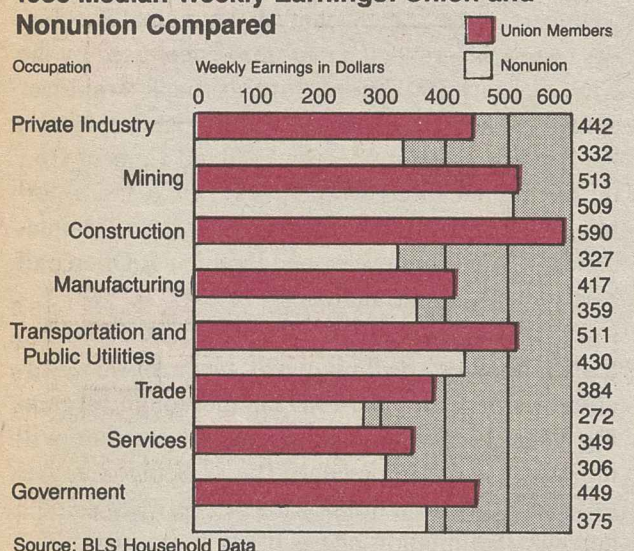


*Data are for settlements covering 1,000 workers or more

Source: BLS

Chart B

1986 Median Weekly Earnings: Union and Nonunion Compared



Source: BLS Household Data

continue a job training program that has helped many employees make the transition from one line of work to another. The Bell South pact with CWA commits the company to spending $23 million on an employment security program over the life of the contract, and the Bell Atlantic agreement also strengthens job security measures. Under its contract, Southwest Bell will establish a Career Resource Center for job counseling, information and placement. And Pacific Telesis now guarantees no worker layoffs.

The Steelworkers (USWA) also made job security gains in negotiations with steel companies throughout the country. The union's agreement with the troubled LTV Steel Co. includes a clause prohibiting the contracting out of work that can be done by bargaining unit workers. It also establishes a company-funded program for retraining, job counseling and placement assistance.

The USWA contract with National Steel guarantees no layoffs over the life of the agreement. Employees who would have been laid off will now receive retraining and reassignment to new jobs without reduction in pay. Also, contracting out is limited and outside work will be retrieved.

The union's contract with Inland Steel Co. sets limits on the contracting out of work. USWA workers at Armco Steel won a provision protecting their jobs in the event that plants are sold. And the new contract with Harnischfeger Corp. of Milwaukee commits the corporation to modernization of the plants.

Steelworker agreements with a number of companies include successorship clauses requiring that facilities be sold only to parties agreeing to union contracts and recognizing the USWA as the bargaining agent.

Other unions also scored victories for job security. The Auto Workers at Caterpillar's five heavy equipment manufacturing plants secured a $21-million job retraining program for workers affected by technological change. The UAW-Caterpillar pact also protects 90 percent of the union employees from layoffs of longer than six weeks related to economic conditions, market changes, outsourcing, productivity gains, use of new technology, or consolidation of operations.

Newspaper Guild members with the New UPI Inc. news service won a guarantee against reductions in the number of full-time permanent employees during the one year of their contract, and the company is committed to $15 million of investment for new equipment over the next two-and-one-half years. UFCW workers in the Minneapolis area won guarantees against most layoffs from grocery store chains in trade for changes in work rules and pay scales.

The new contract between the Machinists (IAM) and Boeing Co. establishes a joint committee on pilot programs for new technology in the workplace. But the agreement also gives the union the power to veto or cancel the programs when jobs are endangered.

In a tough year of airline deregulation and nonunion competition, the Air Line Pilots traded with Delta Air Lines for an agreement from the company not to eliminate jobs or downgrade workers because of productivity improvements. Pilots at TWA traded for a provision barring the sale of company assets beyond those equal to the carrier's losses. The contract also requires the airline to retain pilot jobs in the event of any asset sales.

The Sheet Metal Workers landed a two-year agreement with the Air Conditioning Contractors of Arizona that establishes a work stabilization fund, and the Carpenters signed a three-and-a-half year agreement with construction employers in northern California that sets up a work preservation fund. Recall rights are extended to 30 months for laid-off employees of Arsarco Inc. under new contracts with the Steelworkers, the IBEW, the Operating Engineers and the Teamsters.

Unions continued to promote education and training for the job security of their members. A number of unions won contracts increasing employers' per-hour-worked contributions to apprenticeship and training funds. Securing increases were, among others, the Sheet Metal Workers, the Operating Engineers, the IBEW, the Iron Workers, the Carpenters and the Painters.

A number of other contracts include prohibitions and limits on work contracted out. For example, UAW workers at Delco Electronics Corp. staged a six-day strike to win a contract curtailing subcontracting and ending company plans to send some parts production to Mexico. The Service Employees International Union (SEIU) secured a contract from Kaiser Permanente Health Plan that limits subcontracting.

The Retail, Wholesale & Dept. Store Union workers at New York hospitals and nursing homes beat back employer efforts to allow contracting out. Weyerhaeuser was forced to limit its subcontracting plans in a settlement with West Coast lumber workers. The contracting out issue also is addressed in pacts for IBEW and CWA workers with Bell Telephone units, for Amalgamated Transit Union workers with the City of New Orleans, for the UAW members at the Volkswagen of America plant in Westmoreland, Pa., for Machinists at Pratt & Whitney Group, and others.

UFCW members at several meat processing companies secured advance notice of plant closings. Their agreement with Wilson Foods Corp. requires the company to give six months' notice of plant closings. Under the contract, UFCW workers are guaranteed employment or pay for one year beyond the notice period as well as continued health insurance for six months after the closing of a plant or unit. The union will appoint a representative to the Wilson board of directors, and the company must provide the union with annual certified audits and regular reports on its finances

UFCW workers at Farmstead Foods plants in Cedar Rapids, Iowa, and Albert Lea, Minn., won many of the same plant closing and job security provisions, plus a requirement that the company give the union 45-days notice on the possible sale of assets in cases affecting union jobs.

Other unions bargained for prior notification of plant or facility closings. The Steelworkers established a jointly funded committee with major container manufacturers to study ways of preserving three-piece can plants. A number of unions won training and relocation assistance funds for workers who lose their jobs. And unions bargained for successorship provisions protecting jobs and union representation in the event that operations are sold.

A SHARE IN PROFITS AND GAINS

Profit sharing and gainsharing, both around since the turn of the century, found a place in a number of union contracts last year. Labor has had a mixed experience with sharing company profits or the gains from worker-initiated short cuts or ideas. Sometimes the share options have unfairly shifted risk to workers, undercut compensation levels and jobs, and served as a tool for union-busting. But union-negotiated profit sharing and gainsharing also have brought good results in cases where they have stabilized worker incomes and increased worker control. In 1986, many of the unions that adopted profit sharing and gainsharing used them to recapture wage and benefit reductions granted to hard-pressed employers.

Profit sharing provisions are common in union agreements with the troubled steel industry. The Steelworkers and the LTV Steel Corp. reached a settlement that uses profit sharing and stock ownership to restore cuts in workers' compensation. A worker's paycheck now lists his or her accumulated wage and benefit cuts. Then in April, the company will use profits to restore the forgone compensation or will distribute stock if profits are inadequate to cover the shortfall.

Similarly, the settlement between the Steelworkers and Bethlehem Steel requires that workers be repaid in cash or stock for their sacrifices. The Bethlehem contract also includes a gainshare clause for compensation increases to match improvements in output and quality.

In the agreement between USWA and USX, a percent of the corporation's steel profits will be distributed annually to workers up to an amount equal to their wage and benefit sacrifices. USX must pay out a minimum amount even in the absence of profits. The union's contract with National Steel Co. also establishes a profit-sharing plan with a guaranteed minimum annual payment when no profits are recorded.

At Inland Steel Co., members of the USWA will receive 10 percent of the company's pretax profits, as well as added bonuses if productivity improves. Steelworkers at Armco's Kansas City and Baltimore facilities also will get a cut of the profits, up to 20 percent if pretax profits are more than $2 per work hour.

The union's contract with CF&I Steel Corp. in Pueblo, Colo., gives workers 38 percent ownership of the corporation over the three-years of the agreement. And a settlement between the Steelworkers and Harnischfeger Corp. of Milwaukee includes the possibility of profit sharing.

Some CWA and IBEW members also adopted profit sharing plans in settlements with telephone companies. For example, contracts that both unions hold with Pacific Telesis call for bonuses based on the company's projected net income and calculated as a percent of base pay. Contracts for union workers at Ameritech's operating companies of Michigan

1987 Collective B

AEROSPACE—The Auto Workers' national agreement with Rockwell International covering 16,000 workers reopens in June.

AIRLINES—The Machinists' agreement covering 12,000 Eastern Airlines employees reopens in December.

AUTO—The Auto Workers and the Electronic Workers agreements with Ford and General Motors reopen in September covering 480,000 workers.

BAKING—The national agreement between the Bakery, Confectionery & Tobacco Workers covering 9,000 workers at Nabisco will be renegotiated in September.

CLOTHING—In September the Clothing & Textile Workers will negotiate a new national agreement with the Clothing Manufacturers Association USA covering 56,000 workers.

CONSTRUCTION—The Carpenters' agreement with the Building Construction Contractors in New York City covering 20,000 workers reopens in June. In April the Laborers and Carpenters will negotiate for 26,000 workers employed by the New Jersey Building Contractors Association.

HEALTH CARE SERVICES—The Service Employees in March will bargain for new agreements covering 15,000 workers employed by members of the Greater New York Health Care Facilities Association.

INSURANCE—The Food & Commercial Workers

Bell, Ohio Bell, Indiana Bell, Illinois Bell, Bell South and Wisconsin Bell all include profit sharing provisions. The annual payments are known as "team awards" and are based on company earnings and customer service and satisfaction.

The Woodworkers and members of the Carpenters' division of Lumber Production & Industrial Workers bargained together with Weyerhaeuser to secure a mill-by-mill profit-sharing plan. A third of all profits over 5 percent will be added to the base pay of workers up to a set amount, after which a smaller slice of the profits will be distributed quarterly as lump sums not affecting wages.

Under its contract with UFCW workers, Wilson Foods Co. will distribute lump-sum payments based on company profits and incorporated into base wages. UFCW workers with Farmstead Foods also will receive lump-sum payments based on profits but without any impact on base pay.

The Newspaper Guild's agreement with New UPI, Inc., calls for establishment of a profit sharing plan. At the Aluminum Co. of America (Alcoa) and Reynolds Metals Co., contracts with the Steelworkers union and the Aluminum, Brick & Glass Workers set up joint labor-management committees to consider profit sharing.

The Air Line Pilots retained previously established profit sharing and stock ownership plans that could offset wage cuts. And in a variation on profit sharing, Newmont Mining Corp. will pay bonuses to workers from a number of different unions based on increases in the price of copper.

FAMILY ISSUES

Often enough, union workers are parents, and more and more unions are using contract negotiations to address the parental concerns of their members. Sick leave for family illnesses, child care, maternity and parental leave, and other such issues are included in 1986 settlements. The AFL-CIO has recognized the need for "family-strengthening programs through the collective bargaining process" as well as through federal legislation.

A number of unions pushed child care in last year's contracts. For example, the Office & Professional Employees, bargaining with Northwestern Mutual Life Insurance Co., won a flexible spending account for various benefits including day care. Under its settlement with AFSCME, the City of Detroit will fund a prototype day care facility.

The Steelworkers' agreements with Bethlehem and Inland steel companies establish labor-management committees to investigate the child care needs of workers and determine ways of meeting them. A joint committee will study day care under a three-way agreement between the Farm Labor Organizing Committee, Campbell Soup Co., and tomato and cucumber growers.

AFSCME members working for Ulster County, N.Y., now may use sick leave when family members become ill. In Philadelphia, the Firefighters secured an increase from $100 a month to $200 in pensions paid to the spouses of deceased workers. And nurses represented by the unaffiliated District of Columbia Nurses Association bargained to extend unpaid maternity leave from six months to a year. Their agreement guarantees that returning mothers will be reinstated in their old jobs or other positions within the same medical specialty.

UNION SOLIDARITY

In a number of cases last year, different unions joined together to coordinate their bargaining efforts or simply lend support. Such solidarity gave union workers greater strength in a tough bargaining year. And in some instances, it helped counteract breakdowns in long-standing patterns of coordinated bargaining by employers.

The move away from coordinated bargaining by employers came as companies sought to tailor settlements to their individual financial conditions. The Steelworkers were forced to negotiate with individual steel companies last year. Similarly, stevedoring firms and shippers abandoned their long-standing practice of uniform settlements with the Longshoremen at Atlantic and Gulf ports. The court-ordered breakup of AT&T left the Communications Workers and the IBEW negotiating about 40 different contracts with the parent corporation and the separate regional operating companies.

Bargaining between the Marine & Shipbuilding Workers and Pacific Coast shipbuilders moved to a company level for the first time since the 1950s. And seven timber firms that have bargained before as the Western States Wood Products Employers Association negotiated on a company-by-company or even a mill-by-mill basis.

In a show of solidarity, the Woodworkers and the Lumber Production & Industrial Workers formed the U.S. Forest Products Joint Bargaining Board to coordinate contracts with timber companies in the West and South. In the copper industry, members of 14 unions faced with company-by-company negotiations coordinated efforts through the National Nonferrous Industry Coordinating Committee.

Five unions negotiated with North American Philips Lighting under the coordinated bargaining program of the AFL-CIO Industrial Union Dept., which assisted other negotiating unions as well. The Steelworkers and the Aluminum, Brick & Glass Workers maintained close liaison in their negotiations with Alcoa, Reynolds and Kaiser Aluminum.

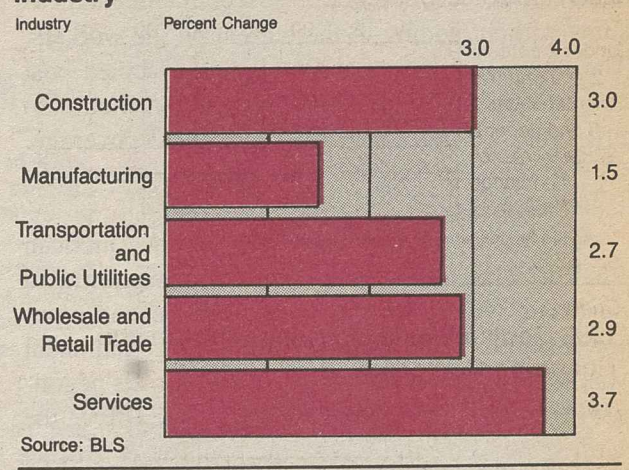
Workers stood in solidarity away from the negotiating table, too. Members of AFL-CIO affiliated railroad unions helped win a settlement for the unaffiliated Locomotive Engineers and the United Transportation Union when they joined a walkout against the Santa Fe railroad. And in the USX dispute, the entire labor movement rallied around the AFL-CIO coordinated support for the locked-out members of the Steelworkers.

Thousands of city workers in Detroit honored picket lines during a 19-day strike against the city by AFSCME members from District Council 25. Trojan Luggage reached an agreement with the Furniture Workers and El Al Airlines settled with the Machinists after long strikes and AFL-CIO sanctioned boycotts of products and services from both companies.

Local unions representing 750,000 workers urged their members to drop enrollment in the Kaiser Permanente Health Plan when the SEIU and the Marine Engineers' Beneficial Association (MEBA) struck that health maintenance organization. Prior to settlement of the contract, 30 large unions and 100,000 union members had begun to withhold monthly payments to Kaiser in solidarity with the workers. Unions also urged members to cross the picket lines and demand service after Kaiser ran advertisements asking enrollees to delay treatment until after the strike.

Chart C

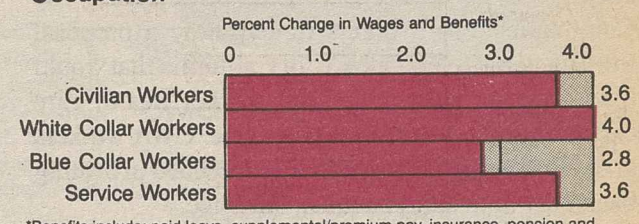
Effective Wage and Salary Increases in 1986 by Industry



Source: BLS

Chart D

Wage and Benefit Increases in 1986 by Occupation



*Benefits include: paid leave, supplemental/premium pay, insurance, pension and savings plans, Social Security insurance, and unemployment insurance and other legally required insurance, severance pay, stock ownership, profit sharing, and employee discounts. Tips, room and board, and in-kind payments are excluded. Data are from Employment Cost Index, for the 12 months ending December 1987.

Source: BLS; ECI

HEALTH CARE CHANGES

Most 1986 contracts included changes in health care provisions. In many cases, employer contributions for health coverage increased. Some settlements secured new benefits for workers, and others established health care cost containment measures.

Revisions were found in hospitalization insurance and plans covering life, sickness and accident, dental care, major medical care, surgery, accidental death and dismemberment, prescription drug needs, vision care, disability and comprehensive medical plans.

Members of Actor's Equity performing on Broadway and in national touring productions secured a new contract that increases employer contributions for health insurance by 60 percent. Among others recording gains were the Rubber Workers, which won an 11-percent increase in sickness and accident benefits for members at Armstrong World Industries in Lancaster, Pa.

Longshoremen working on the East Coast negotiated for increased employer funding of the union's medical clinics. Machinists at the Lockheed Corp. in four states gained improved group insurance, medical benefits and dental coverage, as well as a prescription plan.

The Todd Shipyard Corp. in Los Angeles, in its contract with the Marine & Shipbuilding Workers, agreed to establish a health maintenance organization, offer dental insurance, and increase benefits for sickness and accidents. Allied Industrial Workers and the Whirlpool Corp. in Fort Smith, Ark., settled on a "flex- choice" benefit package that allows workers to choose among medical plans. The contract between the Sheet Metal Workers and air conditioning contractors in California establishes an employee assistance program to help workers overcome drug abuse problems.

Several unions won provisions for insurance coverage of non-traditional health care. For example, CWA and IBEW members now have a medical plan at AT&T that covers costs for home health care and birthing centers. They also extended their medical plan to cover treatment of drug dependency.

Communications Workers at NYNEX secured a new substance abuse program and won expansion of insurance coverage to home health, hospice and birthing center care. The Machinists with Avco Corp.'s Aerostructure Division in Nashville are now covered for home hospice care, also.

Workers and employers share an interest in capping rapidly rising health care costs. But often cost containment measures shift the burden for health care to workers without putting any checks on health

gaining Schedule

agreement covering 16,000 Prudential Insurance employees will reopen in September.

RETAIL FOOD STORES—The Food & Commercial Workers will negotiate new agreements in August covering 65,000 workers employed by members of the California Food Employers Council in April covering Food Town in New York City.

SHIPBUILDING—The Steelworkers' agreement with Newport News Shipbuilding and Dry Dock covering 18,000 workers reopens in May.

STATE AND LOCAL GOVERNMENT—The State, County & Municipal Employees, American Federation of Teachers, Fire Fighters, and Service Employees will be negotiating new agreements for 26,000 Washington, D.C., workers. The Service Employees, representing 17,000 Los Angeles County clerical workers, will bargain for a new agreement in September, and 26,000 members of the Teachers will seek a new agreement with the Chicago Board of Education in August. The contracts of all public employee unions covering 300,000 New York City workers will be up for renegotiation in June.

U.S. POSTAL SERVICE—The Postal Workers, the Letter Carriers and the Laborers will be seeking new agreements in September covering 600,000 USPS employees.

UTILITIES—The Northern States Power Company agreement with the International Brotherhood of Electrical Workers covering 22,000 workers reopens in December.

care providers who really control the costs.

In their agreement with four major can producers, the Steelworkers won cost containment measures without adding to the burden on the workers. The union's members at Bethlehem accepted cost containment measures in order to preserve their benefits and win improved major medical coverage. Steelworkers at National also adopted a cost containment program.

Members of five unions at North American Philips Lighting Corp. won improvements in coverage, pre-admissions review and second opinions on some surgical procedures. Cost containment was adopted or opened for study in contracts negotiated by many other unions, including the IBEW, the Utility Workers, the CWA, the Railway & Airline Clerks and the UAW.

A number of unions fought off employer attempts to raise workers' health care costs. The Communications Workers turned away a proposal from General Telephone Co. of California that would have automatically increased worker health care expenditures as health care costs rose. CWA workers at the Bell companies generally succeeded in beating back cuts in health insurance coverage.

Members of the USWA and the Aluminum, Brick & Glass Workers rebuffed attempts by Alcoa and Reynolds to institute high deductibles and worker co-payments for insurance. And in Philadelphia, the city's underpayments to the health and welfare fund for AFSCME-represented, blue-collar workers were a key issue in the negotiations, a strike and the settlement.

PAY EQUITY

Union workers continued to make strides in equal pay for comparable work. A number of contracts required pay equity—or comparable worth—payments designed to bring underpaid workers up to fair wage rates.

Under an agreement with AFSCME, the State of Washington began paying out what will total $106.5 million in pay equity wage adjustments over six years. The action stems from a 1981 AFSCME suit that accused the state of underpaying workers in female-dominated occupations.

A contract between AFSCME Council 31 and the State of Illinois establishes a special fund of $4 million a year to raise the pay of workers in jobs that the union and the state agree are underpaid. An AFSCME contract with the City of Chicago also requires pay equity adjustments for 3,500 workers in 79 predominantly female job classifications.

The UAW secured special wage adjustments for some 21,000 Michigan state employees in an effort to "achieve a greater degree of pay equity between traditionally 'female' state jobs and other jobs," the union reports. In Detroit, a new contract requires the city to provide AFSCME with data on female employment so that the union can conduct a pay equity study.

And in San Francisco, SEIU pushed the city hard for corrective wage increases to end pay discrimination against women and minority members in city jobs. Other unions fought for pay equity as well.

HEALTH AND SAFETY

Union workers also pushed for better health and safety provisions in their 1986 collective bargaining agreements.

UAW members at the Ford Motor Co. in Hapeville, Ga., struck for almost a month to win better ventilation, reduced noise levels and stricter asbestos guidelines at their plant. Utility Workers with Boston Edison also struck for a month in part to secure establishment of a joint safety committee. The committee will see to the removal of asbestos from a main company building and will handle installation of a fire sprinkler system. The Operating Engineers and general contractors in California also agreed to set up a joint safety committee.

In a significant victory for farm workers, the Farm Labor Organizing Committee signed an agreement with Campbell Soup Co. and growers in Ohio and Michigan setting up a joint committee to study safety programs, health care, housing conditions and the dangers of pesticides. The agreement, which came after a long struggle and an AFL-CIO sanctioned boycott of Campbell Soup, also set wage rates, established a grievance process and granted official recognition to the union.

Safety procedures for stunt people and working conditions for child actors are improved in contracts between television and movie producers and members of the Screen Actors Guild and the Television & Radio Artists (AFTRA). Other unions also made significant health and safety gains.

OTHER BARGAINING DEVELOPMENTS

Unions addressed a variety of other issues in their 1986 collective bargaining agreements. Recognizing the political nature of the economic difficulties confronting them, some bargained for a checkoff system of payroll contributions from workers to political action committees (PACs). More and more union members are using this approach to fund the PACs of their national unions.

Communications Workers at U.S. West Directory successfully fought to retain a contract provision prohibiting indiscriminate monitoring of employees. Steelworkers with Armco Steel won a ban on the use of "lie detector" tests in the grievance process. And a number of unions, including the Steelworkers at USX, secured limits on drug testing of workers.

Hospital & Health Care Employees at 18 facilities in the Philadelphia area won guarantees against workers having to deny health treatment to indigent patients. Their contracts also establish joint labor-management committees to review staffing and health care for the poor. The contracts for Service Employees and MEBA members at Kaiser Permanente require annual labor-management conferences on patient care.

Pension plan changes were common. Many agreements raise employer contributions to the plans or increase monthly payments for retirees. In some cases, contracts alter pension plans in order to encourage early retirement.

A number of new contracts establish or improve 401(k) savings plans for union workers. A settlement between UFCW members and major supermarkets of northern California set up Individual Retirement Accounts. The UFCW also won a pension plan for part-time workers at 55 stores in eastern Pennsylvania.

The birthday of Dr. Martin Luther King Jr., already a national holiday, became a paid holiday under some of last year's contracts. Joining the union workers who already celebrate the memory of Dr. King with a paid holiday were, among others, Marine & Shipbuilding Workers at Todd Shipyard Corp., Auto Workers at Caterpillar, Electrical Workers at Florida Power & Light, and members of the Retail, Wholesale & Dept. Store Union working at homecare agencies in New York.

The contracts for members of the Screen Actors Guild and AFTRA include changes in affirmative action hiring by television and movie producers. Members of the Actor's Equity Association performing on Broadway and with national touring productions won a provision committing the theaters to elimination of discrimination in employment. An agreement between the Hotel Employees & Restaurant Employees (HERE) and Boston hotels includes a stronger anti-discrimination policy and provides for annual seminars on sexual harassment for supervisors and workers.

HERE workers at Hyatt Hotels in southern California secured bereavement pay, and those working at various San Francisco hotels won a legal fund. Workers bargaining as the U.S. Forest Products Joint Bargaining Board fought off an attempt by Weyerhaeuser to remove seniority as the basis for job promotions and retention.

These are just some of the highlights from collective bargaining agreements reached last year. Unions throughout the country fought hard for the interests, needs and desires of millions of their members. Unions made strides, great and small, in improving the lives of America's working women and men. And in 1987, they will carry on this charge.

New Books

Gender Justice

by David L. Kirp, Mark G. Yudof and Marlene Strong Franks 246 pp. University of Chicago, Press, 1986 $19.95.

On the surface, Gender Justice appears to be a useful resource for unionists active in promoting equal treatment of the sexes. Thoughtful in outlook and broad in scope, the book explores how the different status of men and women came into being and proposes governmental policies to help society attain gender equality.

But the authors—David L. Kirp of the Graduate School of Public Policy and the School of Law at the University of California, Berkeley; Mark G. Yudof, Dean of the University of Texas Law School; and Marlene Strong Franks, a Ph.D. candidate in public policy at Berkeley—present their case in overblown language that may impress the academic community but impedes the clear communication of their ideas.

For instance, here is how they chose to state the purpose of their book:

> Our aim is to elaborate the argument for comprehending gender justice primarily in procedural, not substantive, terms. In our view, justice means enhancing choice for individuals, securing fair process rather than particular outcomes for the community. By opting for process over outcome, we value self-determination over collective determinations of sex roles.

Simply put, the authors believe that gender justice can best be achieved not by laws that dictate specific remedies or results, but by governmental policies that encourage individual choice. Promoting equal liberty for men and women to choose the way they earn their livings and raise their families is central to Gender Justice.

Thus, instead of affirmative action and other specific measures to end job discrimination, the authors favor monitoring employment practices and offering information about career opportunities so that individuals can select work that suits their interests and abilities. The fact that employers themselves still limit opportunities available to women does not concern the authors.

"When male employers single out women, they are in effect discriminating against their own wives, lowering their own family incomes," they write, "and that makes no sense." Unfortunately, lower wages for women makes economic sense to employers interested in maximizing their profits.

Moreover, the authors downplay the consequences of job discrimination by contending that today's gap between men's and women's wages can be explained for the most part by "personal characteristics such as training, experience, and family-induced limitations."

Although Gender Justice reports the growing pay equity movement as a way to close the wage gap, the authors do not endorse the concept of equal pay for work of comparable value because "the comparisons it insists on cannot be made."

Gender Justice is strongest when it is promoting "choice-enhancing" solutions to sexual inequality. The authors support job sharing, part-time work and flextime as ways to expand the range of options open to men and and women. They encourage parenting leave for whichever parent chooses to stay at home with an infant—with cash grants from the government to offset loss of income. They recommend pooling the earnings of both spouses for the purpose of calculating social security contributions, so that housewives may derive larger benefits.

Apparently unions are antithetical to the authors' belief in individual autonomy, because the book gives the labor movement no credit for contributing toward gender justice and even depicts unions as helping to perpetuate inequities.

Lorraine Swerdloff
Director of Communications
National Association of Letter Carriers

Stemming import glut

Trade reform vital to economy

Labor's alternative to mounting trade deficits and a shrinking U.S. economy is a healthy, two-way flow of commerce that will build employment and buying power, AFL-CIO Research Director Rudy Oswald testified.

Oswald urged the Senate Finance Committee to write a trade bill that will give U.S. negotiators a legislative "stick" to bring exports and imports into closer balance.

That's common sense, not "protectionism," Oswald insisted. He said it would be "naive" to expect other countries to reduce their trade imbalance "simply because the U.S. asks them to do so." That's been the Administration policy, he noted, but it hasn't worked.

Time is running out, Oswald warned. "No sector of the economy has been left unscathed. Mines are closing, manufacturing communities are devastated, and farm families are being driven off the land."

The Senate committee has invited comment on an array of trade bills it is considering, and Oswald's testimony focused on two major areas of AFL-CIO concern.

He urged adoption of a strong worker rights provision as part of any trade legislation—so that countries that exploit workers, suppress unions or use child labor won't be given red-carpet access to U.S. markets.

The House will vote later this month on strengthening a committee-approved trade bill by including an reduction amendment that will be offered by Rep. Richard A. Gephardt (D-Mo.) to bring down the nation's job-destroying deficit.

Sen. Donald W. Riegle (D-Mich.) is the chief Senate sponsor of a counterpart bill, and Oswald strongly urged its adoption.

Inclusion of the Riegle-Gephardt formula "is essential if trade legislation is to have any meaning," he insisted.

Discriminatory practices

It would target only major trading countries that have used unjustifiable, unreasonable or discriminatory practices to build up a large trade surplus.

The goal would be to reduce the trade surplus by 10 percent a year. If negotiations do not achieve such a reduction, the President will be required to take action.

"It is clear that negotiations without the prospect of some ultimate penalty fail," Oswald testified. "The U.S. has been negotiating with Japan for years and U.S. exports to that market are not substantially higher than they were six years ago," he noted. Other major trading partners have been unwilling to open up markets.

The present system of investigating and negotiating about unfair trade practices one by one hasn't been effective, Oswald said. "As soon as one unfair practice is dealt with, another crops up and takes its place." Meanwhile, the deficit continues to grow.

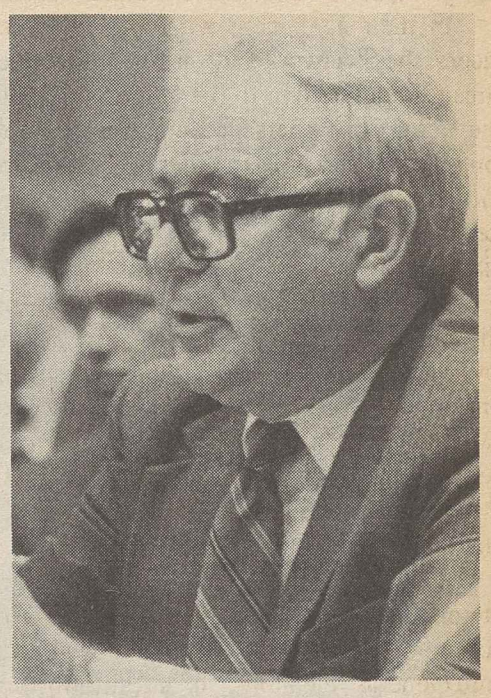
The labor-supported trade measure would not require an exact balance of trade, Oswald noted, and would not come into play except when a country exports at least 75 percent more goods to the United States than it imports. The President is given a wide range of alternatives to reduce the imbalance, he noted.

But the measure's real value, Oswald stressed, is that "it puts backbone and, most importantly, predictability in a trade policy that has been notable mostly for bluster, negotiations, broken promises, press releases and, as a result, massive trade deficits."

The companion worker rights bill before the committee is similar to provisions in the House trade bill that were originally sponsored by Rep. Don J. Pease (D-Ohio). It would designate violations of internationally recognized labor protections as unreasonable and unfair trade practices, subject to retaliation by the United States.

The worker protections listed in the bill are those adopted by the International Labor Organization. They cover the right of association, the right to organize and bargain collectively, prohibition of use of any form of forced labor, a minimum age for employment of children, and acceptable standards of minimum wages, hours of work, and occupational safety and health.

"Ignoring foreign sweatshops costs American jobs and limits economic growth," Oswald noted.



Oswald testifies on trade reform.

The ability to sell in the world's greatest consumer market should be used as a means of raising standards of living around the world, he urged.

Without such a provision, Oswald testified, the United States would be saying that it will retaliate against counterfeiting of American-made videotape cassettes but is unconcerned "about children being sold into slavery or forced into factory work 15 hours a day, seven days a week."

INS gives edge to foreign technicians on scarce jobs

The Immigration & Naturalization Service plans to throw open the door to a major influx of foreign professional and technical workers at a time when Americans with similar skills are unable to find jobs, the AFL-CIO Dept. for Professional Employees warned.

DPE Director Jack Golodner, noting a 350 percent increase in the issuance of visas to these nonimmigrant aliens in the past decade, filed a strong protest with the INS, objecting to proposed new rules that would make it even easier for these aliens to compete for scarce jobs.

When Congress enacted legislation in 1970 authorizing such visas, Golodner noted that it limited them to aliens with "distinguished merit and ability." But the INS has ignored the requirement of law and often the findings of its own district directors, to broaden the interpretation in a way that has permitted a flood of foreigners into the professional job market, he emphasized.

Professional workers make up 16 percent of the American workforce, the DPE said, and recent statistics make clear that "market conditions for professional workers . . . are deteriorating."

"According to the Bureau of Labor Statistics, supply will outstrip demand in many professional occupations throughout the 1980s," Golodner told the INS. "In several fields, over half of the new PhDs cannot find the type of employment for which they have been trained. BLS has predicted that in the current decade as many as one of every five new college graduates will be underemployed"—forced to take jobs requiring less than their level of education and training.

With the supply of professionally trained people already outpacing the economy's ability to employ them properly, the INS was told, the proposed rules "pose an additional threat to members of the American professional workforce."

Unsupported policy

Golodner said it was "patently absurd and contrary to the plain meaning" of the law for the INS to say that recently graduated engineers and computer programmers, those who have just received a teachers' certificate or nurses who have just passed a state board examination "are persons of distinguished merit and ability."

Beyond that, he stressed, there is no requirement that aliens receiving these special visas will be paid prevailing wages. "They can work here for what they please and undercut the wages and benefits of similar American workers," Golodner declared.

He cited a 1981 case in which 15 alien engineers holding the special visas kept their jobs at a General Electric Co. plant in Lynchburg, Va., while 169 American engineers were being laid off.

One-sided decisions

Golodner said the INS has reached its decisions in favor of alien workers without going through any labor certification process and, in most cases, without giving unions an opportunity to argue against a particular action.

In 1975, Golodner pointed out, 15,550 "distinguished merit and ability" visas were issued; by last year, the number had skyrocketed to 54,426. Thousands of these immigrants, he said, are working "unbeknown to the general public, the American workers with whom they are competing, or their unions. They are here because of INS decisions made, in effect, in secret and based upon the wholly biased allegations" of the immigrants and their employers.

The DPE called for advance notification that petitions for these visas have been filed, to give workers and their unions an opportunity to present relevant information so that the INS has all of the facts before it acts. This, Golodner said, would "do much to improve the integrity of the system."

The department is comprised of 27 national and international unions, representing over 3 million professional and technical workers.

Aliens awaiting documentation get labor's help in workplace

Los Angeles—A union coalition is helping one million undocumented aliens in southern California to get and keep jobs while waiting for amnesty under the 1986 immigration reform law.

The campaign is keyed to providing these workers with simple forms with which to notify employers that they expect to be granted legal status under the law. The forms will take the place of formal work permits—documents that the Immigration & Naturalization Service has stopped issuing, claiming that the INS system is jammed up as it prepares for the legalization process.

The use of these "self-issued work permits" was built into a court-approved settlement of a suit against Atty. Gen. Edwin M. Meese. Unions, religious, social welfare and immigrant rights groups charged that, without the permits, workers were being denied employment or subjected to wholesale firings by employers claiming they feared sanctions for hiring illegal aliens.

Details spelled out

The announcement of the plan to provide undocumented aliens with the notification forms was made at a joint press conference by Ernesto Medrano, coordinator of the Los Angeles County AFL-CIO's immigration assistance project; Rick Icaza, president of Food & Commercial Workers Local 770; Rev. Louis Olivares, who chairs the Los Angeles Coalition for Humane Immigration Rights, and Luz Elgna Monteon of the Labor Community Immigration Network.

Undocumented workers will also get an information leaflet detailing their rights under the new law and explaining how the declarations concerning legalization should be filled out and presented to current or prospective employers.

Leaflets will also go to employers to make sure they get the message about the court-approved method for employing workers who will be seeking amnesty in the months ahead. The Justice Dept. is also supposed to distribute 500,000 brochures to employers explaining the notification process.

The settlement reached under the guidance of Judge Larry Karlton of the U.S. District Court for the Eastern District of California requires the INS to inform employers that hirings between now and Sept. 1 will not be challenged as long as aliens have indicated they will be seeking legalization.

The coalition made clear that if the INS doesn't resume issuing work permits by that date, it will go back into court and ask Judge Karlton for an extension to prevent job discrimination against undocumented workers while their applications for legal status are being processed.

Triangle fire tragedy

AFL-CIO Archivist Katharine Vogel, left, looks over exhibit commemorating the tragic fire 76 years ago at New York's Triangle Shirtwaist Co. The fire claimed the lives of 146 young women who were trapped by locked doors and blocked fire exits. Many jumped to their deaths. The haunting collection of photographs, news accounts and other items was assembled by the Ladies' Garment Workers and the Fashion Institute of Technology. The George Meany Archives will have it on display at AFL-CIO headquarters through Apr. 23.

Jobless rate dips with drop in workforce

Continued from Page 1

producing sector" in March, Norwood reported.

"Employment in durable goods manufacturing was somewhat weaker than in the nondurable industries," the BLS commissioner testified. "After growing sharply in the first two years of recovery, employment in durable manufacturing generally has been weak. Nondurable manufacturing jobs picked up in the last quarter of 1986 but have shown little overall growth this year."

BLS said that 52 months after the economy bottomed out from the depths of the Reagan Recession, only half the 1.8 million durable manufacturing jobs lost and only three-fifths of the 500,000 lost jobs in the nondurable field have been regained.

Much of last month's industrial job losses were in the automobile, electrical and electronic equipment fields—areas under sharp attack from foreign imports.

The American Electronic Association reported that employment in that industry fell 1.6 percent last year, the second annual decline.

GM shutdowns

And General Motors Corp. shut down one-fifth of its automobile assembly plants for at least a week because of a glut of inventories, idling 28,100 Auto Workers at facilities in Pontiac, Hamtramck and Flint, Mich., Tarrytown, N.Y., Wentzville and Leeds, Mo., Oklahoma City, Okla., and Oshawa, Ontario.

Virtually all of the March employment gains occurred in the service-producing industries. Two-thirds were in business and health services, and the rest were spread among finance, insurance, real estate and retail trade.

Unemployment rates in March were either unchanged or little different from those of the previous month. For both adult men and women, the jobless rate was 5.8 percent. It was 5.6 percent for whites, 13.9 percent for blacks, 9 percent for Hispanics and 18.1 percent for teenagers.

Pilots caution Washington passengers of Eastern's unsafe policies.

Pilots warn of safety hazards in Eastern's pursuit of profits

Flying Eastern Airlines could be hazardous to the public's health, the Air Line Pilots warned, charging management with neglecting safety in pursuit of profits.

ALPA accused Eastern of unilaterally implementing a new absenteeism policy that has pressured pilots to report to work when sick, coerced them into working more hours than permitted by federal law, deferred maintenance and introduced new equipment without giving pilots adequate training.

The union set up informational picket lines at airports in Washington, Miami, Atlanta, Chicago, New York, Philadelphia and Orlando, Fla., passing out leaflets accusing management of a "bottom-line mentality" that pursues "profitability at any cost." The pilots pledged that they would work to ensure "maximum safety procedures on all our flights."

The dispute is part of the continuing confrontation between Eastern's new owner—Frank Lorenzo, president of Texas Air Corp.—and the unions representing its pilots, mechanics and flight attendants. ALPA President Henry A. Duffy denounced the latest scheme as part of Lorenzo's "overall anti-labor policy."

In other developments in the turbulent airline industry:

- The Machinists called on Congress to to restore Eastern to its rightful owners—its 40,000 employees.

Testifying before the Senate Banking, Housing & Urban Affairs Committee, Charles E. Bryan, president and general chairman of IAM District 100, charged that Lorenzo engaged in a "clandestine takeover" of the carrier. He noted that he and three other employee members of Eastern's board of directors were excluded from the meeting at which Lorenzo wrested control of the corporation.

Eastern's unions offered to buy the airline at a price higher than the one ultimately paid by Texas Air and they are now suing to undo the takeover. But, Bryan pointed out, the judicial process is "complex and time consuming," and relief could be delayed for years.

- ALPA offered to purchase United Airlines for $4.5 billion in response to speculation that the parent company, UAL Inc., might sell off some of its diversified holdings that include Hertz Corp., Westin Hotel Co. and Hilton International Co.

The union said it would buy the air carrier and its computerized reservation system for a combination of cash, notes and assumed debts and would commit a minimum of $300 million of its pension plan assets to purchase stock in the airline. ALPA said it would offer ownership participation to other unions at United.

- Vacating an injunction obtained by the unaffiliated Teamsters and the Independent Air Transport Employees, Supreme Court Justice Sandra Day O'Connor allowed the merger of Delta Airlines and Western Airlines to take place.

The injunction was issued by a three-member panel of the 9th Circuit U.S. Court of Appeals. It ruled that Delta was wrong in asserting that the takeover "extinguished" Western's union contracts that contained strong successorship language negotiated in 1984 in exchange for wage concessions. The agreement provided for continued representation, labor protective provisions and the right to approve the merger of seniority lists.

Court procedure

Under O'Connor's ruling, Delta must file a formal appeal of the appellate court's decision. If the high court then agrees to review the case, the stay will be put back into effect until a decision is rendered.

Meanwhile, the U.S. District Court for the District of Columbia refused a petition filed by a third union at Western, the Flight Attendants, to compel arbitration of a similar successorship clause in its contract. It cited National Mediation Board policy that union certification at an acquired airline ends on the integration date.

AFA has appealed the ruling. The NMB currently is reviewing its policy and expects to issue a new standard soon.

Court upholds privacy rights in public jobs

Continued from Page 1

Amendment rights that cannot be breached by their supervisors on a wholesale basis."

The high court held in a 5-to-4 decision that a supervisor's search of a government worker's desk must be guided by a "standard of reasonableness."

Justice Sandra Day O'Connor—in an opinion in which Chief Justice William H. Rhenquist and Justices Byron R. White and Lewis F. Powell Jr. joined—emphasized that "individuals do not lose Fourth Amendment rights merely because they work for the government instead of a private employer."

Justice Antonin Scalia concurred with the action in ordering the case back to a lower court for hearing on the evidence, but criticized the "reasonableness formula" proposed by O'Connor because "it produces rather than eliminates uncertainty in this field."

Formula challenged

In a dissenting opinion, Justices William J. Brennan Jr., Thurgood Marshall, John Paul Stevens and Harry A. Blackmun also criticized the "reasonableness formula," warning that it could give legality to almost any workplace search by a public employer. They emphasized that the "traditional warrant and probable-cause requirements" should not have been ignored.

McEntee said that AFSCME agreed with the minority opinion. "A traditional standard of probable cause should apply," he said, and the "reasonableness" test proposed by O'Connor "is so vague and open-ended that it covers almost anything."

The case involved the claim of Dr. Magno J. Ortega, a psychiatrist at Napa State Mental Hospital for 17 years, who said his privacy was invaded when hospital authorities searched his desk while investigating complaints of harassment by two female employees and charges that he coerced residents to help pay for his personal computer.

Labor's support helps Washington to Chicago victory

Chicago Mayor Harold Washington, welding together a coalition of black, Hispanic and white voters, was re-elected to his second term—the first Windy City mayor to win back-to-back terms since the late Richard J. Daley.

Running with COPE endorsement, Washington polled 53 percent of the vote to beat back challenges from two former Democrats—Councilman Edward Vrdolyak, who ran under the banner of the Illinois Solidarity party and Northwestern University Prof. Don Haider, who was drafted as the Republican candidate.

Vrdolyak drew 42 percent of the vote while Haider managed to win only 4 percent. Thomas Hynes, who dropped his third-party bid 36 hours before the polls opened, got 1 percent.

In San Francisco, Democrat Nancy Pelosi garnered the most votes in a 14-candidate race to replace the late Rep. Sala Burton (D)—but didn't get enough votes to avoid a runoff.

Pelosi received 36 percent of the votes cast in the special election while San Francisco Supervisor Harry Britt, another Democrat, received 32 percent. In a June 2 runoff election, Pelosi will be pitted against the top Republican vote-getter, Harriet Ross. She received 2.8 percent of the vote.

Pelosi, the daughter of former Maryland Congressman and Baltimore Mayor Thomas D'Alessandro Jr. (D), was endorsed by Burton before her death.

Syracuse council endorses Coors boycott

Syracuse, N.Y.—The City Council unanimously endorsed labor's boycott against the Adolph Coors Co. and urged citizens "to take an active interest" in the campaign against Coors's anti-worker policies.

The council resolution reviewed Coors's history of violating workers' human and civil rights by its demands for "lie detector" tests and physical searches and repeated incidents of discrimination against minority and women workers.

Noting that the brewer is seeking to expand Coors sales in upstate New York, the council pledged to support the area boycott—sponsored by the Syracuse AFL-CIO—until "all wrongs have been justified and all involved have received their final justice."

Regional conference registration forms

To Register—Fill in and Mail Forms Below S—Single Room D—Double Room

MAY 29-30
CHICAGO

Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, Wisconsin

Hotel: Holiday Inn O'Hare-Kennedy, 5440 North River Road, Rosemont, IL 60018, 312-671-6350
S/D $65

JUNE 5-6
NEW ORLEANS

Alabama, Arkansas, Florida, Georgia, Kentucky, Louisiana, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas

Hotel: Fairmont, University Place, New Orleans, LA 70140, 800-492-6622
S/D $70

AGENDA: 1st Day—Convene 5:30 p.m. (Registration Opens 12:00 Noon). 2nd Day—Convene 9:00 a.m. Adjourn 6:00 p.m.

Please Print **RETURN THIS PORTION TO AFL-CIO** Please Print

We will send _____ delegates to the 1987 Regional Conference in _____ (Location of Conference)

Name of Organization _____

Delegates Attending:

1. _____ Union Affiliation _____ (Including Local Number)
2. _____ Address _____ (Street)
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Please indicate if you are an officer of an ☐ Int'l ☐ State Body ☐ Central Body ☐ Local Union ☐ Int'l Rep. ☐ Other

ADDITIONAL DELEGATES MAY REGISTER AT MEETING. CONFERENCE REGISTRATION IS FREE

☆ AGENDA: 1st Day—Convene 5:30 p.m. (Registration Opens 12:00 Noon). 2nd Day—Convene 9:00 a.m. Adjourn 6:00 p.m.

Please Print **1987 AFL-CIO REGIONAL CONFERENCE HOTEL REGISTRATION FORM** Please Print

Complete this form and MAIL DIRECTLY TO HOTEL. Please fill in name of hotel, city, state, zip on the front of this card, affix stamp and mail to hotel to hold your reservation. See schedule above for hotel information.

TO: Advance Reservation Office:

Please hold space for: Arrival Date _____

Name _____ Departure Date _____

Address _____ Please reserve: _____ single rooms @ $_____

_____ _____ double rooms @ $_____

A REMINDER: Hotel must receive this registration card at least three weeks before conference to assure your reservation. If you have questions about hotel arrangements, contact the AFL-CIO Facilities Management Division at 202-637-5225.

United Air Lines is providing reduced fares for trade unionists planning to attend the Chicago conference. United will reduce its normal coach fare 40 percent and will offer 5 percent savings on its other tickets, including ultra-saver and first-class fares. The special rates to Chicago apply to any city served by United. Arrangements may be made through travel agents or United at 800/521-4041, access number 7130 C.

EDITORIALS

The Price of Neglect

MUST IT ALWAYS take a disaster to compel action on festering problems?

A bridge collapse in New York state, less than a month after the near-collapse of a heavily travelled bridge in Missouri has swung public attention back to the long-neglected deterioration of the nation's aging infrastructure.

It's not as if no one was paying attention to the problem. Periodically, documented and detailed public reports have warned that lack of replacement and inadequate maintenance threatened the underpinnings of industrial America and the viability of its cities.

Every AFL-CIO convention in this decade has addressed the problem.

"The urban infrastructure of sewers, water systems, streets and bridges needs to be renewed and the nation's transportation network must be upgraded," the 1981 convention affirmed. Railroad, highway, port facilities and airports are in "desperate need of rehabilitation," and urban transit systems need modernization, it said.

The 1983 convention warned in even more urgent terms that "the nation's infrastructure continues to deteriorate" as a result of inadequate public investment.

The most recent convention, in 1985, called for a "priority program of public investment in our eroding infrastructure."

WHILE THE federal government is not the sole source of funds, nor should it be, the problem is national and requires national leadership.

This Congress, to its credit, has shown signs of accepting that premise. The Reagan Administration, to its discredit, has not.

One of the first acts of the 100th Congress was to pass a clean water bill to help state and local governments build efficient sewerage systems. President Reagan vetoed it as a "budget-buster." Congress promptly overrode his veto.

The scenario was repeated this month when the President vetoed the highway construction and mass transit funding bill, which includes funds for bridge rehabilitation. It, too, was a "budget-buster," Reagan complained, although the program is funded by a gasoline tax that cannot be used for other purposes. Again, Congress was forced to override the President's veto.

How many more messages must it send before the President turns on his hearing aid?

How Many Deaths?

THE BOSTON GLOBE reports that the district attorney's office in Middlesex County, Mass., is considering whether to bring criminal charges against a contractor in the death of an apprentice roofer.

The newspaper account makes very clear that if there is criminal liability, the co-defendant should be the Occupational Safety & Health Administration, the agency Congress set up to protect America's workers on the job.

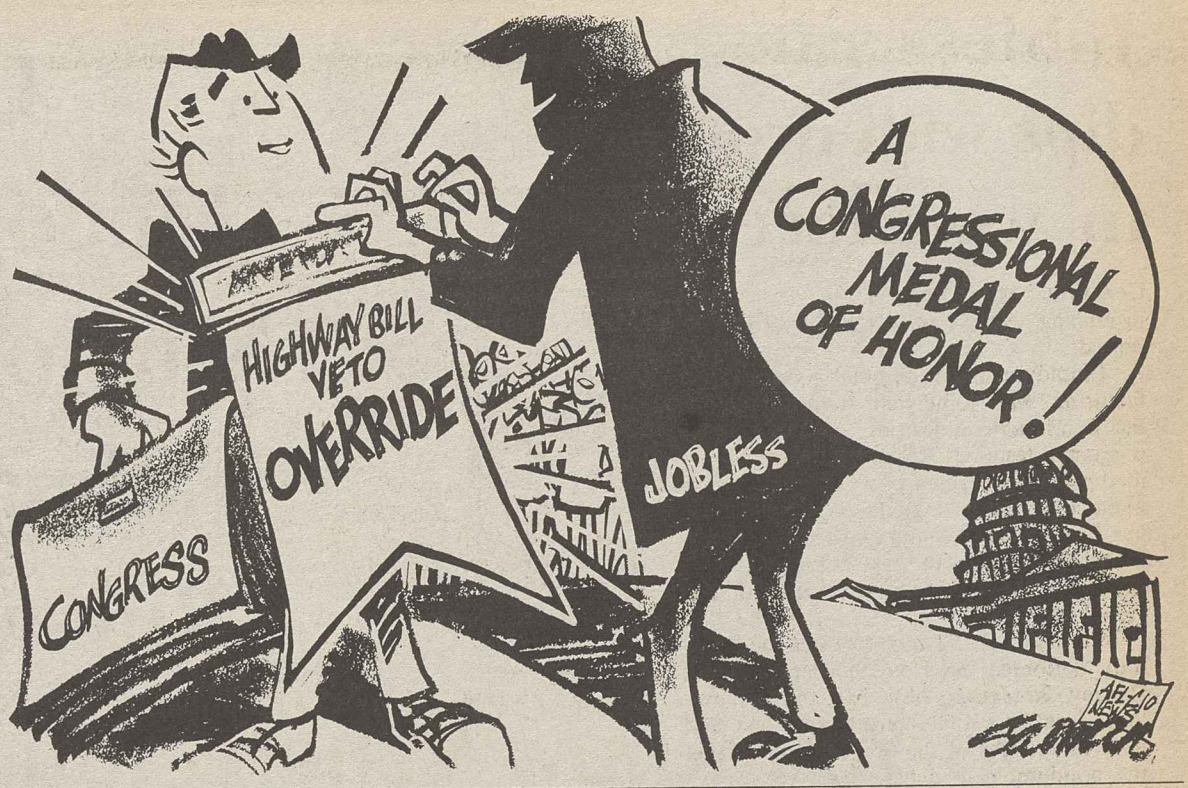
It relates the efforts of Martin Ploof, the business agent for Carpenters Local 475, to get a contractor to remedy job hazards during construction of an addition to a General Motors plant. It quotes the call he finally made to the nearest OSHA area office. "We've got a dangerous situation out here. This place is a mess. Someone's going to be seriously hurt or killed."

The OSHA representative told Ploof to submit a written complaint form and the agency would consider whether to make an inspection. "This is an emergency," Ploof insisted.

OSHA was adamant. Its economy-dictated guidelines bar inspections based on telephone complaints, even if the complaint alleges a "life-threatening condition." It will act only if the complaint alleges that workers are in "imminent" danger.

It wasn't all that imminent. It wasn't until four days later, while OSHA officials were processing Ploof's written complaint, that 19-year-old Martin Lawless fell to his death through an unguarded opening in the roof. Six days later, OSHA inspectors got to the site and issued citations for some 80 safety violations.

Is it any wonder that building trades unions are seeking passage of a bill to set up a separate agency within OSHA to tighten enforcement of construction safety standards?



Washington Window

Takeover mania undercuts everyone but dealmakers

By Press Associates

Nearly every day brings news of Wall Street wheeling and dealing—a mullti-billion-dollar corporate takeover, a "raider" who bleeds a healthy company through "greenmail," a "leveraged buyout" to fend off a "hostile" merger bid, a big fish swallowing a small fish, a small fish swallowing a big fish.

Who are the winners and who are the losers? The winners clearly are the rich Wall Street dealmakers who get richer off their deals—the raiders, brokers, bankers, lawyers and "arbitrage" speculators like Ivan Boesky.

Boesky, by the way, didn't get into trouble from raiding other companies or extorting greenmail, a legal payoff for backing away from a takeover move. It was just that he went too far by pocketing extra millions from illegal "insider trading" on the tangled web of deals he was spinning.

Who then, are the losers? They are harder to identify because they normally don't make headlines or appear on TV news. But evidence has been accumulating that, more often than not, the losers are working people, communities, consumers and the nation's economy and financial stability.

In 1986, an estimated $150 billion was spent on takeovers and similar activities that produced no goods or services. It was just a paper shuffle of existing assets, amounting to nearly four times the amount spent three years earlier. It exceeded by $10 billion the amount which manufacturers invested in plant and equipment.

Human toll

The cost to workers and communities has grown, local and national trade union leaders told a House Employment & Housing subcommittee hearing which examined what Chairman Tom Lantos (D-Calif.) called "the human side of takeover mania."

Delbert Walsh, president of Glass, Pottery & Plastics Workers Local 252, told the panel that he and his fellow workers were "shocked and stunned" when Owens-Corning Fiberglas Corp. announced last October that it planned to close its highly profitable Barrington, N.J., fiberglass plant. The plant had been slated for expansion last year, Walsh said, when the company was confronted with a takeover attempt by the Wickes Corp.

Walsh, 48, said the average worker in the plant makes $12.56 an hour, is 45 years old, and has 17 years' seniority. "The guys are scared of going out and having to compete with a 21-year-old. I'm scared too," Walsh testified. "Since the shutdown notification, we've had two deaths by heart attack."

Law of the jungle

Airline industry deregulation in 1978 "reintroduced the law of the jungle," Machinist Airline Coordinator Bill Scheri told the subcommittee. Mergers and takeovers affecting 33 airlines cut the competition that deregulation was supposed to promote, he said. Meanwhile, air safety and service to the public has deteriorated, thousands of jobs have been lost, wages and working conditions have been lowered, and lives have been disrupted through forced transfers, he added.

Tom Higginbotham, chairman of IAM District 142 in Missouri, said takeovers like that of Ozark Airlines by TWA has produced "innumerable examples of human suffering." He cited the case of Shirley Yakel, a former Ozark technical clerk, who was told that she had to move from St. Louis to another city to keep her job. With her husband suffering from terminal cancer, she could not relocate. "The company's response? On Oct. 26, 1986, Ms. Yakel was laid off, leaving her and her husband with no means of support and, worst of all, no insurance," Higginbotham said.

Legislation to dampen merger mania and curb such practices as greenmail is getting a good rehearing in this session of Congress, after having died in the last session. The time for Congress to act is past due.

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AFL-CIO news

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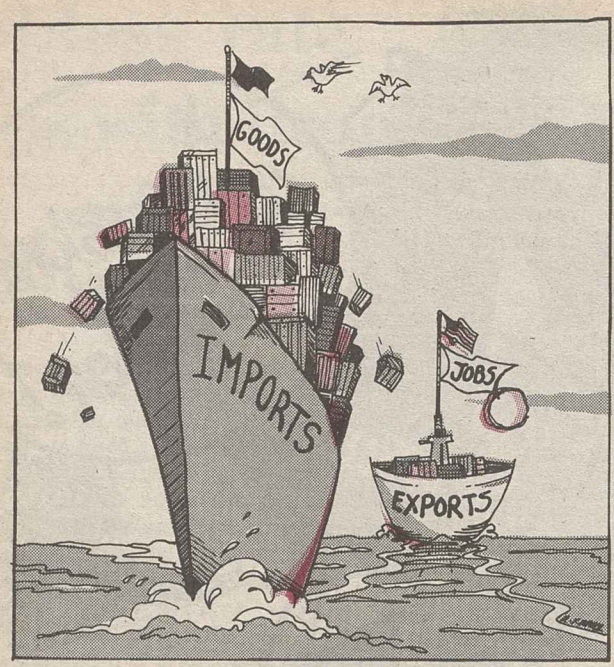

Every Year, Over 2 Million Americans Lose Their Jobs Due To Unfair Trading Practices And A Runaway Trade Deficit:

Do You Know Where Your Congressman Is?

America's trade problems have reached catastrophic proportions. Last year's trade deficit was a staggering $170 billion. For manufactured goods alone, the U.S. has gone from a positive balance of $13 billion in 1980 to a deficit of $145 billion in 1986. To finance these imported goods, the United States has had to borrow from abroad. $256 billion was borrowed in 1986, and economists project that this figure will reach $1 trillion by the early 1990s.

Most American workers have already begun to feel the effects of this massive trade imbalance:

- Foreign imports contributed the loss of 13.1 million American jobs between 1981 and 1986; 2.5 million jobs were lost in 1986 alone.
- Our industrial base has been eroded, families and their communities shattered.
- Our GNP growth is being sapped: money borrowed from abroad must be repaid with interest, and is not available for the development of U.S. business and jobs.

The fact that nearly all other countries keep tight control over their domestic markets, means that many of our trading partners are enjoying huge trade surpluses at our expense. Many also engage in other unfair trading practices, such as dumping, industrial targeting and subsidies, which have decimated large sectors of the American manufacturing industries.

As it was first introduced in the House, H.R.3, this year's omnibus trade bill, went a long way toward providing a solution to these problems. However, the most vital provision of the bill—one ensuring the reduction of America's massive trade deficit—was omitted from the version approved by the House Ways and Means Committee. Representative Richard Gephardt (D-MO), a principal architect of the original bill, will offer a compromise amendment on trade deficit reduction when the measure reaches the floor.

The Gephardt Amendment

Briefly, here is how the Gephardt amendment works: First, the International Trade Commission (ITC) would be required to determine which of our major trading partners has an "excessive trade surplus" with the United States (175% of imports over exports). Second, the U.S. Trade Representative (USTR) would then determine if that those countries also have patterns of unfair, unjustified, unreasonable or discriminatory trade practices which affect the well being of the U.S. economy. If *both* of these conditions are met, the USTR and the President are given a period of eight months to negotiate with the identified countries in order to reduce their surpluses. If, as a result, the country eliminates its unfair trade practices or eliminates its standing as an "excessive trade surplus" trading partner, there is no further action required under the Gephardt amendment. If, however, a country fails to act, the President is required to reduce our deficit with that country by 10 percent per year starting in 1989.

It is important to note that under the amendment those countries with excessive surpluses are given every opportunity to engage in free and open trade. Other monetary or multilateral trade negotiations are encouraged, not inhibited.

Currently, our trading partners have no reason to change their way of doing business with us. The Gephardt amendment is vital to our trade policy. It is the "stick in the closet" which our country and our economy so sorely needs.

Floor Fight Coming Soon— If You Have Not Written To Your Representative, Please Call Today!

You can find the phone number of your representative's District Office by looking under his/her name in the Business White Pages, calling Information, or calling his/her Party's local office.

Call your representative's office and urge them to vote for the Gephardt Amendment when H.R. 3 reaches the House floor. Tell them that uncontrolled U.S. trade deficits contributed to the loss of 13.1 million American jobs over the last five years, and that real trade reform is of the highest priority for working men and women who care about their country and their jobs.

Tell them that if they are serious about dealing with America's trade crisis, they will support the amendment on the floor.

Investigation finds OSHA near 'total paralysis'

By Arlee C. Green

A federal report warning that the Occupational Safety & Health Administration "risks total paralysis" recommended needed changes in agency operations. But these reforms will be "meaningless until there is a commitment from top OSHA officials and the Reagan Administration to carry them out," the AFL-CIO said.

Margaret Seminario, associate director of the federation's Dept. of Occupational Safety, Health & Social Security, called the report a "useful study, although its findings are not surprising. We've known for a long time that OSHA has no priority system for determining which standards to work on and that it needs much more in the way of funding and staff to get the job done."

The 199-page report was done at OSHA's request by the Administrative Conference of the United States, an independent federal agency. OSHA has been reviewing the report since February, and expects to develop some form of response in the near future, the agency said.

The report keyed on the major complaints organized labor has had with the agency. It attributed long delays in setting standards to the inability or unwillingness of upper level management to make tough decisions and urged the "infusion of fresh blood" into OSHA, which it said is underfunded, understaffed and lacking direction.

A similar report by the Government Accounting Office in August 1985 cited OSHA's need to "establish a credible rulemaking process" and suggested it set up a special committee to determine how to expedite rulemaking. The report noted OSHA had long been accused of foot dragging in setting standards.

Seminario emphasized that organized labor has for years urged the agency to establish an effective priority system and to "bring some order to its standards-setting process." She expressed the hope that OSHA officials will "take the findings to heart and take the needed steps to improve the agency."

A lack of commitment by the Reagan Administration over the past six years along with a continual turnover in agency administrators has set the tone at OSHA, Seminario said, and a report that warns of "total paralysis" can be seen as a "grade of

Continued on Page 2

Variable rate held threat to pension plans

An across-the-board increase in insurance premiums for single-employer pension plans is preferable to the Administration's variable rate plan, labor witnesses asserted at House hearings.

The government's Pension Benefit Guaranty Corp. wants to charge substantially higher premium rates for underfunded plans which constitute the greatest risk. PBGC told Congress it needs additional revenue to meet heavy obligations it incurred in recent years, mostly because of the collapse of several large pension plans in the depressed steel industry.

PBGC also wants to stiffen minimum funding standards and to allow employers to take some but not all "excess assets" out of a pension plan without terminating it.

Lawrence Smedley, associate director of the AFL-CIO Dept. of Occupational Safety, Health & Social Security, said both minimum funding standards and premium costs must "strike a balance" between the need for sound financing and the cost burden on a struggling company.

Soaring cost

The present pension insurance premium for single-employer plans is a flat $8.50 a year for each worker covered. The PBGC plan could add $100 per employee.

Employers in distressed industries, who could least afford the added cost, would be most affected by a sharp rise in premium costs, Smedley told a House Ways & Means subcommittee.

Similar concerns were expressed by Steelworkers Legislative Director John J. Sheehan and Auto Workers Social Security Director William S. Hoffman.

A switch to a risk-related premium would be "a profound departure from the social insurance concept adopted by Congress" when it passed the pension reform law in 1974, Sheehan noted.

He pointed out that a substantial cause of underfunding of steel company pension funds has been the heavy one-time drain caused by early retirements resulting from the restructuring of the industry. As an

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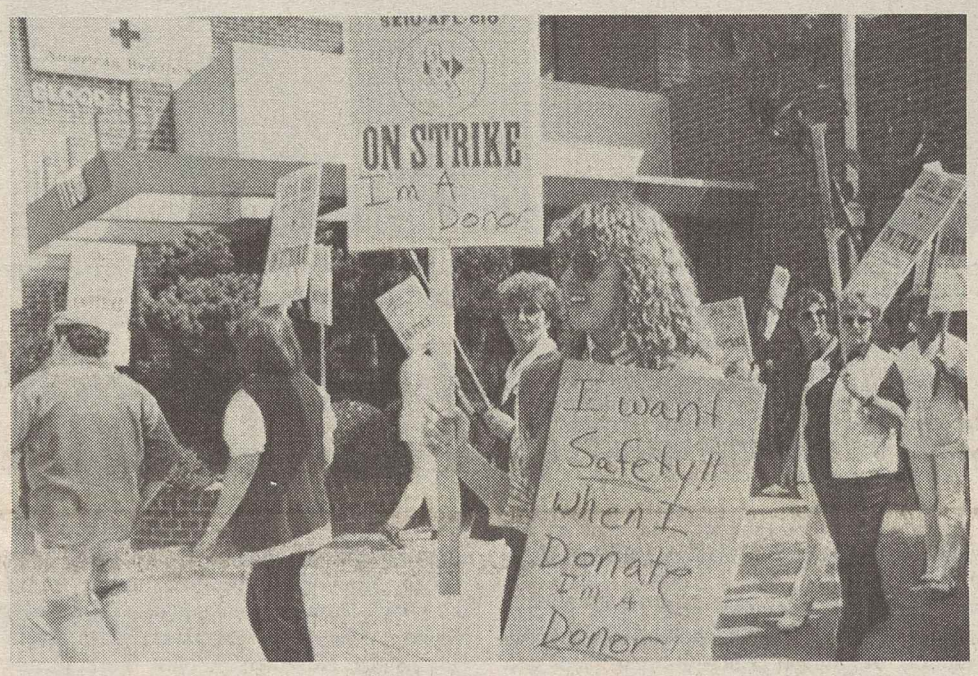
Trade deficit balloons



Nurses settle

A walkout by Los Angeles-area nurses who staff Red Cross blood collection centers ended after ten days with a new three-year agreement. An all-night bargaining session at Los Angeles AFL-CIO headquarters resolved the impasse between the Red Cross and Service Employees Local 535 over wages, scheduling and staff assignments. Blood donors joined the striking nurses in picket line demonstrations. (Story on Page 2.)

Shortfall hits $15 billion as imports surge

By Gene Zack

The nation's foreign trade deficit ballooned to $15.1 billion in February—the third largest monthly gap in history—despite Reagan Administration claims that the plummeting U.S. dollar would stem the tide of red ink.

The Commerce Dept. conceded that the month's shortfall was $1.2 billion above the average monthly deficit in 1986—the year in which the nation's trade imbalance roared to a record-shattering $170-billion high under a surge of imports.

The latest dismal figures, issued after a two-week delay, brought a renewed call from the AFL-CIO for strong congressional action to lift the crushing trade burden from the back of the American economy.

Crisis deepening

"After two years of a falling dollar, the trade situation continues to worsen," said Federation Research Director Rudy Oswald. And the countries against whose currency the U.S. dollar has fallen the most—Japan and West Germany—"are the countries where our trade deficit has mounted the most," Oswald stressed.

The Administration's theory was that a falling dollar would push up the cost of imports and lower the foreign price for American-made goods. But in the past 24 months, Oswald pointed out, the dollar has declined 45 percent against both the Japanese yen and the West German mark, while the trade deficit with each country has risen by a wider margin.

White House spokesman Marlin Fitzwater, in California with the vacationing President, continued to insist that "the falling dollar will have a favorable impact" on the trade balance. Fitzwater conceded,

Continued on Page 13

Factory and housing slump triggers economic worries

Declining industrial production and housing starts, rising producer prices, lackluster retail sales and rising mortgage interest rates added up to a new period of economic uncertainty at the end of the first quarter of 1987.

In the nation's manufacturing sector, pummelled by huge trade deficits, output dropped three-tenths of 1 percent in March. It was the biggest decline in 10 months, the Federal Reserve Board said.

Last month's setback virtually wiped out a five-tenths of 1 percent increase in industrial production recorded in February. The government said the weakness reflected widespread declines in factory operating rates in a variety of industries. The blow fell heaviest on the automobile industry, as production skidded 3 percent last month.

The Bureau of Labor Statistics reported a four-tenths of 1 percent jump in producer prices in March—the third successive monthly increase. The index rose one-tenth of 1 percent in February and six-tenths of 1 percent the previous month.

Continued on Page 4

IBP's scab recruiting drive sputters

By Candice Johnson

A nationwide search for scabs has been slow-going for IBP Inc. The company wants to replace 2,800 Food & Commercial Workers that it locked out of the Dakota City, Neb., plant last December.

That lockout became a strike last month after IBP slashed wages and benefits further, rather than negotiate with the UFCW.

Recently, IBP's hunt for replacement workers moved to Texas, where its newspaper ads in cities with high unemployment rates—including Beaumont, Dallas, Houston and Brownsville—offer "employment to those who want to work."

The Beaumont Enterprise reported that IBP was running want ads in newspapers throughout the country because it was having trouble replacing the Dakota City workforce. The Enterprise also noted UFCW's charges that IBP forced the lockout so it could shut down operations for a $5-million renovation project.

Wage cut reopening

After the renovations were completed, IBP reopened the plant at even lower wages, the union pointed out.

IBP, the nation's largest beef processor, is scouring refugee centers in the state, seeking to hire recent immigrants from Southeast Asia. About 500 of the UFCW strikers are immigrants from Vietnam, Laos and Cambodia.

In a letter to more than 500 refugee organizations, President Robert Harbrant of the AFL-CIO Food & Allied Service Trades Dept. called the plant "a dangerous workplace, especially when the bulk of the workforce is inexperienced." He urged the groups not to place or refer workers to the IBP plant until the strike is settled.

"IBP is having a difficult time" finding workers to fill the slaughtering and processing jobs, and John Mancuso, assistant to the director of the UFCW's pack-

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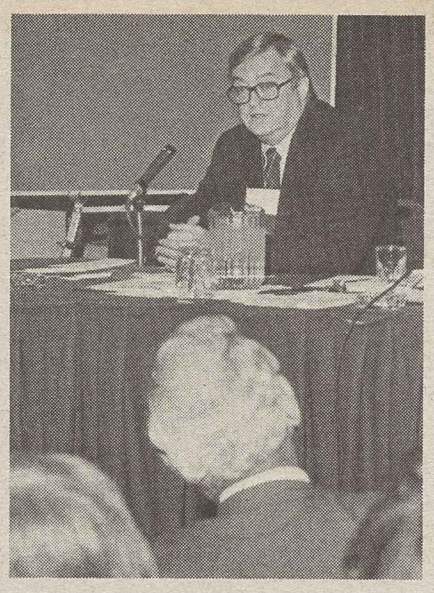
Sec.-Treas. Donahue stresses conference goal of two-way communication.



COPE Director John Perkins.

New York State AFL-CIO President Ed Cleary.

Federation staff members Dorothy Shields, Ken Young, Arnold Cantor and Peggy Taylor detail impact of the budget deficit run up by President Reagan.

Two-way flow of ideas highlight conference

New York—Seven hundred union members from 13 states took part in two days of workshops and discussions dealing with national issues affecting America's workers and the process the AFL-CIO is using to assess the presidential candidates and gauge membership support.

The occasion was the second in the series of four AFL-CIO regional conferences being held this spring. Each conference is structured to give active union members an opportunity to take part in a two-way exchange of views with federation officers and staff experts.

Labor's diversity is a source of the trade union movement's strength, AFL-CIO Sec.-Treas. Thomas R. Donahue told the participants.

Rotating workshops dealt with foreign trade and the legislation awaiting House action, the budget deficit, human needs and the political process.

The first of the regional conferences was held in San Francisco last month. Next on the agenda is a May 29-30 conference in Chicago for 11 midwestern states. The series will conclude in New Orleans June 5-6, with participants from 12 southern and southwestern states.

The New York program drew union members from Connecticut, Delaware, Maine, Maryland, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont, Virginia, West Virginia and the District of Columbia.

Probe warns of OSHA 'paralysis'

Government report cites long delays, lack of leadership

Continued from Page 1

'A' for those in the Administration bent on neutralizing OSHA."

What is needed, Seminario stressed, "is a commitment from the top." Certainly, the agency needs more in the way of funding and staffing, she said, pointing to severe budget slashes made throughout President Reagan's first term.

The study, conducted by Thomas O. McGarity of the University of Texas School of Law and Sidney A. Shapiro of the University of Kansas School of Law, proposed two kinds of reforms for the agency—a better priority setting system and new management tools to enhance accountability.

At present, OSHA can pursue no more than 15 to 20 major rulemaking efforts at a time and can take on only about two to five new projects a year, the report found. Its regulatory agenda for health standards is "determined in an ad hoc fashion by outsiders," including worker and consumer groups, Congress, the White House, the Office of Management & Budget and the Environmental Protection Agency.

Vying for attention

The report likened OSHA to a company expecting its business to come in the front door from "criteria documents, recent petitions, information from the field, and recently amended recommendations from private standard-setting organizations." But meanwhile, the OMB and the White House are pushing their recommendations through the back door, and "Congress and the courts are forcing some rulemaking petitions and other 'hot' topics through the side window."

OSHA long ago lost control over its "front-door agenda," the report declared, and "it now risks total paralysis as its limited capacity to produce rules becomes overwhelmed by the press at the side window."

Seminario pointed out that it has been labor and consumer groups, aided by the courts, that have produced the only health standards set under the Reagan Administration.

Labor pressure

The report held that OSHA has been more effective in setting safety regulations than in providing health standards. Seminario disagreed, saying, that "despite the chaos in the setting of health standards, final rules do come out, resulting mainly from labor pressure through the courts."

The study suggested that OSHA "make priority-setting a priority" by naming a committee to determine an initial ranking of the topics currently before the agency within six months. It further urged establishing procedures for dealing with petitions for emergency action and for referrals from other agencies.

The need for greater coordination was stressed by the report which cited an interagency regulatory liaison group set up under the Carter Administration as an example of effective cooperation. The "most foreboding obstacle" to reviving such a group, however, is "likely to be the OMB, which perceives itself as playing this coordinating role." The report said the OMB has had since 1981 to fill the gap, and "it has not done so."

The study identified a half dozen severe management problems that it said plague OSHA's internal operations, including the inability or unwillingness to make timely decisions on difficult issues. Also lacking, it said, are procedures for setting and monitoring internal deadlines, incentives to meet deadlines, a procedure for "policy interchange" between management and staff, and coordination among essential federal agencies.

A computerized "action tracking system" similar to that used by EPA was recommended by the study. It also urged upper level management to stress that "OSHA's task is an important one that requires commitment" to expeditious implementing of standards.

OSHA was strongly urged to stop using "advanced notices of proposed rulemaking" to solicit information because, the report said, they "rarely result in the production of useful information," and further delay promulgation of standards.

ILO presses world action on housing

Geneva—Government, labor and business representatives called for a sharp step-up in the stagnating construction industry to end a global crisis that finds more than a billion people lacking decent housing.

The demand for action came from delegates to the 11th session of the Building, Civil Engineering & Public Works Committee of the International Labor Organization.

Representatives from 30 countries welcomed the United Nations proclamation designating 1987 as the International Year of Shelter for the Homeless and adopted a resolution urging the creation of "adequate and affordable housing" that would meet the needs of home buyers and end the employment slump in the industry.

AFL-CIO Vice President John T. Joyce, president of the Bricklayers and worker vice chairman of the committee, told delegates that the world faces critical economic problems, including "growth rates far too low to generate full employment, the debt burden, trade imbalances, unstable exchange rates and real interest rates which are still much too high."

Stumbling growth

In addition to meeting the needs of those without adequate shelter, Joyce said, the construction industry can stimulate economic recovery by replacing an "inadequate and deteriorating" infrastructure.

The price of improving highways, bridges, water supply and sewage treatment systems, harbor and port facilities and railroads is high, he noted, but failure to address the problem will add to future costs and will damage productive sectors of the economy.

Joyce emphasized that the challenge is not simply to create jobs but to make sure that they are "good jobs, secure jobs, with decent pay, working conditions, health and safety protections and social security coverage, and full observance of freedom of association."

Delegates called for a global study of the social and labor practices of multinational enterprises in the construction, building materials, civil engineering and public works sectors, with special attention to the issue of the use of migrant labor and "clandestine work" in the less-developed countries.

They also agreed to devote next year's session to such issues as vocational training and retraining in the industry and the impact of productivity and technology. In addition, a tripartite group will examine the problem of foreign construction workers employed in some Middle East and Far East countries.

Ewan Clague dies, former BLS chief

Ewan Clague, Commissioner of Labor Statistics for the Labor Dept. from 1946 to 1965, died Apr. 12 in a Bethesda, Md., nursing home of Alzheimer's disease. He was 90 years old.

Clague headed the Social Security Board's Bureau of Employment Security for 10 years prior to being named to the BLS post by President Truman. He was subsequently reappointed by Presidents Eisenhower and Kennedy.

For a decade after leaving government service, he taught at the Universities of California at Los Angeles, Michigan State, Pennsylvania, New Hampshire and Drexel University.

Nurses ratify pact with blood centers

Los Angeles—Nurses who oversee blood donations at Red Cross centers and bloodmobiles ended a 10-day strike after ratifying a new contract that resolved their staffing and salary concerns.

The health care workers—registered and licensed vocational nurses—are members of Service Employees Local 535.

The 225 nurses walked off the job after the Red Cross indicated it wanted to expand the number of donors per nurse from three to four. Local 535 members said that move would jeopardize the safety of donors and would impede efforts to screen for high-risk diseases.

The new three-year agreement, ratified by 70 percent of the members, maintains the one-nurse-for-three-donors ratio but permits preparation work for a fourth donor.

The settlement calls for a 4-percent wage increase in each contract year and closes the pay gap between RNs and LVNs with an additional yearly raise for LVNs of 1.5 percent.

The AFL-CIO's nationwide blood donor campaign—in conjunction with the Red Cross—is continuing with plans for a major blood drive during August in the 43 target cities.

SEIU President John J. Sweeney is the federation's chairman of the drive.

Navy's role questioned in supplier firm lockout

Simplex demands givebacks from IBEW unit

Newington, N.H.—A lockout of more than 300 skilled Electrical Workers by the Navy's sole supplier of an undersea cable used to detect enemy submarines is in its ninth month, raising questions about the impact on national security and the Navy's role in the matter.

The House Armed Services Investigations Subcommittee, at the request of Rep. Joseph Brennan (D-Me.), asked the Navy whether lengthened repair times and delayed projects, caused by the use of scabs at Simplex Wire & Cable Co. during the lockout, have posed any threat to national security.

The subcommittee also asked whether work on a new cable surveillance system had been completed on schedule and how long it took to repair an older system that was brought back to Simplex last December. The repair project took six weeks instead of the normal three days, according to quality control inspector G. Stanley Raynes, a IBEW Local 2208 member who has worked 31 years at Simplex. The cable was damaged while reloading it on the ship and had to be repaired, he said.

The Navy said it wants to remain neutral in the dispute, but it apparently let Simplex revise repair and production schedules. When Local 2208 asked the Navy's assistance to bring the company back to the bargaining table, as it did in 1970, the Navy refused.

Local 2208 President N.E. Duplessie charged that "the Navy's in bed with Simplex. As far as I'm concerned, they are jeopardizing national security."

Schedules juggled

The Navy denied taking sides on the issue and claimed national security hasn't been affected by strike. It conceded that there had been some schedule shifts in contracts existing prior to the lockout, but that "to date no deliveries required by the Navy have been delayed."

The lockout began last July 30 when company security guards escorted members of Local 2208 out of the plant just one day before the workers voted 321-to-5 to reject a concession-laden final contract offer. Simplex sought to end seniority rights, change vacation, holiday, overtime and shift premium pay, and end restrictions on transfers. It also demanded that employees pick up the cost of medical premiums and accept a three-year wage freeze and a two-tier pay system.

A week later, Simplex offered workers a chance to return to work under conditions even more severe than those rejected in the contract offer.

Local 2208 members won unemployment benefits when the state Employment Security Dept. ruled the situation a lockout. The company appealed that ruling to the Rockingham County Superior Court.

State Labor Commissioner Vance R. Kelly, asked by the union to help mediate the dispute, expressed his frustration "that the management of Simplex continues to block the mediation or arbitration process." The burden of "breaking the stalemate that now exists lies squarely with Simplex."

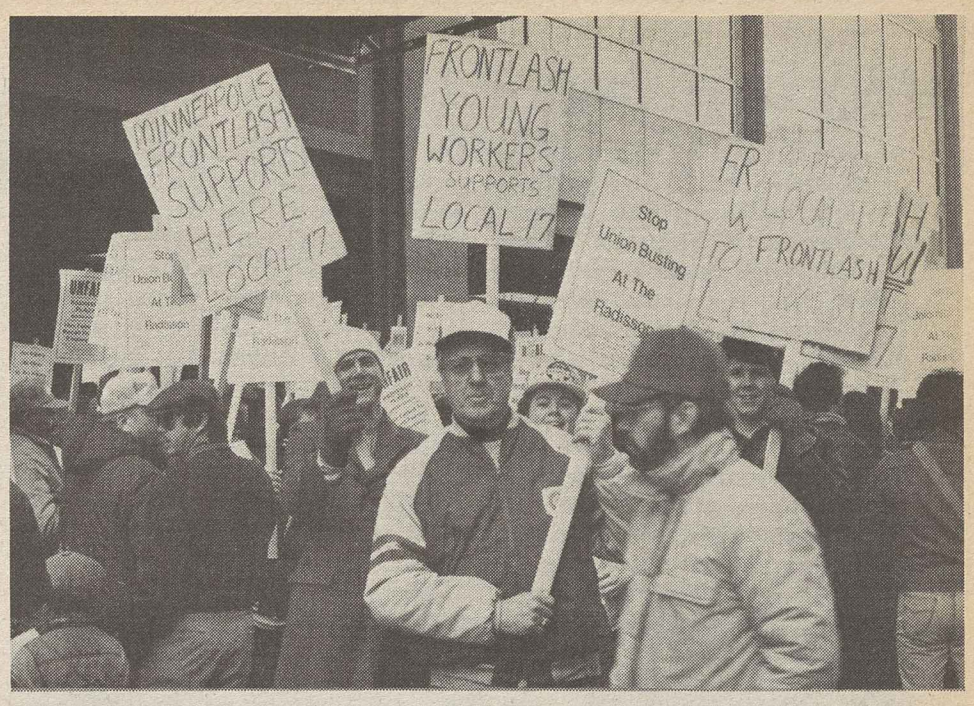
Innocent victim

Newington, N.H.—A pet cat may have been the first casualty in Simplex Wire & Cable Co.'s lockout of 300 members of Electrical Workers Local 2208.

The mascot used to live in the plant's boiler room. But Charles Kelso, a union-busting attorney from Atlanta who represented Simplex in negotiations, told IBEW bargainers that the cat "has been terminated."

"This is war," Kelso said. "There will be casualties."

Calls to Simplex and Kelso to determine the cat's fate were not returned.



Members of HERE Local 17 and their supporters, including Frontlash volunteer organizers, picket the Radisson Plaza Hotel in Minneapolis.

Hotel workers in two cities hit by reneging employers

A trail of broken promises has left hundreds of hotel workers at the Marriott Marquis in New York without the union representation they desire and in Minneapolis the new Radisson Plaza Hotel has refused to rehire former union workers who were promised their jobs back following rebuilding of the hotel.

In a June 29, 1982, letter of understanding with the New York Hotel & Motel Trades Council, Marriott Corp. agreed to a "card check when authorization cards representing a majority of the non-management employees employed at the (Marquis) hotel are presented."

The council, for its part, agreed not to "take any action which interfers with the site preparation, construction or opening of the hotel." Now that the council, representing nine local unions, has a majority of representation cards signed, Marriott has broken the agreement.

It a letter to its workers, Marriott said the company officials "agreed to the contents of the letter because if they didn't, the union would have made the building of this hotel even more difficult that it was." Marriott told the council to get a representation election if it wants to bargain for the workers. In self-serving flag-waving, it told its employees, "the secret ballot is the cornerstone of our American democracy."

Marquis workers said they weren't surprised by Marriott's tactics. Room attendant Maria Paquin said at a recent meeting, "Now every worker in the hotel knows how unreliable Marriott's word is. They lie and now they've let all of their workers know it."

Management cops out

Meanwhile in Minneapolis, the Radisson refused to rehire 180 union workers left unemployed by the 1981 closing of the old hotel. Under an agreement with Hotel Employees & Restaurant Employees Local 17 at the time of the closing, management agreed to rehire workers with full seniority and benefits and agreed to a card count.

Last December, Radisson management began advertising for workers and has hired back only a few Local 17 members, according to local organizer Mick McGibbon. The hotel refused the union access to the workers during a two-week orientation and allows organizers contact with workers at "unsatisfactory" times, McGibbon said.

Recently, 700 union members and their families picketed the hotel to protest the Radisson's union-busting tactics. The Minneapolis AFL-CIO and the local Frontlash volunteers aided in setting up the rally.

Auto Workers set goals

Postal talks top '87 bargaining

Negotiations involving 600,000 postal employees open this month and contract talks affecting 480,000 workers in the import-beleaguered auto industry kick off in July, offering a preview of a year of intense collective bargaining for more than 1.7 million union members.

On Apr. 22, the Letter Carriers and Postal Workers will launch joint negotiations covering carriers, clerks and craft workers at the U.S. Postal Service, a day after the Laborers open talks for mail handlers. All three pacts expire July 20. The unaffiliated Rural Letter Carriers, whose contract runs until Jan. 20, 1988, won't begin bargaining until October.

At the top of the unions' agenda will be pay raises linked to increased productivity that saw overtime plunge 34 percent last year despite a 5-percent rise in mail volume. Negotiations will also center on the two-tier pay structure approved by an arbitrator after the 1984 talks deadlocked.

The unions will raise health and safety issues in light of the mass murder of 14 Edmond, Okla., postal workers in August 1986 and job-related injuries involving 125 workers exposed to toxic chemicals used to clean floors at an Oklahoma City, Okla., post office earlier this year.

Other issues

The talks will also focus on child care, more regular hours for part-time workers and a curb on the use of "casual workers" during the Christmas rush and other peak mail periods.

Unlike three years ago, when then-Postmaster Gen. William Bolger dug in his heels during contract talks, both sides expressed optimism about reaching a settlement at the bargaining table without having to resort to mediation, fact-finding or binding arbitration.

For the Auto Workers and Electronic Workers, gearing up for negotiations with Ford and General Motors, job and income security will be key issues. The negotiations come during a period of plant closures and a growing industry trend to shift work to outside suppliers and to move assembly operations to Mexico and other offshore plants to exploit low-cost labor.

"Guaranteed employment is a concept whose time has come," UAW President Owen Bieber told the union's bargaining convention in Chicago, as 3,000 delegates mapped negotiation strategy for new contracts to replace those expiring Sept. 14.

"We don't say it's possible to win guarantees that the exact number and nature of jobs existing today will be there tomorrow," Bieber said. "It is possible however to demand of employers that our new agreements provide every worker with a guaranteed future."

Broad agenda

Also on the table will be such issues as safeguards for workers whose jobs are shot out from under them by plant closures, improved profit sharing—particularly at GM where workers came up empty handed despite 1986 corporate earnings of $2.9 billion—and wage gains geared to what Bieber called "spectacular" increases in productivity.

Meanwhile, the Steelworkers reopened contract negotiations with LTV Corp., a year after giving the financially troubled steelmaker deep concessions. Although the present contract runs through August 1989, the union went go back to the bargaining table to preserve pension and insurance benefits threatened by LTV's Chapter 11 bankruptcy proceedings.

Also under way or scheduled to open this month are negotiations involving 26,000 State, County & Municipal Employees, Teachers, Fire Fighters and Service Employees with the District of Columbia government; 15,000 Service Employees with the Greater New York Health Care Facilities Association; 26,000 Laborers and Carpenters with the New Jersey Building Contractors Association, and 24,000 Food & Commercial Workers at Food Town, Shop Rite, Grand Union and Pathmark in New York City.

Other negotiations, to replace contracts expiring this month, include:

- 21,500 Laborers, Carpenters, Operating Engineers and Iron Workers with Associated General Contractors in Colorado, Connecticut, New Jersey, Columbus and Dayton, Ohio, and Marquette, Mich.
- 6,200 Carpenters and Painters with the Cleveland Contractors and Employers Associations.
- 5,300 Electrical Workers with the National Electric Contractors Association in Washington, D.C., Nassau and Suffolk Counties, N.Y., and Minneapolis.
- 3,500 Laborers and Carpenters with the North Texas Contractors Association.
- 7,300 Electrical Workers, Plumbers & Pipefitters and members of the unaffiliated Utility Co-Workers Association with New Jersey's Public Service Electric & Gas Co.

The rest of 1987's bargaining calendar looks like this:

May—18,000 Steelworkers at Newport News Shipbuilding & Dry Dock.

June—16,000 UAW members at Rockwell International, 20,000 Carpenters with the New York City Building Construction Contractors and 300,000 members of public employee unions in New York City.

August—65,000 UFCW members with the California Food Employers Council and 26,000 Teachers with the Chicago Board of Education.

September—56,000 Clothing & Textile Workers for a national contract with the Clothing Manufacturers Association USA, 16,000 UFCW insurance agents with Prudential Insurance Co. of America, 17,000 Service Employees with Los Angeles County and 9,000 Bakery, Confectionery & Tobacco Workers with Nabisco.

December—12,000 Machinists at Eastern Airlines and 22,000 Electrical Workers with the Northern States Power Co.

Rail unions assail grievance fund cut

Railroad unions sharply denounced Reagan Administration proposals to slash 25 percent of the National Mediation Board budget by scrapping a half-century-old practice of financing grievance arbitration.

Richard I. Kilroy, president of the Railway & Airline Clerks and chairman of the Railway Labor Executives Association, pledged a vigorous fight on Capitol Hill to prevent dismantling of the machinery for resolving railroad industry disputes.

"Rail labor has had to fight continually in Congress to keep National Mediation Board and National Railroad Adjustment Board funding at adequate levels," Kilroy said. "We intend to press Congress to provide the necessary funds in order to carry on the board's responsibilities."

NMB Chairman Charles L. Woods told the House Appropriations Subcommittee on Labor the Administration had concluded that full funding of the grievance process "is not fiscally justifiable in an environment of limited budgetary resources."

Although railroad unions and management are exploring ways to restructure the way disputes are resolved in the industry—including expedited arbitration boards, boards that hand down bench decisions and ones that reach findings without hearings—BRAC stressed that these discussions were not designed to replace the NMB grievance procedure.

Paying for Liberty

The Reagan Administration, which portrays itself as the taxpayer's best friend, has been pushing for higher "user fees" as an alternative to tax increases. But when the White House tried to sock it to visitors to the Statue of Liberty, an outraged Congress rebelled.

The Senate unanimously voted to revoke the $1 fee the National Park System imposed last February for visitors to the statue and its associated immigration museum. Previously the only charge was a 25-cent fee for persons who used the elevator rather than the stairway to get to the top.

Sen. Bill Bradley (D-N.J.) said it was "inappropriate and ill-conceived" to impose a fee just after the public had contributed $300 million towards the statue's 100th anniversary renovation.

The poem at the statue's base, he noted, reads: "Give me your tired, your poor, your huddled masses yearning to breathe free." It doesn't end with "and give me a dollar," Bradley said.

An earlier House-passed bill dealing with fees at national parks would rescind the Statue of Liberty admission charge and also bar imposition of fees for visitors to the Washington Monument.

In the face of widespread protest, the Administration has dropped a plan to charge admission to Independence Hall in Philadelphia—at least until after the current celebration of the bicentennial of the U.S. Constitution, which was signed there.

Shakeout process continues in presidential sweepstakes

The Democratic presidential field is getting more crowded and the Republican contenders are starting to thin out. But the shakeout process isn't complete, and some potential candidates in both major parties are still testing the political waters.

Eight prominent Democrats have either announced their candidacy for the presidential nomination or given strong indications that they will do so. Two others are considered in the "maybe" category.

The lone dropout from earlier lists of candidates was Sen. Dale Bumpers (Ark.), who told reporters he had decided the strain of a campaign on his family life wasn't worth it.

Two other senators—Paul Simon of Illinois and Albert Gore Jr. of Tennessee—quickly filled the gap in the ranks.

Change of heart

Simon, who had earlier declared his support for Bumpers, announced that he will seek the nomination himself. Gore, who previously had said he would not run, changed his mind and declared that he will be a candidate.

They join former Arizona Gov. Bruce Babbitt, Sen. Joseph Biden Jr. of Delaware, Massachusetts Gov. Michael S. Dukakis, Rep. Richard A. Gephardt of Missouri, former Colorado Sen. Gary Hart and former civil rights activist Jesse Jackson.

In addition, both Arkansas Gov. Bill Clinton and Sen. Sam Nunn of Georgia have kept the door open to a possible presidential announcement later this year.

The Republican probables, at latest tally, were Vice President George Bush, Senate GOP Leader Robert Dole of Kansas, former Delaware Gov. Pierre S. du Pont IV, former Sec. of State Alexander M. Haig Jr., Rep. Jack Kemp of New York and television evangelist Pat Robertson.

Former Nevada Sen. Paul Laxalt has kept the door open on a possible candidacy. But Donald Rumsfeld, a former Secretary of Defense, announced that he had decided against seeking the presidential nomination.

Despite the importance of the new southern regional primary day, on Mar. 8, early campaigning is focused as in the past on the first presidential tests—the Iowa caucus and the New Hampshire primary.

Cucumber growers recognize union

Toledo, Ohio—The unaffiliated Farm Labor Organizing Committee scored a breakthrough by winning representation rights among workers employed by 14 cucumber growers in Northwest Ohio and Southeast Michigan.

Although FLOC gathered 72 percent of all the votes cast at 27 farms in the area, it failed to win the required number of votes for representation on seven farms and an insufficient number of votes were cast at six other sites to validate the results.

As a result of the election, owners represented by the Fremont Pickle & Tomato Growers Association agreed to a three-year contract. An incentive pay system would be established that could provide workers as much as 6 percent more in annual earnings.

The contract, which runs through Feb. 28, 1990, was endorsed by Heinz USA, with whom the growers have contracts for the sale of cucumbers. It provides that FLOC will represent all workers on the farms where it won representation, with nonmembers paying a service fee equal to the dues paid by union members.

Heinz agreed to participate with workers and growers in establishing committees to study housing conditions, health care and day care centers.

The negotiation process was mediated by former Labor Sec. John Dunlop, a professor at Harvard University.

Conferees map strategy in trade and job areas to wipe out discrimination

Problem-solving and politics were on the agenda of the annual AFL-CIO civil rights conference, as participants surveyed the nation's civil rights landscape and exchanged ideas on how it can be improved.

More than 60 trade unionists from 35 affiliates gathered for the five-day session which addressed the theme: "Civil Rights in Crisis—a Call for Justice."

In an address to the conference, AFL-CIO Sec.-Treas. Thomas R. Donahue said the "chief issue in the fight for equal rights is jobs." He noted that the labor movement has "spent 20 years breaking down the job barriers and rooting out discrimination in the workplace and in the community."

Donahue applauded the recent Supreme Court decision on affirmative action but added, "if you're standing in the unemployment line, it takes you no place at all."

"One of the most vital civil rights issues on labor's agenda" is trade reform that focuses on affirmative action in international trade as well as in the workplace, Donahue said.

He also outlined other elements of labor's legislative agenda, including restoration of protections under the Civil Rights Act, parental leave, fair housing and an increased minimum wage.

Administration failure

AFL-CIO Civil Rights Director Richard Womack charged that the Reagan Administration has resisted and undermined civil rights programs by failing to enforce the law and politicizing civil rights agencies and appointments.

Despite some progress following the 1964 Civil Rights Act, "women and minorities continue to experience discrimination in employment," Womack charged. He called for a "national climate of compliance" including more vigorous enforcement of equal employment opportunities and more effective affirmative action programs.

President Lynn Williams of the Steelworkers recalled labor's early efforts in the fight for equal opportunity.

Williams scored the Reagan Administration for having "reopened the door to racist sentiments" by seeking to overturn the advances in civil rights and employment opportunities that the nation has made over the past two decades.

Sending the message

President William H. Bywater, of the Electronic Workers, stressed the need for education and communication "to get the message out to rank-and-file members that they are hurting themselves" when they support candidates who are not committed to labor and civil rights.

In presentations and discussions, participants examined the problems of working women, recent court decisions on affirmative action, concerns of Hispanic workers and political action programs. They met with representatives of the Equal Employment Opportunity Commission and also heard from officials of the AFL-CIO's support groups—the A. Philip Randolph Institute, Labor Council for Latin American Advancement, Frontlash and the Coalition of Labor Union Women.

Other speakers included Democratic presidential candidate Jesse Jackson; AFL-CIO Vice Presidents Frederick O'Neal and Barbara Hutchinson; Sec.-Treas. William Lucy of the State, County & Municipal Employees and Vice President Jack Otero of the Railway & Airline Clerks.

NLRB rules Otis flouted law in 10-year-old relocation case

Otis Elevator Co. violated the Taft-Hartley Act ten years ago when it circumvented the Auto Workers to deal directly with employees transferred from Mahwah, N.J., to East Hartford, Conn., the National Labor Relations Board ruled.

The decision was a watered-down version of one originally issued in March 1981, when the board ruled that Otis, a wholly owned subsidiary of United Technologies Inc., illegally refused to bargain with the UAW and unlawfully denied the union relevant information about the relocation decision.

The company appealed that earlier ruling, and in August 1981 the U.S. Circuit Court of Appeals for the District of Columbia granted the board's request for remand of the case for reconsideration in light of a Supreme Court ruling in a similar job-transfer case.

An administrative law judge again held that Otis unlawfully ignored its obligation to bargain with the union concerning the effect of its decision on the employees. But the NLRB, on a 2-to-1 vote, set that finding aside, contending that management was merely engaged in "hard bargaining" when it offered a transfer package to the UAW on a "take-it-or-leave-it" basis.

The board concluded, however, that Otis flouted the law by dealing directly with employees on the relocation package that included six-day home-finding trips to Connecticut, meals and lodging for 90 days for employees who relocated, and up to one month's salary for miscellaneous expenses.

The NLRB ordered Otis to give back pay to workers at the Mahwah facility who lost their jobs as a result of the production shift to Connecticut.

In a dissenting opinion, Chairman Donald L. Dotson argued that the case should have been dismissed in its entirety. Dotson insisted that Otis was "clearly privileged to transfer unit work without bargaining with the union."

Factory output and housing starts slump

Continued from Page 1

During the first quarter, wholesale prices increased at an annual rate of 5.5 percent—the fastest pace since 1985 when producer prices shot up 4 percent.

Sharply higher prices for food, women's apparel and home electronic equipment offset a two-tenths of 1 percent decline in energy costs. The latter had risen almost 10 percent in January and 4 percent in February.

The Commerce Dept. reported a puny two-tenths of 1 percent rise in retail sales in March, reflecting growing consumer unease about the state of the economy.

Sales in the first quarter of this year were 1 percent below the total for the last three months of 1986, the government said. It was the second successive quarter of declining retail activity.

On the home buying front, the Veterans Administration boosted its interest rate a full percentage point—from 8.5 percent to 9.5 percent. It marked its first upward movement in two years. The rate had declined steadily from its 13-percent peak in March 1985.

The banking industry has pushed up the cost of borrowing money a percentage point or more since March, sending would-be buyers scurrying for home mortgages before interest rates go any higher.

Building permits drop

There was grim news from the home building industry. Housing starts dropped 3.2 percent in March—the steepest fall since September—and the number of building permits issued for single-family homes plummeted by the largest amount in three years.

The Census Bureau said the seasonally adjusted annual rate was 1.7 million housing starts in March, compared with a 1.8-million pace in January and February.

Permits to build single-family homes plunged 7.7. It was the biggest drop since the 15-percent nosedive in March 1984.

The report showed that construction began on 350,000 homes during the first three months of 1987—6 percent below the pace for the same period last year.

Meanwhile, jobs continued their shift from manufacturing to the service sector in the past 12 months, the BLS reported.

Although virtually every state posted gains in retail and wholesale trade, finance, insurance and real estate, 23 states lost manufacturing jobs during the past year. The largest declines were registered in Massachusetts, Michigan, New York, Pennsylvania and Texas. And 27 states posted job losses in mining and oil extraction, with California, Louisiana, Oklahoma and Texas the biggest losers.

Unemployment was in the double-digit range in seven states during February, the government said, with Louisiana at the top of the list with a 14.3-percent jobless rate.

Minimum wage boost approved in Arkansas

Little Rock, Ark.—A labor-backed measure to raise the state minimum wage 15 cents an hour by January 1989 was overwhelmingly approved by the General Assembly and signed by Democratic Gov. Bill Clinton.

The state minimum wage, which was last increased to $3.15 an hour in 1985, would go up to $3.25 an hour next January and increase 5 cents more the following January. The law would cover employers with five or more workers and gross dollar volume of business under $365,000 annually.

The Arkansas minimum wage does not apply to companies covered by the federal Fair Labor Standards Act which currently sets a minimum wage of $3.35 an hour. The new minimum will restore the lowest-paid workers to about 40 percent of the state's average weekly wage and cover about 75,000 persons, according to State Federation President J. Bill Becker.

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Roots of the TRADE CRISIS

The AFL-CIO has long been concerned with the effects of unregulated and discriminatory trade. Millions of workers have lost their jobs due to the absence of effective trade policies, the capriciousness of individual companies or the vagaries of U.S. economic policy. The fact that international trade can and has damaged U.S. domestic production is widely acknowledged—an understanding no doubt triggered by the fourfold increase in America's trade deficit in just six years. Those who in the past denied the existence of a problem or counseled patience to the victims of trade have been largely silenced by the enormity of the shift in U.S. trade patterns.

The question now is what to do about it.

Last spring, the House of Representatives addressed this national crisis by passing, by a vote of 295 to 115, comprehensive legislation entitled the Trade and International Economic Policy Reform Act of 1986. While not perfect, the House bill, among other things, required the gradual reduction of U.S. trade deficits with certain countries, introduced the concept of worker rights and trade, modernized and streamlined U.S. trade remedy law, and expanded the coverage of unfair trade practice statutes. Unfortunately, the Senate didn't act. This bill has been reintroduced in the new Congress (H.R. 3) and the Senate has also begun consideration of various trade reform proposals.

In all probability, trade legislation will be enacted in 1987. Whether it will be sufficient to this country's needs remains the key question.

TRADE AND THE U.S. ECONOMY

The U.S. trade deficit reached $170 billion last year, more than four times the 1980 total. Exports dropped slightly from 1980 to 1986, while imports mushroomed 51 percent.

Fuel imports put this country in the red during the late 1970s and early 1980s. But recently, manufacturing goods have accounted for the biggest chunk of the trade shortfall. Manufactured imports outpaced exports by about $145 billion last year, from an export surplus of $13 billion as recently as 1980.

The enormous U.S. trade deficit wiped out millions of jobs, devastated local communities, and pushed the U.S. economy into a risky, fragile condition. The trade gap has already made the U.S. the largest debtor in the world, placing a heavy burden on future generations, which are likely to have fewer good job opportunities and slower income growth.

The trade imbalance cost the United States 2.5 million jobs in 1986 alone. Saving those jobs would have meant a reduction in the unemployment rate from 7.0 percent to 5.0 percent.

Numerous well-paying and high-quality job opportunities in the middle tier of the nation's income structure are being forfeited, and with that, the living standard that made the U.S. the envy of the world is being undermined.

The impact on employment has been severe. The year 1986 was only one of ten post-World War II years with an unemployment rate above 7 percent, and six of those years were 1981 through 1986, the period when America's international trade position nosedived.

While total employment has grown in the last six years, that growth has taken place solely in service sectors. Employment in manufacturing has declined by some two million jobs. Further, even with the sharp growth in service industry employment, the rate of job growth in the last six years is 29 percent below average growth rates of the 1970s.

The upheaval within the manufacturing sector has been harsh and tempestuous, and imports are the source of most of the employment losses. Since peaking in 1979, the jobs in numerous manufacturing industries have plummeted. Among durable goods manufacturers, lumber, furniture, stone, primary and fabricated metals, machinery, motor vehicles and other transportation equipment have all suffered considerable job losses. In nondurables, employment is down from 1979 levels in food, tobacco, textile, apparel, paper, chemicals petroleum and leather.

In a study of displaced workers released in October 1986, the Bureau of Labor Statistics reported that between 1981 and 1986, years when the nation's trade deficit was growing dramatically, 13.1 million lost their jobs to plant closure, slack work or layoffs. More than five million of these displaced workers had been at their jobs for at least three years. Of these, the survey found that 18 percent remained unemployed and an additional 15 percent had left the workforce entirely. For those fortunate enough to find other jobs, 10 percent were working part-time, and of those securing full-time work, 40 percent were forced to accept lower pay. Not surprising, under that impact, average weekly earnings for U.S. non-supervisory production employees have declined about 9 percent from 1979 to 1986 after adjusting for inflation, and 60 percent of the new jobs created since 1979 paid less than $7,000 a year.

Many Lost Jobs Aren't Reflected In Employment Data

The officially reported net job changes in various industries do not capture all of the jobs lost or show the job opportunities that would have been available if the nation's trade balance were better. For example, given the growth in the nation's economy and the demand for various goods and services, if trade had been balanced and demands were satisfied to a greater extent by domestic production, many domestic industries that lost jobs would have had job increases, and industries that posted net employment additions would have enjoyed even greater increases. And there are indirect effects on sales, jobs, and incomes that reverberate throughout the economy.

Several organizations have studied these relationships and tried to trace the interconnections among industries involving trade, output, and employment. Such investigations uniformly demonstrate that the nation's trade deficit has had significant adverse effects on employment and production and that manufacturing industries and the regions dependent on manufacturing have suffered the most.

One detailed evaluation of employment impacts, based on the experience in 1984, was published by the U.S. Dept. of Commerce in January 1986. The United States suffered a $123 billion deficit in its merchandise trade in 1984. Using two different assumptions concerning the composition and size of the trade deficit, the Commerce Dept. estimated that employment was between 1.3 percent and 2.7 percent lower than it would have been if trade were balanced. This represents between 1.1 and 2.4 million jobs.

A third approach assessed trade within the context of the overall economic environment and yielded an estimated loss of 1.8 million jobs in 1984. This analysis assumed that the United States would undertake policies to bring about a trade balance. These policies included negotiations with other nations to reduce trade barriers and unfair trade practices along with agreements that key trading partners would implement government spending, tax, and monetary measures to boost their economies. The additional element in this phase of the Commerce Dept.'s analysis was the allowance for the feedback from such factors as interest rates and inflation when the pace of the economy quickened because of the trade deficit's decline. Simultaneously, employment and output were traced through the nation's industrial structure, as in the department's two other analyses.

Updating these estimates to 1986 to account for the 40 percent deterioration in the nation's trade balance over the last two years indicates that the United States had 2.5 million fewer jobs because of the trade deficit in 1986. The jobs shortfall in manufacturing was heaviest in the following industries: textiles, 631,000; electrical and electronic equipment, 475,000; the three metal industries combined (primary iron and steel, primary nonferrous, and fabricated metal products), 342,000; leather and leather products, 208,000; and motor vehicles, 171,000.

As is to be expected, the regions where trade-sensitive manufacturing industries are located have experienced the largest numbers of lost jobs. However, the damage has by no means been limited to the northeastern and midwestern industrial belt. Data Resources, Inc. (DRI), a private economic consulting organization, evaluated trade's influence on the nation's regional employment patterns in 1984. DRI found that many large industrial states, including Pennsylvania, Michigan, Ohio, and New York have had huge numbers of jobs evaporate because of

This article was prepared by staff members of the AFL-CIO Dept. of Economic Research, including Assistant Director Arnold Cantor and Economist Mark Anderson.

Needed: 'Strong, Effective' Legislation

The following statement on trade was adopted by the AFL-CIO Executive Council, Feb. 16, 1987, at Bal Harbour, Fla.:

For the good of the country, and for the good of the international trading community, the 100th Congress must pass trade legislation that is based on a strong and effective trade deficit reduction provision. Such a provision must require any major trading partner that maintains excessive surpluses with the United States, and is found to engage in unfair trading practices, to reduce those surpluses.

The U.S. merchandise trade deficit amounted to $170 billion in 1986, a four-fold increase from the 1980 level. Millions of jobs have been lost. No sector of the economy is untouched. Mines and factories are closing, communities are devastated, and more and more farm families are being driven off their land. The dramatic increase in imports has been accompanied by massive inflows of foreign capital. America's future is mortgaged to the hilt.

More than 70 percent of the trade deficit is accounted for by imbalances with just five countries—Japan, $59 billion; Canada, $23 billion; Germany, $16 billion; Taiwan, $16 billion; and South Korea, $7 billion.

Some of these countries have refused to open their markets and abolish their unfair trading practices as a step toward reducing their huge surpluses. Where their focus has been on mercantilistic policies that depend upon export-led growth, that focus must be changed to policies that increase the purchasing power of their own people.

A strong trade deficit reduction provision is essential to give these countries the incentive to do what needs to be done to improve the lives of their own citizens and the citizens of their trading partners.

The prescriptions of the Administration—falling dollar exchange rates, multilateral negotiations, and selective action against unfair trading practices—have not, and will not, significantly reduce the trade deficit.

The Congress must send to the President a trade bill that will reduce the trade deficit and help American workers and industry regain lost production, jobs and income.

The AFL-CIO supports H.R. 3 in the House of Representatives as a constructive beginning to overcome the trade crisis. We are disturbed, however, that proposals advanced by the Chairman of the Senate Finance Committee fail to meet this test.

In addition to deficit reduction, the AFL-CIO supports legislation that will:

- Make the denial of internationally recognized worker rights an actionable practice under U.S. trade law. The U.S. should not permit free entry of goods produced in countries which refuse to respect basic worker rights.
- Expand trade adjustment assistance both in coverage and scope, financed by an import surcharge, to help those workers harmed by trade.
- Tighten and streamline the U.S. trade law to make relief from injury timely, effective, and predictable and to counteract unfair trading practices.
- Remove from both the tax and tariff codes incentives for the movement of U.S. production overseas, one of the major sources of the trade deficit.
- Deal with the problems of specific industries such as textile and apparel, shoes, telecommunications, printing, maritime and steel.
- Begin addressing the problem of less-developed country debt by requiring partial forgiveness by the lending banks of the principal owed, as well as reductions in interest rates.

The AFL-CIO will work with the Congress to achieve effective trade legislation.

The AFL-CIO will not support, and will oppose, purely cosmetic trade legislation that does not address these vital points.

the adverse effects of imports. But, when states are ranked by their job loss percentage, several Sunbelt states, including South Carolina, North Carolina, Georgia, Alabama, New Mexico, and Mississippi also show severe job losses.

TRADE BY COUNTRY AND SECTOR

The United States is running its biggest merchandise and manufacturing trade deficits with Japan. Imports from that country alone account for about $59 billion of the 1986 trade deficit of $170 billion. Japanese goods imported by the United States—almost all of them manufactured goods—increased by more than two-and-one-half times from 1980 to 1986 when measured in U.S. dollars.

But the United States is running large trade deficits with several other countries. In fact, more than 70 percent of the trade deficit is accounted for by imbalances with just five countries—Japan, $59 billion; Canada, $23 billion; Germany, $16 billion; Taiwan, $16 billion; and South Korea, $7 billion.

Unlike the United States, most other countries have taken strong action to aid their domestic industries through import restrictions, export promotion, and a variety of "industrial policies."

Some countries apply trade barriers, such as import charges and quantitative restrictions, on goods from the United States and elsewhere. Some subsidize their exports and "dump" their products here and elsewhere to capture markets. And a number of countries ignore patents and copyrights designed to protect imported goods from unfair imitation.

Japan employs a number of trade practices to discourage imports and spur exports. That nation imposes tariffs and other import charges on agricultural products, wood and paper products, cigarettes, and aluminum. For wood and paper products alone, the United States could increase exports to Japan by more than $500 million if Japan's tariffs were reduced to U.S. levels.

Japan also imposes non-tariff barriers such as discriminatory standards and elaborate testing, labeling, and certification of imported goods. These practices affect imports of telecommunications equipment, pharmaceuticals, medical equipment, and autos, to name a few. For example, each automobile imported into Japan must be individually inspected in contrast to the U.S. practice of examining a few sample cars. Last year, Japan exported more than 2.3 million cars to the United States. Meanwhile, only about 2,500 U.S. autos made it into Japan.

Other barriers include patent and trademark registration delays in Japan that deter U.S. firms from introducing their products into that country for fear of imitation. Until recently, the containers that U.S. shippers commonly use were banned from Japanese freeways, forcing the packing, unpacking, and repacking of many U.S. imports. And Japan ardently protects its agricultural industry, virtually forbidding rice imports, for example, even though Japanese rice costs around six times more than high quality California rice.

Nations of the European Economic Community (EEC) also run substantial trade surpluses with the United States and follow practices that encourage exports and limit imports for a wide range of products from different countries.

France uses massive export subsidies. In many cases, the subsidies are granted when countries place large orders for French goods, thus encouraging the sale of French goods abroad and hampering U.S. exporters that compete with France in those countries. In Germany, the Deutsches Bundespost agency responsible for the purchase of about 80 percent of that country's telecommunications equipment discriminates against non-German companies through testing and certification practices and requirements that manufacturers maintain facilities in Germany. And the European Community as a whole severely restricts agricultural imports from the U.S. and elsewhere.

Newly industrialized countries also have adopted trade practices favoring their own businesses. Brazil, for example, uses an extensive system of import controls. Total imports of Brazil in 1985 amounted to less than 6 percent of that country's gross domestic product—or 3 percent if oil imports are excluded. In contrast, U.S. imports amounted to 31 percent of this country's gross domestic product.

Brazilian law restricts the importation of goods that can be made in Brazil, and the country's licensing requirements and quantitative restrictions effectively exclude imports of U.S.-made goods. Without these restrictions, U.S. exports of textile and apparel to Brazil would average about $100 million a year, according to a report from the U.S. Trade Representative. With them, such exports amounted to less than $12 million in 1985.

Korea, which exports clothing, telecommunications and audio equipment, footwear, electrical equipment, and automobiles to the United States, imposes quotas on many U.S. agricultural and food products as well as a range of manufactured goods.

Imports have hurt a whole range of U.S. manufacturing industries. Auto imports are expected to total 4.7 million units in 1986, or 40 percent of the U.S. market. Steel imports have climbed 35 percent in volume from 1980 to 20.9 billion tons in 1986.

Imports of clothing and textiles rose more than 250 percent in dollar terms from 1980 to 1986. Shoe imports, too, have skyrocketed during that period. And the U.S. trade balance for telephone and telegraph equipment fell from a $136 million surplus in 1980 to a $1.3 billion deficit last year.

In 1980, the value of manufactured imports equaled 23 percent of the value of all such goods made in the USA. By 1985 their value was almost one-third that of U.S. manufactured goods. Meanwhile, the share of U.S. manufactured goods exported fell from 25 percent in 1980 to 18 percent in 1985. Given last year's trade deficit, 1986 levels undoubtedly will be worse.

Agriculture and High-Tech

For a time, some economists and policymakers counted on U.S. exports of agricultural products, high technology and business services to keep the trade flows in balance. They were wrong.

The United States, long considered the bread basket of the world, exported one-third fewer agicultural products last year than it did in 1980. The U.S. agricultural trade surplus has plummeted from about $23 billion to about $3 billion over that period. Many factors were involved, including the overvalued dollar, better agricultural yields abroad, and aggressive export policies of other countries selling to nations which previously bought from the United States.

A similar shift has occurred in U.S. trade of high-tech goods. The 1985 U.S. trade surplus of $3.6 billion for these goods is expected to became a deficit of $3.6 billion for 1986, a startling switch from a U.S. high-tech surplus of $26.7 billion in 1980. The United States is in the red to the tune of $18 billion for high-tech trade in communications equipment and electronic components, $2.8 billion for professional and scientific instruments and more than $800 million for engines, turbines and parts.

Comparisons of 1980 and 1986 high-tech sales show a two-thirds drop in the U.S. trade surplus for accounting, computing and office machinery—including computers—a one-third drop in the surplus for plastics, and another drop of almost one-third for drugs and medicines.

U.S. INTERNATIONAL FINANCIAL RELATIONS AND TRADE

Related to the sharp drop in America's international trade position is the fact that America doesn't just buy imports, we also borrow a lot of money to pay for those imports.

In the 1980s, the United States has gone from being the largest creditor nation in the world to the largest debtor. The United States and its citizens owe approximately $300 billion to foreign governments, corporations, banks, and individuals. Someday that money must be paid back; in the meantime, we are saddled with huge interest payments.

Current Account

Since 1976, the United States has had a merchandise trade deficit each year. But it didn't go into debt until 1982 because the investment income flow, plus income from services abroad by U.S. companies and citizens, outweighed the negative balances in trade, travel and transportation, and remittances abroad on pensions and other transfers.

However, starting in 1982, and in every year since, the trade imbalance overwhelmed the investment flow, and the U.S. balance on current account was negative, with the gap growing rapidly from year to year.

The current account deficits had to be made up by borrowing from other nations, and at the same time, the United States had to finance a huge and growing federal budget deficit. Foreigners rapidly increased their holdings of U.S. Treasury securities, helping to finance the budget deficit, and increased their direct investments in the United States by establishing and purchasing U.S. firms; by purchasing real estate, bonds, and corporate stocks; and by loans to U.S. companies. As the net investment position of the United States declined and that of foreign investors increased, the outflow of payments in the form of interest, dividends, and profits to foreigners advanced as loans and equity investments grew. This culminated in the United States becoming a net debtor nation in the amount of $107 billion in 1985 and $256 billion in the third quarter of 1986. Expectations are that the growth of the payments from the United States to foreigners in the form of interest, dividends, and profits will accelerate, enlarging the U.S. net debtor position to $800 billion by 1990.

This process will not go on indefinitely. Foreign lenders and investors will sooner or later lose confidence in U.S. investments or in the value of the dollar, which will decline as the U.S. economy slows and large trade deficits continue. Foreign creditors will then begin to draw back from U.S. loans and investments. If they sell off large amounts of U.S. securities, interest rates in the United States will rise, triggering a recession.

EXCHANGE RATES AND TRADE

In the 1980s the United States experienced an extraordinary rise and fall in the foreign exchange value of the dollar. The dollar rose 87 percent against other major currencies in less than five years—July 1980 to February 1985—then dropped a sharp 40 percent over the two years since February 1985. Imports into the United States climbed drastically in the first period when a high-valued dollar could buy more foreign goods, but instead of declining as the dollar declined, our trade deficit deteriorated dramatically from $123 billion in 1984 to $170 billion in 1986, the worst level ever recorded.

Exchange rates do influence the nation's trade patterns, but these recent experiences demonstrate that many other factors are at play.

The Volatile and Complex Nature Of Exchange Rate Movements

One reason for the dollar's sharp ascent during the initial years of this decade was the high level of real interest rates in the United States beginning in 1981. It's no coincidence that the U.S. economy plunged into the worst recession of the post-war era at the same time that real rates (i.e., interest rates minus inflation) climbed sharply in 1981. The 1981 tax giveaway, along with tight money, raised real rates in the United States and attracted huge capital flows from abroad, pushing the dollar up. During the past two years, the sluggish pace of the nation's economy—in large part the result of the trade deficit's heavy burden—has tended to lower interest rates and, along with numerous other factors, contributed to the dollar's decline.

While exchange rates are one of many elements

'The United States has gone from being the largest creditor nation in the world to the largest debtor. . . . Someday that money must be paid back. . . .'

that can affect exports and imports, exports and imports themselves can also feed back to exchange rates with a reverse influence. A strong currency, for example, tends to make a nation's goods more expensive, which may worsen a country's trade balance. If the trade balance does deteriorate, the need for currency for trade purposes will decline, which, barring other factors, tends to make the currency cheaper.

Another feedback from the exchange rate—price changes—tends to reinforce that movement. A stronger dollar usually means cheaper imports, which contribute to inflation's slowdown. This slowdown may have added momentum to the dollar's upward climb. First, the dollar may have appreciated further to reflect inflation's moderation in the United States relative to other nations. Another way that inflation's moderation may have boosted the dollar was by keeping real interest rates in the United States higher than they would have been, offsetting some of the interest rate reduction stemming from the inflow of foreign capital.

Perceptions of political stability, risk, and other subjective considerations also affect rates of exchange, and speculation generates violent movements in currency values that frequently overwhelm the influence of more fundamental factors.

Both money and goods now move across national boundaries to a much greater degree than ever before. This increased interrelationship among the economies of different nations means that one nation's actions to influence exchange rates can be negated by developments in other countries. Thus, while an improved balance between the nation's monetary and fiscal policies (i.e., lower interest rates and lower federal budget deficits) might bring about a desired realignment of exchange rates, that is by no means guaranteed.

The elements that influence exchange rates are difficult to sort out, and the connection from exchange rates to trade is tenuous. Contributing to this complexity are delays in adjusting buying and selling patterns to movements in exchange rates; pricing and business location strategies designed to offset currency fluctuations; the wide variation of changes in the dollar's value against the currencies of different countries; the use of subsidies, dumping and other tactics to offset exchange rate movements; the extremely low wage levels in many countries; differences in countries' growth rates; and the global debt problem with related adjustment programs that limit imports from the United States.

While the dollar has declined against the mark, the yen, and the currencies of some other major trading partners, it has not declined against many of other major currencies such as those of Korea, Taiwan and many Latin American countries. Many of the countries in East Asia and Latin America link their currencies to the U.S. dollar, and with cheap labor and more competitive currencies, they are displacing Japan as a source of machine tools, cars, steel, and electronics.

Even against currencies of those countries most heavily involved in trade with the United States, the weakening of the U.S. dollar has not been universal. Canada, for example, has traditionally been the United States' most important trading partner in terms of total exports and imports. While Japan surpassed Canada as the largest exporter into the U.S. market in 1985, Canada is still the largest market for U.S. exports, has the largest combined volume of exports and imports with the United States, and retains its ranking as the country with which the U.S. has its second largest trade deficit—up from $20 billion in 1984 to $23 billion in 1986.

The U.S. dollar advanced 17 percent against the Canadian dollar from July 1980 to February 1985, when it reached its overall peak against other currencies. But over the past two years, in a departure from the general trend, the U.S. dollar didn't weaken against that of Canada.

The newly industrializing countries in Asia—South Korea, Taiwan, Hong Kong, Singapore, Malaysia—have been singularly successful in keeping their currencies cheap against the dollar, in contrast to the general trend of the past couple of years. Using Korea as an example, from 1980 through 1986 the dollar appreciated 46 percent against the won, and even advanced 4 percent between 1985 and 1986. Only during the dollar's sharp drop in recent months has the won advanced slightly. With its cheap labor and more competitive currencies, Korea is displacing Japan as a source of manufactured imports.

The dollar's decline against a foreign currency means that one dollar buys fewer units of that currency. This translates into a higher dollar price for foreign goods, unless the foreign price is reduced to offset the change in currency values.

Import and export patterns may adjust to these currency changes, however, only after a significant time. Moreover, some circumstances and counteractive strategies may prevent such adjustment from ever taking place. Many orders are already in the pipeline and cannot or will not be cancelled. Long-term buyer and seller relationships have been established that aren't readily terminated. Since the quantity of U.S. imports doesn't respond to the higher dollar price right away, when the dollar's foreign exchange value falls, the dollar value of imports initially increases and the U.S. trade balance worsens. Such deterioration can go on for a long time if import purchasers don't respond much to higher import prices.

Further, numerous foreign producers have cut their prices to offset some or all of the effect of the weaker dollar. Such a strategy can keep their goods competitive in U.S. markets even though the dollar has weakened and their currencies have become dearer. While this reduces profit margins, many still have substantial leeway to earn a satisfactory return. This is because when the dollar rose earlier, many foreign producers didn't reduce prices in the United States as much as warranted by the dollar's increase, which fattened their profit margins.

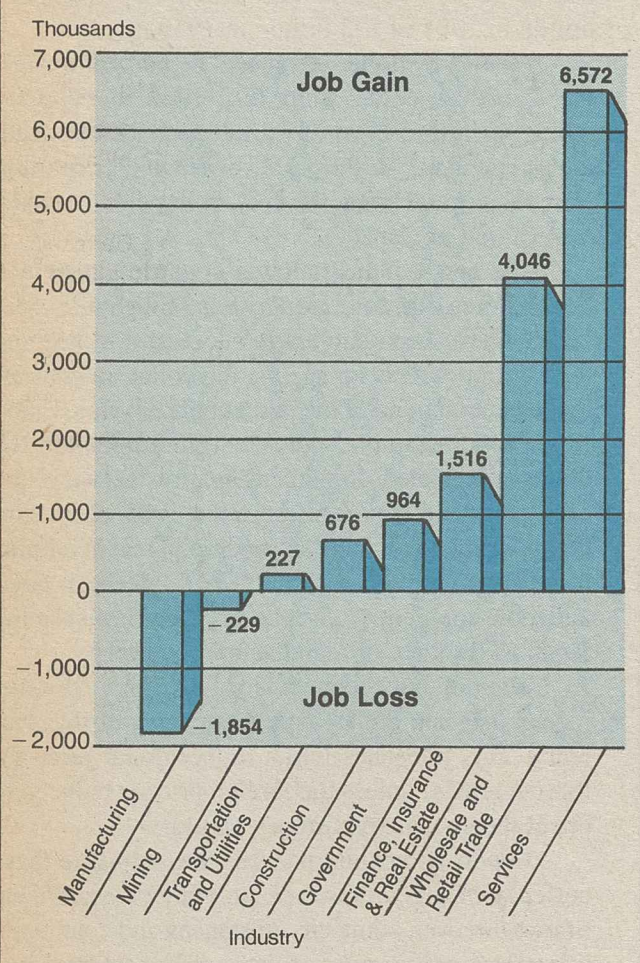
Businesses in a country experiencing an exchange rate appreciation can also switch production to locations with lower costs. Japanese companies, for example, have established or relocated facilities in Taiwan to maintain their ability to export goods to the United States. Taiwan's currency didn't strengthen in terms of U.S. dollars as did Japanese yen, and Taiwan's wages are also far below Japanese wages. Exploiting this opportunity allows Japanese firms to maintain or expand market shares in the U.S., even though the dollar has dropped against the yen.

In the period up to February 1985 when the dollar was strengthening against other currencies, many U.S.-based companies engaged in similar practices. That is, they moved or set up production facilities overseas in order to raise profits. Now that the dollar has weakened, however, no major reverse transfer of production facilities to the United States appears probable. Instead, the extreme volatility of exchange rates encourages businesses to keep plants overseas, or establish new facilities abroad, as insurance against future currency movements.

The conventional expectation is that after enough time elapses for buyers to respond to higher priced imports, the quantity of imports will drop and the trade balance will improve.

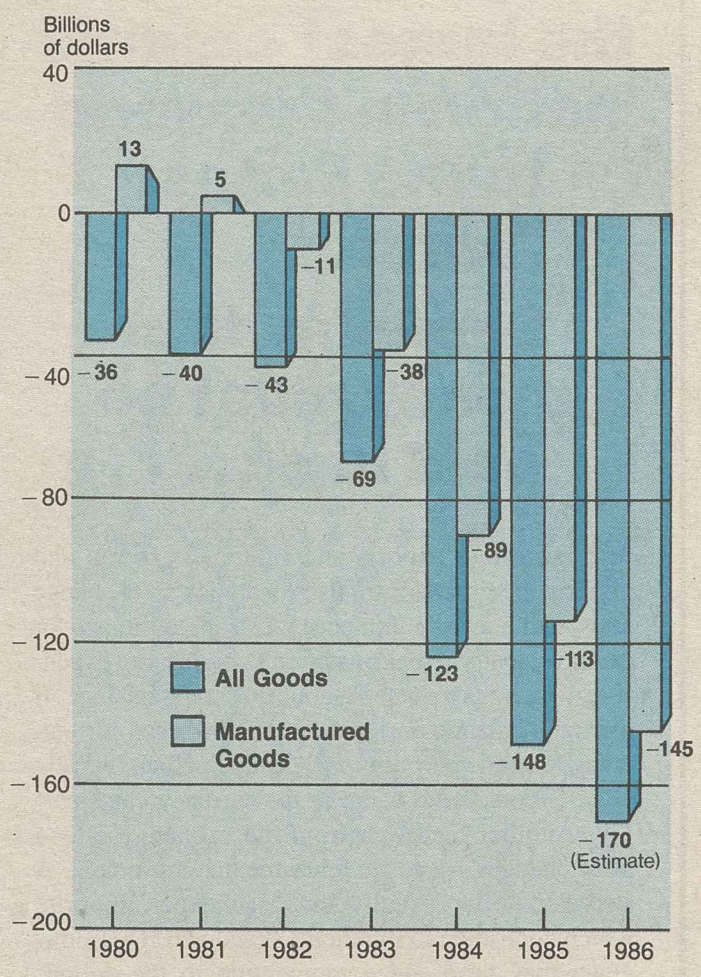
But the ever-increasing trade deficit during the dollar's two-year decline repudiates the idea that the nation can just wait for exchange rates to work their magic and solve the trade crisis. The mounting import excess demonstrates that the nation's trade crisis is a multidimensional problem and not just a function of exchange rates. Even when the trade

Employment Change by Industry, 1979 to January 1987



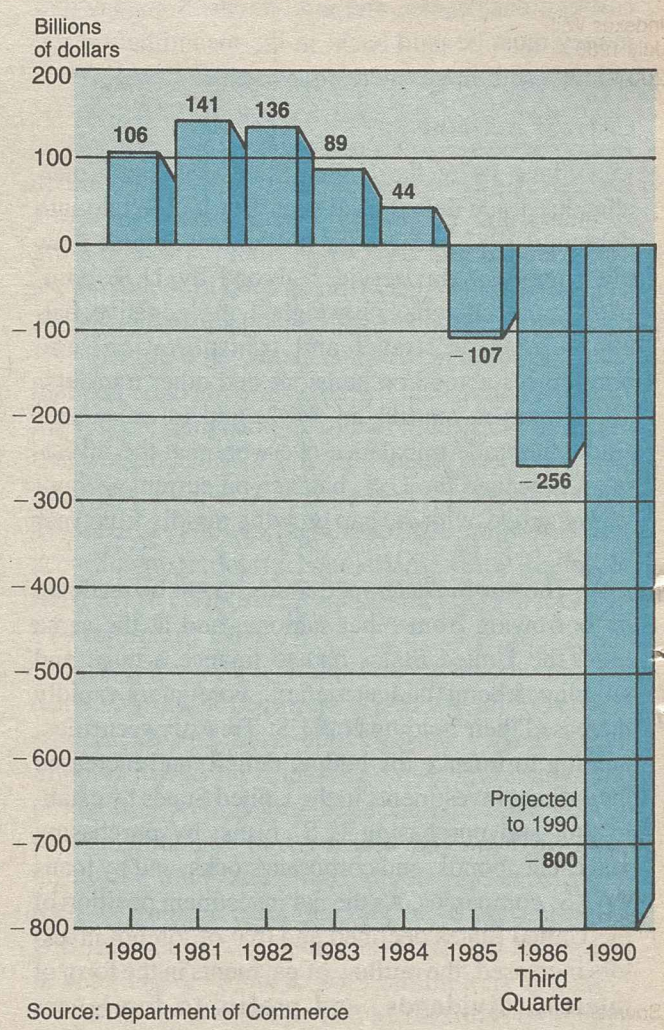
Source: Bureau of Labor Statistics

U.S. Trade Deficit All Goods and Manufactured Goods



Source: U.S. Department of Commerce

The Net Foreign Debt of the U.S.



Source: Department of Commerce

deficit does diminish, the structural problems underlying much of the import surge will still need to be solved, and this will require a broad range of policy initiatives.

THIRD WORLD DEBT

The high debt levels of many Latin American and other countries combined with high interest rates have reduced their ability to buy American goods and increased their need to acquire dollars through exports to the United States. In fact, the combination of huge debt service requirements together with capital flight and policies that restrict growth has forced these countries deeper and deeper into debt. The World Bank reports that the total debt of developing countries has risen from $632 billion in 1980 to an estimated $1,010 billion in 1986.

One result has been a deteriorating U.S. trade balance with these nations. The U.S. trade balance with the largest Latin American countries has gone from a surplus of $5 billion in 1980 to a deficit of $16 billion in 1985.

The combined long-term debt of these same Latin American countries has increased from $292 billion at the end of 1982 to $333 billion at the end of 1985. For 1985 the average debt service-to-exports ratio for the seven major countries was 37 percent. Since their debt is mostly in adjustable rate loans, a sharp rise in U.S. interest rates, which would be transmitted to international financial markets, could lead to a virtual embargo on imports by the less developed countries and a further shrinkage of the market for U.S. goods.

The financial rescue packages put together by the International Monetary Fund (IMF) and other lending consortia have generally contained conditions that have further restricted trade, hurting workers in both the Third World and the United States. These loan packages have included requirements that debtor countries reduce government expenditures and restrict imports from the United States and other countries. Secondly, the developing countries have been forced by the IMF to expand their exports in order to obtain enough foreign currency to meet their debt service payments. This has been accomplished in part through a program of export-industry subsidization and other incentives that amount to "buying" a larger world share for their products.

These short-run solutions following the dictates of the banks and the IMF distort economic development. They generally come at the expense of production of basic domestically needed goods and domestic living standards and are the root cause of much political instability.

AMERICAN PRODUCTIVITY

Despite a lot of popular misconceptions, the U.S. produces more goods and services per worker and per hour than any other major industrialized country in the world.

In 1985, U.S. workers and industries were one-third more productive than their counterparts in Japan and the United Kingdom, and one-quarter more than the Italians, according to the U.S. Bureau of Labor Statistics. Productivity levels in West Germany and France came closest to those in the United States but still trailed by 7 percent.

The U.S. advantage over Japan is even greater when productivity is measured in terms of hours worked rather than number of employees. Measurements of production per hour show U.S. productivity levels two-thirds higher than those of Japan, according to estimates from the American Productivity Center.

U.S. Lead in Manufacturing Productivity

International productivity comparisons just for the manufacturing sector are difficult and no official government agency produces such data. Trade patterns, currency flows and interest rates all complicate attempts to make credible comparisons between countries. Despite this difficulty, rough estimates of manufacturing productivity per hour show the U.S. leading Great Britain by 100 percent, Canada by one-third, Germany by one-quarter and Japan by 9 percent.

Often the nation's productivity performance is confused by growth rates rather than with actual levels of production per worker. Japan currently enjoys the fastest growth in the rate of productivity increase of any major industrialized country, at 2.9 percent per year from 1980-85. Productivity in West Germany grew at a rate of 1.9 percent per year and in France at 1.5 percent. U.S. productivity growth trailed behind at 1 percent per year, but U.S. productivity levels still are superior.

Because U.S. workers produce more per hour than workers elsewhere, they can be paid more to reflect this without threatening U.S. competitiveness. The dramatic overvaluation of the U.S. dollar exaggerated wage and production cost differences between industries in the United States and in other countries. Also, to credibly compare wage rates among nations, the percent of labor costs compared to other production costs must be known.

The dollar's climb to its high mark in 1985 put U.S. wages at twice those of Japanese workers paid in yen. French wages were just 60 percent and West German wages 75 percent of those in the United States. The recent drop in the value of the dollar has narrowed the gap considerably. The International Monetary Fund reports a 30 percent drop from first quarter 1985 to second quarter 1986 in the ratio of unit labor costs in the United States to a trade-weighted average of unit labor costs in other industrial countries measured in U.S. dollars. The strong yen has moved Japan's wage level to a par with the U.S. level, and France's wage level is at 90 percent of the United States. West Germany's wage level is now 23 percent higher than our own.

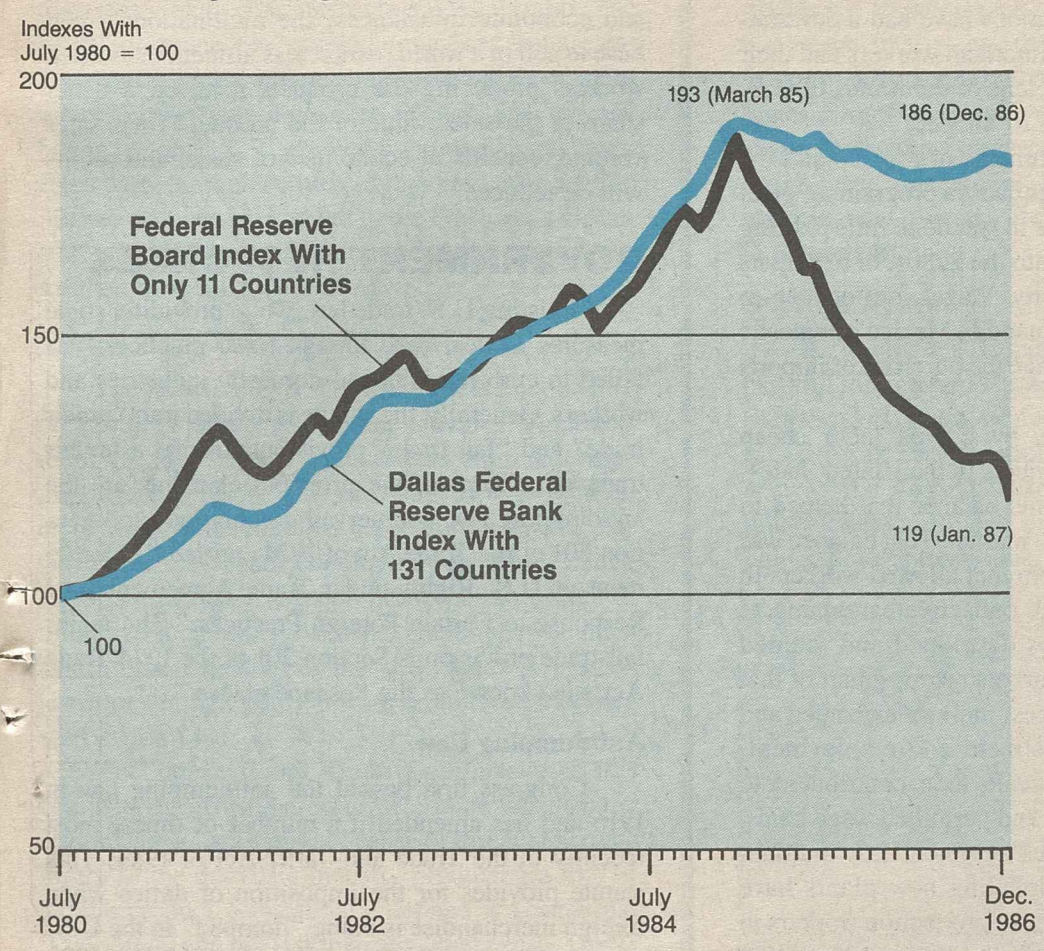
"In sum, the deterioration of international cost competitiveness in U.S. manufacturing during the first half of this decade was the result of the real appreciation of the dollar, not sagging productivity growth or excessive wage increases," says the 1987 Economic Report of the President. The report also notes, "As the result of restrained wage increases and strong productivity growth, unit labor costs in manufacturing . . . have actually declined at an average annual rate of 0.8 percent since the recession trough in the fourth quarter of 1982." Meanwhile, the U.S. manufacturing trade deficit grew worse by a factor of more than four.

WORKER RIGHTS

The fundamental purpose of trade is to raise living standards and expand purchasing power. Practices such as subsidies or dumping, which give countries an unfair advantage at the expense of their trading partners are contrary to the goals of trade as are the even more predatory practices of low wages, oppressive working conditions, and the denial of worker rights. These practices depress the growth of domestic markets, making economies more dependent on exports which in turn undercut the living standards of American and other workers, and destroy the purchasing power that's essential to progress among the trading nations.

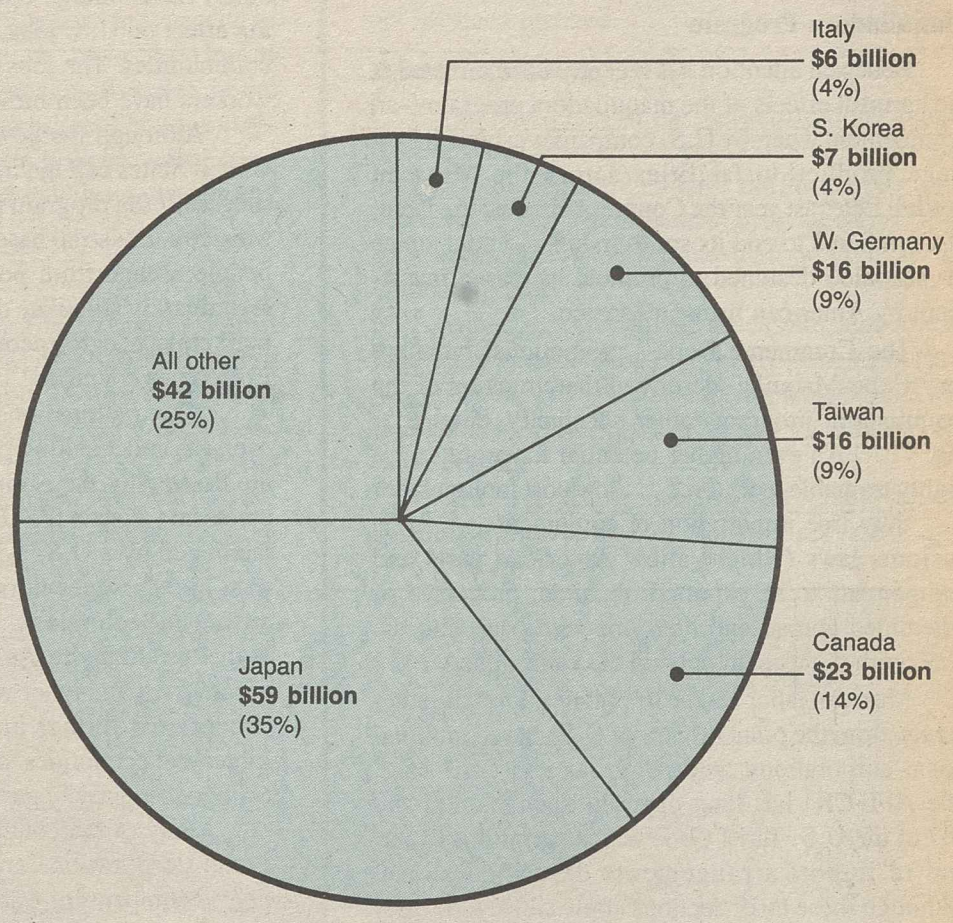
Unfortunately, many of the countries that have access to American markets and enjoy large trade surpluses regularly and actively deny their workers the right to join together for collective action to secure decent pay and working conditions.

Dollar Value Index With All 131 Trading Partners Shows Only a Slight Decline After an Enormous Rise



Source: Federal Reserve Board and Federal Reserve Bank of Dallas.

U.S. Merchandise Trade Deficit by Country in 1986



Source: Department of Commerce.

Worker rights are formally recognized in the conventions adopted by the International Labor Organization (ILO). These ILO conventions offer labor unions worldwide at least some standard against which to measure their own advances. ILO standards say for example that workers have the right to create and join unions, draw up their own union rules, elect their own leaders, develop their own programs, or make their own affiliations with national or international organizations if they wish. Current ILO standards also call for a 40-hour week, generally set the age limits of child labor at 15 and provide for extensive recommendations on mechanisms for preventing work place accidents and work-related illnesses. Respect for the dignity of work and workers is the only way to produce a level playing field in international trade relations.

The AFL-CIO has sought to require that our trading partners respect worker rights as a condition of aid and access to American markets. The trade bill passed by the House of Representatives in 1986 designated the denial of worker rights as an unfair trade practice and authorized the President to take countermeasures against governments failing to provide such rights.

Already in law, both the Generalized System of Preferences (GSP) and the Overseas Private Investment Corporation (OPIC), explicitly link labor standards to eligibility for trade and investment benefits. Specifically, internationally recognized worker rights as defined by GSP and OPIC are:

- The right of association;
- The right to organize and bargain collectively;
- A prohibition on the use of any form of forced or compulsory labor;
- A minimum age for the employment of children; and
- Acceptable conditions of work with respect to minimum wages, hours of work, and acceptable safety and health.

When Congress renewed the GSP in 1984, providing continued duty-free treatment for many products from developing countries, a mandatory labor rights criterion was added. This required the President to withdraw GSP benefits from any country not taking steps to afford internationally recognized worker rights, such as the right to organize and bargain collectively, to workers in that country. Early this year, the Administration announced its decision that Romania and Nicaragua would be removed from GSP and that Paraguay's eligibility would be suspended for worker rights violations. Other countries, including Chile, Suriname, Taiwan, and South Korea, targeted by the AFL-CIO for removal from GSP on worker rights grounds, will continue to receive preferential access to the U.S. market because of the failure of the Administration to take action.

MULTINATIONALS

The unconstrained, self-directed actions of U.S.-based multinational corporations have been key factors in undermining America's position in world trade.

Corporations shift the production of goods out of the United States to take advantage of low wages, working conditions, labor standards, taxes, and currency values. These companies actively seek to shape the national policies that affect them and shift U.S. technology and production know-how (much of it paid for by U.S. taxpayers) to wherever the profits are greatest.

Multinational corporations in 1983 received 46 percent of all U.S. imports, with one-third of their imports shipped in by their own affiliates in foreign countries. In 1983, almost half of the global exports of American multinational corporations came from their production facilities outside of the United States.

American multinational companies' employees in other nations now account for 6.6 million or 26 percent of the total; and in manufacturing, foreign employment accounts for 4.8 million or 31 percent of the total employment of U.S. multinational manufacturing corporations.

Examples of multinational firms moving abroad are many. American Telephone & Telegraph stopped producing ordinary telephones at an equipment plant in Shreveport, La., throwing more than 1,000 people out of their jobs. At the same time, AT&T has opened a similar production facility in Singapore and the output from that plant will be admitted to the United States without restrictions.

Automakers are planning to buy massive numbers of foreign-made cars. Ford has opened a $500 million plant in Mexico that will produce vehicles for the American market. General Motors has a joint venture with Daewoo in Korea to produce cars for the United States. And Chrysler plans to join with a Taiwanese car company to build a subcompact car that would be exported to the United States.

The Commerce Dept. estimates that by 1988, the practice of American companies selling foreign-made cars will raise imports and cost 90,000 more jobs.

In many cases, American multinationals have cut back or ceased production of product lines, preferring to buy foreign-made goods and sell the products under the American company's name. Several American companies are buying video cameras, recorders, and other consumer electronic equipment from Japanese companies and putting the American brand name on them. A large computer firm sells two mainframes which it buys from Japan and gets the central processing circuitry—the "brain"—for its biggest mainframe from a Japanese manufacturer.

The lucrative tax breaks enjoyed by multinational corporations include the foreign tax credit and the ability to defer taxes on income from foreign subsidiaries.

The foreign tax credit is a major factor in encouraging foreign operations of U.S. multinational firms. When an American firm pays state and local corporate income taxes, those tax payments are "deducted" from the otherwise taxable income of the corporation when its U.S. corporate income tax is computed. The multinational's overseas income gets a much better deal from the U.S. government than income from within the United States since income taxes paid to governments abroad are credited dollar-for-dollar against the company's U.S. corporate income tax liability.

If the foreign tax rate exceeds the U.S. domestic rate for any foreign affiliate in any country, the surplus tax credits can, with some restrictions, be washed out against the income of another affiliate taxed in a host country with tax rates below the United States. Surplus credits can also be "carried over" to cover tax periods two years backward or five years forward.

U.S. taxes are also deferred on income earned overseas until the profits are returned to the United States. This is often defended as "only" an interest free loan from the U.S. Treasury. However, a large amount of foreign profits are not returned to the United States, but are instead reinvested in the overseas affiliates. Under tax deferral, these profits reinvested are not subject to U.S. taxation and the interest free loan is in effect never repaid.

Foreign governments also offer an array of tax incentives, including total tax free status to attract

companies, and the U.S. government also helps the multinationals by underwriting insurance against the loss of foreign plants through expropriation and other risks.

Maquiladora Program

Renewed attention has recently been directed at the harmful effects of the maquiladora program—an arrangement whereby U.S. companies establish low-wage production facilities across the Mexican border. Late last year the Congress directed the Dept. of Commerce to end its sponsorship of a conference in Acapulco designed to promote increased investment by American firms in Mexico.

The Commerce Dept.'s promotional brochure for "Expo-Maquila" described the attraction of the maquiladora program rather succinctly, emphasizing: ". . . An even higher potential for profit . . . a highly trainable workforce . . . low cost foreign labor . . . duty free importation of equipment . . . U.S. customs laws (which) allow American parts and components to be exported, repaired, processed or assembled abroad and then imported back into the U.S. with duties paid only on the value added. . . ."

Mexican labor and tariff policies dovetail rather nicely, from the point of view of U.S.-based multinational corporations, with U.S. tax and tariff laws. The AFL-CIO has long opposed Sections 806 and 807 of the U.S. Tariff Code which permit the export and re-import arrangements described above. Although these tariff sections apply worldwide, they are used in a particularly effective way in the case of Mexico and the border program. These provisions give American-based multinationals cut-rate tariff treatment for products assembled "overseas," without the costs and difficulties normally associated with locating an assembly plant truly overseas.

According to the U.S. Commerce Dept., the number of maquiladora plants in Mexico has grown steadily from 300 in 1978 to about 760 in 1985, with employment of Mexican workers increasing from 80,000 to almost 300,000 during this period.

U.S.-based firms have invested almost $2 billion in these cross-border operations during the last decade. And, the American Chamber of Commerce of Mexico predicts that if the growth rate of the program continues at the existing pace, nearly one million Mexican workers will be employed at 1,000 plants by the mid-1990s.

American-based multinationals and even the U.S. and Mexican governments frequently argue that the maquiladora program helps to create and preserve U.S. jobs in so-called twin or companion plants on the U.S. side of the border. Experience, however, as well as common sense, shows this to be false. These foreign operations have had a devastating effect on U.S. jobs, American workers and their communities. The jobs of tens of thousands of U.S. workers have been moved to Mexico.

Although the governments of Mexico and the United States call the maquiladora program a "great success," the program has in fact done little to bring Mexico's industrial base into the 1980s, or to help its people escape from poverty. Wages are too low to significantly stimulate demand in Mexico's domestic marketplace, or to encourage the purchase of imports from other countries.

The multinationals, by buying labor cheap overseas and reselling products in the United States, are destroying the economic balance that helped to create and sustain the U.S. market. That balance was facilitated by a U.S. system that allowed workers to gain higher wages through collective bargaining as advanced technology was developed and yielded higher productivity. As workers received part of that productivity in higher wages, markets expanded and encouraged further investment and employment. Increased economies of scale then contributed to further productivity gains and permitted wage gains.

Many of the countries in which U.S. multinational corporations are locating new plants have hourly compensation costs for production workers in manufacturing—including wages and salaries, supplements, and employer payments for social security, and other employee benefit plans—which are significantly below those in the United States. Generally, the new plants include the latest production technology and equal or exceed in efficiency the older plants in the United States that have been shut down.

Hourly Labor Costs For Production Workers in Manufacturing As a Percentage of U.S. Labor Costs

	1975	1980	1985
Brazil	15	16	10
Hong Kong	12	15	14
Korea	6	11	11
Taiwan	7	12	11
Mexico	32	30	16

Source: U.S. Dept. of Labor

The economic balance that sustained a growing market in the United States does not prevail in the global economy the way it is reshaped by the multinationals. The U.S. economy and its workers are being affected adversely.

Eventually, because of the lower levels of wages and economic imbalances, the multinationals will have to sell in a world market less affluent than when workers producing the products received a better share of the sales value of the product. Their sales volume, benefits of economies of scale, and profits will be reduced.

GOVERNMENT RESPONSES

Existing U.S. trade law, while providing some measures to deal with foreign trade practices, has failed to curb the injury to domestic industries and workers. Generally, the statute is divided into "unfair trade" and "fair trade" provisions. Insofar as unfair trade is concerned, the principal elements are the antidumping law, countervailing duty law, and Section 301 of the Trade Act of 1974 entitled "Enforcement of U.S. Rights under Trade Agreements and Response to Certain Foreign Practices." The major fair trade provision is Section 201 of the 1974 Trade Act, also known as the "escape clause."

Antidumping Law

Congress first passed the antidumping law in 1916 and has amended it a number of times, most recently in the Trade and Tariff Act of 1984. This statute provides for the imposition of duties when foreign merchandise is being "dumped" in the U.S. market and is injuring U.S. industry. Dumping refers to the practice of selling goods in export markets at prices lower than those charged for the same goods in the home market.

Antidumping investigations may be initiated by the Dept. of Commerce or through petition filed by an interested party. The investigation must show not only the unfair pricing practice but that the domestic industry has been materially injured. The remedy available is the imposition of duties equal to the margin of dumping. An antidumping code under the General Agreement on Tariff & Trade (GATT) was negotiated in the 1970s and came into force in 1980.

Summary of Investigations Under Antidumping Law since January 1980

Petitions Received	365
Petitions Dismissed	14
Initiations	336
Suspensions of Investigations	6
Withdrawals of Petition	103
Final Antidumping Orders	74

Countervailing Duty Law

The countervailing duty law was first passed by Congress in 1897 and since then has been amended many times. Its purpose is to offset unfair competitive advantages that foreign producers might enjoy over U.S. producers as a result of government subsidies. Countervailing duty investigations may be initiated by the Dept. of Commerce or through petition filed by an interested party. The investigation must demonstrate that a subsidy exists and that U.S. domestic industry has been materially injured. The material injury standard is necessary only for those countries that are party to the GATT Subsidies Code which was negotiated in the 1970s and put into force in 1980. The remedy available is the imposition of duties equal to the net amount of the foreign subsidy.

Summary of Investigations Under the Countervailing Duty Law Since January 1980

Petitions Received	293
Petitions Dismissed	8
Initiations	282
Suspensions of Investigations	31
Withdrawals of Petition	84
Final Countervailing Duty Orders	74

Section 301

Section 301 of the 1974 Trade Act gives the President authority to take retaliatory action to (1) enforce U.S. rights under any trade agreement, and (2) respond to any action, policy or practice of a foreign country that is inconsistent with the provi-

Summary of Gephardt Amendment

The trade reform bill the House of Representatives is scheduled to take up Apr. 28-29 has some desirable features, but one very big weakness. It doesn't provide an effective means of reducing the nation's enormous trade deficit.

The approach the bill takes, of dealing with unfair trade practices on a case-by-case basis, isn't greatly different than present law. Experience has shown that it is not good enough. That's why unions are supporting the strengthening amendment that Rep. Richard A. Gephardt (D-Mo.) will offer.

These are its main provisions:

- The Gephardt Amendment would add a new part to Section 301 of the Trade Act to deal with countries that employ unfair trade practices to maintain excessive trade surpluses with the United States.
- The International Trade Commission, in any year that the U.S. trade deficit exceeded 1.5 percent of gross national product, would be required to determine whether any "major U.S. trading partner"—a country with more than $7 billion in trade with the U.S.—maintains an "excessive trade surplus" (ratio of U.S. imports to U.S. exports of 175 percent and a surplus of over $3 billion and a current account surplus).
- Within 30 days of this finding, the U.S. Trade Representative must determine whether any "excessive surplus" country maintains a pattern of unjustifiable, unreasonable or discriminatory trade policies or practices that contribute to that surplus.
- If this is determined, the country in question would be required to reduce its surplus 10 percent from the 1986 level by 1988, followed by a 10 percent reduction from the 1988 level by 1989, and so on. If a country ended its unfair trade practices or fell below any of the numerical standards noted above, the process would stop.
- Following the identification of a country, a negotiating period would be provided to seek an agreement that would eliminate the unfair trade practices or achieve the surplus reduction goals. If negotiations proved unsuccessful, the President would be required to take action (initially in May 1989) to achieve the surplus reduction goal.
- For example, if Japan were identified, it would be required to reduce its 1986 surplus of $58.8 billion to $52.9 billion in 1988, $47.6 billion in 1989, and $42.8 billion in 1990.
- The President could waive application of this provision if he determined that a country had balance of payments problems or debt problems or if enforcement would cause substantial harm to the U.S. economy. These waivers, however, could be overturned by Congress on a "fast track" basis.

sions of, or otherwise denies, U.S. benefits under any trade agreement, or is unjustifiable, unreasonable, or discriminatory or burdens or restricts U.S. commerce. The word "unjustifiable" refers to practices that violate U.S. international legal rights. The word "unreasonable" refers to practices that are not necessarily illegal but are otherwise unfair or inequitable. Investigations under Section 301 may be begun by the U.S. Trade Representative or any interested party through petition. Remedies under Section 301 are open-ended and left to the President's discretion. Since January 1975 only seven cases have resulted in retaliatory action.

Section 201—The Escape Clause

The principal U.S. fair trade law is Section 201 of the 1974 Trade Act which provides temporary relief for U.S. firms and workers from injurious import competition. This provision is based on the recognition that economic harm could come to particular sectors of the economy through fairly traded imports and that it is appropriate public policy to minimize such injury. An investigation may be initiated by the President or the U.S. Trade Representative or through petition from an interested private sector group.

The International Trade Commission (ITC) conducts an investigation to determine whether the imports are a "substantial" cause or threat of serious injury to the domestic industry producing a like or similar product. Substantial is defined as a cause that is important and not less than any other cause. This is a more stringent standard than international agreements require. If the ITC determines that injury has occurred, it recommends to the President the type of relief necessary to remedy the injury including the imposition of tariffs or quotas.

The President can either accept, reject, or modify the ITC recommendation. All too frequently, the President has decided against providing relief to the injured industry.

Summary of Investigations Under Section 201 since January 1975

Investigations Completed	60
Negative ITC Determinations	27
Affirmative or Tied ITC Determinations	33
Investigations in Which President Provided Import Relief Other than Trade Adjustment Assistance	12

Exchange Rate Policies

The steep rise in the value of the dollar from 1980 to February 1985 contributed to America's trade problem, but the impact has been overstated. Even though the dollar has been in decline for almost two years, the trade deficit has worsened. While the dollar has dropped almost 40 percent against the yen and the mark, when it is measured against the currencies of the 25 countries from which the United States imports the most merchandise, it has declined less than 10 percent.

The clear and demonstrable need for comprehensive general economic policies, trade specific actions and congressional prodding for legislative action has caught the Administration's attention. Unfortunately, for the most part this has resulted in merely heightening the rhetoric and some token steps. Fundamentally, the Administration remains committed to rather benign policies of watching the dollar fall and hoping for a growing demand for U.S. exports from the nation's major trading partners. Increasing this nation's "competitiveness" is also prominent among the Administration's catchphrases.

Expansionary Economic Policies

The Administration's call for expansionary policies by the country's major trading partners, particularly Germany and Japan, is conceptually similar to relying on a depreciating dollar, but even weaker in its effect since it assumes that increased demand in these nations will mean increased demand for U.S. products. This assumption is not supported by the evidence. Between 1980 and 1985, real U.S. demand for goods and services increased by some 12 percent, with inflation-adjusted imports increasing 45 percent. During this same time period, the Japanese economy grew 21 percent, but total imports increased only 9 percent. Germany's economy grew 6 percent, and total imports rose 10 percent, while imports from the United States dropped 18 percent.

Both Germany and Japan maintain a huge worldwide trade surplus—$29 billion and $77 billion, respectively—and therefore have the capacity to substantially increase imports from the United States. Simple economic expansion, however, in the absence of other policy changes, will not automatically bring this about. Their policies concerning imports must change. This should be a goal of any U.S. trade bill.

Selective Actions

As to tougher Executive Branch action against harmful foreign trade practices, the Administration's rhetoric has risen noticeably. Some complaints raised by domestic industry apparently have been settled. The Administration has even initiated some unfair trade cases itself in an effort to prove that the United States was serious. The number and selection, however, leave something to be desired. For example, selling more insurance to Korea will not solve our trade problems, and the actual results of Japan's agreement on tobacco or pushing Brazil to open its markets for computers and related equipment have not yet been realized.

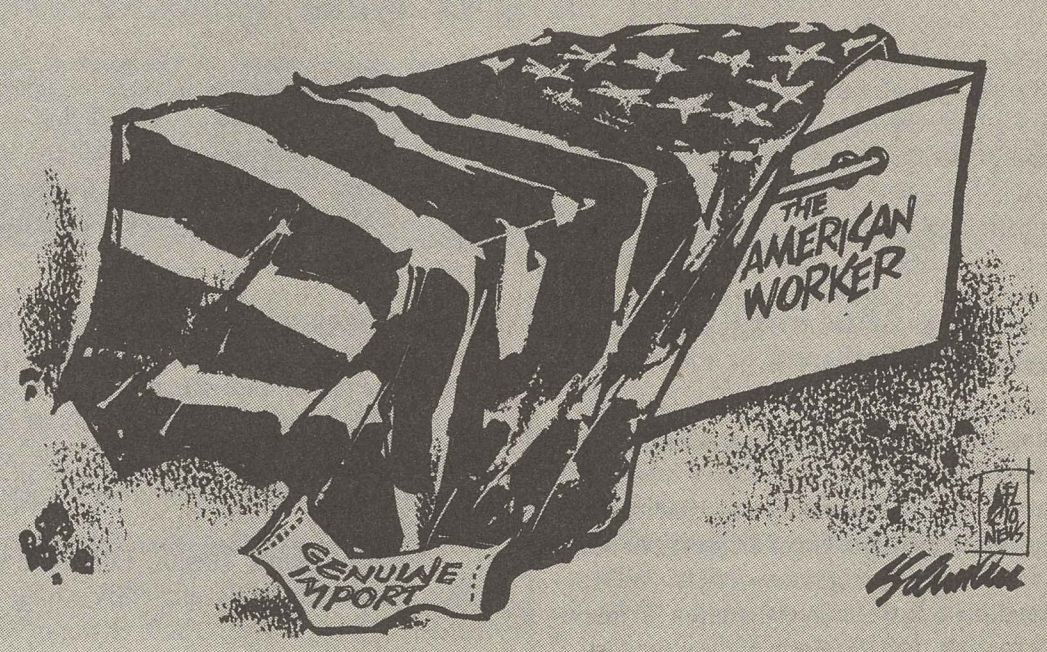
Trade Negotiations

The final piece of the Administration's policy has been the initiation of a new round of trade negotiations. But negotiations have not in the past provided the relief that is essential to the survival of trade-impacted industries and their workers in the United States.

Even if negotiations are successful, agreements take years and the damage is being done right now. Negotiations will not create or implement an effective national trade policy or reduce America's huge trade deficits.

The overwhelming priority given by the Administration to negotiations on services, agri-

SAVE AMERICAN JOBS



Help Your Union

FIGHT FOR FAIR TRADE LEGISLATION

NEXT WEEK THE HOUSE OF REPRESENTATIVES ... RESS WILL DEBATE LEGISLATION TO REFORM AMERICAN ... LAWS.

NOW IS THE TIME FOR ACTION

FOR FAR TOO LONG WE ... LLED TRADING PARTNERS ... NTS, DESTROYED O ... ST THE LA ...

"A Trade Bill Without Deficit Reduction is a Hollow Shell"

Dear Representative _____:

Massive U.S. deficits have made foreign trade legislation a top priority for this Congress. Yet the House Ways and Means Committee version of H.R. 3 does not require specific reductions in those trade deficits.

Please correct that mistake by voting **FOR** the Gephardt Trade Deficit Reduction Amendment on the House floor. Our community can't afford to export any more American jobs.

Sincerely,

_____

THE ... DE TO R ... E TRADE AMENDMENT ... DEFICIT ... BILL IS A ...

TO WI ...

TO FIND ... THIS LEAFLET OVER AND READ THE OTHER SIDE.

Support The Gephardt Amendment

culture and investment in the new round also diverts attention from the principal trade problem, which is the massive shift that has occurred in trade in the manufacturing sector and the resultant loss of employment. Emphasis on "liberalizing" trade in services, agriculture and investment flows will have little impact on this central issue. In fact, it could accelerate the deterioration of the domestic manufacturing sector if essential U.S. protections in the goods area are sacrificed as the price for reductions in barriers to services, agriculture and investment. Further, what may appear to some as "barriers" to service or agriculture trade or international investment are in fact proper and even essential social and economic policies in both the United States and foreign economies. Banking and insurance regulations, protections of personal privacy, immigration rules and restrictions, and standards for lawyers, doctors and accountants are but a few examples.

The unrestricted flows of services and investment may be important to certain corporate interests, this does not make it significant for the economy as a whole. Since to a large degree services must be produced where they are consumed, any U.S. employment gains from increases in service trade would be marginal. The growth of service sector employment domestically has been in areas unrelated to international trade. Similarly, negotiations aimed at easing restrictions on international investment will do little to promote domestic economic growth and employment.

Competitiveness

The Administration is also pushing the "competitiveness" notion—a catchphrase that unfortunately obscures more than it reveals. To many, improving the nation's international competitiveness implies wage cutting and similar schemes to heap the burden of trade injury on workers and their families, as well as a general lowering of their sights and living standards. The measures proposed by the President fall far short of the actions needed to trim the $170 billion trade deficit, while other parts of the Reagan program—budget cuts in elementary, secondary and higher education programs for example, and the promise of continued attempts to deregulate and decontrol—would impede progress.

Much of the economic decline in U.S. goods-producing industries and the huge trade deficit is caused by misguided economic policies and the failure to deal appropriately with the realities of international trade and investment—not by a sudden or chronic loss of U.S. competitive ability. This Administration refuses to face the fact that free trade exists only as an empty slogan and a theoretical abstraction. Other nations manipulate product prices and exchange rates and erect trade barriers in order to promote and protect their workers, industries, and communities.

What Must Be Done

A strong, effective trade deficit reduction measure that requires our major trading partners to reduce excess surpluses if they are engaging in unfair trade practices must be enacted, and the United States should not permit unlimited entry of goods produced in countries that do not respect basic worker rights. That legislation should also include adjustment assistance and injury relief, removal of existing tax and tariff incentives to U.S. industries to move abroad, and measures to deal with specific problems of particularly hard hit industries. We must also deal with debt problems of less-developed countries in a way that strengthens their economies and enhances the living standards of their citizens.

New Books

Social Security After Fifty: Successes and Failures

Edited by Edward D. Berkowitz. Greenwood Press Inc., 88 Port Rd. West, Westport, Conn. 06881. 168 pages, $29.95.

The year was 1935. The nation was clawing its way up from the depths of the Great Depression. An alphabet soup of federal programs—NRA, WPA, PWA and the like—was slowly beginning to put America back to work. But the plight of the elderly—the ones, as labor used to put it, who were "too old to work but too young to die"—remained a problem in search of a solution.

Beating back the determined opposition of the business community, which charged that he would turn America into a socialist state, Franklin Roosevelt successfully steered through Congress the Social Security Act—legislation he regarded as the "cornerstone" of his program of sweeping social and economic reform.

What began as simply a basic pension program for those over 65 was steadily expanded—adding coverage for spouses and dependents of retirees, insurance for survivors if the family breadwinner died during his or her productive years, economic safeguards for disabled workers and their families and, ultimately, health care benefits for social security beneficiaries.

Over the course of a half-century, it became the most comprehensive social safety net ever devised and far and away the most universally popular social program on the statute books.

Yet when social security marked its golden anniversary in 1985, it remained at the center of controversy, challenged as to its long-term economic viability in the face of the graying of America and with the business community and some highly placed Administration officials still tilting toward replacing it with a voluntary program handled, not by government, but by private, profit-making insurance carriers.

Berkowitz, an associate professor of history at George Washington University, begins the volume with a description of the activities that marked social security's 50th anniversary and an overview of the program, while Prof. Mark H. Leff of the University of Illinois provides a historical perspective.

Two distinguished economists—Henry J. Aaron of the Brookings Institution and Lawrence H. Thompson of the General Accounting Office—discuss the program's performance and its effects on the American economy, while Martha Derthick of the University of Virginia describes the administrative policies within the agency and Prof. W. Andrew Achenbaum of Carnegie-Mellon University takes a look at the public uncertainty that has developed as a result of the barrage of unsubstantiated claims that, despite reforms enacted in 1983, the system still faced the prospect of going broke somewhere down the line.

Finally, former Health, Education & Welfare Sec. Wilbur J. Cohen and SSA's long-time chief actuary, Robert J. Myers, both of whom were present at the program's birth, look to the future—Cohen bursting with optimism about enlarging social security's scope to provide long-term health care (in the home environment, in community-based facilities or nursing homes) and Myers taking a more cautious approach that envisions the program retaining essentially its present mode when its 100th birthday rolls around.

Controversy to the contrary, the conclusion is that social security is, and will remain, deeply woven into the fabric of American society—a forecast that should be good news to today's generation of working men and women who are building up their entitlements to the law's protection through their work and contributions to this broad umbrella of social insurance.

—By Gene Zack

Blue Collar-Roman Collar-White Collar: U.S. Catholic Involvement in Labor-Management Controversies, 1960-1980

Rev. Patrick J. Sullivan, University Press of America Inc., 4270 Boston Way, Lanham, Md. 20706. 346 pages. $26.75. ($16.75 paperback).

For nearly a century, the Catholic church has stressed the dignity of workers, their right to a fair share of the wealth they help to produce and the responsibility of management to treat them with the dignity to which they are entitled as human beings.

These mandates of social conscience had their origins in the Rerum Novarum encyclical issued by Pope Leo XIII in 1891. They were repeated and enlarged upon in 1961 by Pope John XXIII in Mater et Magistra, and were further underscored two decades later in the Laborem Exercens encyclical of Pope John-Paul II in 1981.

The way in which the Catholic church in America has responded to these exhortations is explored by Father Sullivan, a professor in the Dept. of Sociology at the University of Notre Dame and himself an activist in the long and many-faceted struggle of the Clothing & Textile Workers against the J.P. Stevens Textile Co.

The church's role, in Sullivan's view, is to defend the rights of workingmen and women, to mobilize the community on their behalf, and to serve as a bridge between the disparate worlds of workers and their employers. Hence the title—"blue collar" signifying unionists, "white collar" signifying management and, linking the two, the "Roman collar" of the churchman.

Sullivan's case histories begin with the long struggle to end the "bracero program," under which farm workers were imported from Mexico to work in miserable surroundings and under almost slave-like conditions as stoop labor in the huge corporate farms in America—the factories in the field of the 1960s. Following on the heels of this action was the church's support of Cesar Chavez and the Farm Workers who battled greedy management and hostile public officials throughout the agricultural Southwest.

The book also documents the 17-year-long struggle with J.P. Stevens before ACTWU won recognition for 3,500 workers at 10 plants in North Carolina, South Carolina and Alabama; the two-year ACTWU battle that led to a contract for 2,000 members at Farah Manufacturing Co. in San Antonio, Tex.; and a number of bitter contract disputes involving the unaffiliated Mine Workers throughout Appalachia.

Some familiar figures stride through the pages of this study—among them Msgr. George Higgins of the National Catholic Welfare Conference, Archbishop Robert Lucey of San Antonio, Tex., Bishop Sidney Metzger of El Paso, Tex., Msgr. Francis Lally of the U.S. Catholic Conference and Rev. James L. Vizzard of the National Catholic Rural Life Conference, to name just a few.

The study ends with some guidelines for parishes and dioceses about ways to get more deeply involved in preventing the escalation of labor-management disputes and to see that they are resolved within the framework of Catholic social doctrine that stresses the rights of working people and their families.

No review would be complete without an expression of regret as to the typography employed in the study's compilation. Conceding that we live in the computer age, it is unfortunate that the material is presented in a difficult-to-read format, apparently the output of a word processor, rather than professionally typeset pages.

—By Gene Zack

States enact meager gains in worker benefits

State legislatures made spotty improvements in workers' compensation and unemployment insurance during 1986 legislative sessions.

Injured workers in most states realized a slight increase in payments or family benefits. But jobless workers in some areas were hit with budget cuts and new restrictions on eligibility for regular or extended unemployment compensation. Today, fewer than four of every 10 unemployed workers qualify for benefits.

Overall, injured workers in 43 states and the District of Columbia who are suffering permanent job-related total disabilities got modest increases in their compensation payments. Two states reduced benefits and five maintained the same benefit level.

Disabled workers gained ground in Vermont, where maximum benefits are now based on 150 percent of the state average weekly wage, up from 100 percent. In Arkansas, the maximum weekly benefit for totally disabled workers will increase from $175 to $189 in July, to two-thirds of the average weekly wage in January 1989, and to 70 percent of the average a year later.

South Carolina raised its minimum weekly benefit for workers suffering from temporary and permanent total disability to $75, but added that benefits may not exceed the state's average weekly wage.

New Mexico, however, froze the average weekly wage on which benefits are based —now $308.28—through June, and Oklahoma legislators decided that the average weekly wage will be determined every three years rather than annually.

Benefit adjustments

Maryland legislators voted this year to reduce maximum weekly benefits for persons suffering permanent partial disabilities from $122 to $80 but added labor-backed provisions that will raise the rate to $82.50 by 1989. The state added a 5-percent annual cost-of-living adjustment for workers with permanent total disabilities.

In a few states, workers suffered setbacks in maintaining coverage for occupational disease. In Iowa, the legislature repealed a requirement that a worker's last employer pay compensation costs where exposure to particle-related and dust-related lung diseases occurred for at least 60 days.

The state also eliminated its occupational disease medical board and called for further investigation of occupational diseases by a panel of physicians designated by the industrial commissioner.

Kentucky legislators modified coverage for occupational illness by requiring that workers file their claims of asbestos-related disease within 20 years of exposure.

Burial allowances were increased in five states—Arkansas, Colorado, Rhode Island, Tennessee and West Virginia. Coverage for ambulance workers, rescue squads, police, fire fighters, prison guards and workers at religious institutions was added in some jurisdictions.

Under state unemployment compensation plans, maximum benefit rates increased in 33 states and remained the same in 17 states and the District of Columbia.

But many states acted to reduce or limit unemployment insurance benefits so as to accommodate budget-cutting requirements of the Gramm-Rudman-Hollings Act.

Federal impact

Kentucky tied its weekly maximum benefit, now $140, to the state's trust fund balance, while North Carolina voted to reduce both regular and extended benefits by similar amounts.

Louisiana also voted to reduce benefits by the federal share of any budget reduction resulting from the Gramm-Rudman plan.

In South Dakota, unemployed workers involved in a labor dispute will be found ineligible for benefits. But Tennessee workers who were furloughed prior to a labor dispute will remain eligible.

U.S. trade deficit over $15 billion as imports surge

Continued from Page 1

however, that "it's hard to say when" any turnabout will take place.

Oswald dismissed the statement as "wishful thinking" and said it was time for Congress to forge ahead with tough trade legislation. Among the measures under consideration on Capitol Hill, he said, "the only viable approach is the bilateral trade deficit reduction plan" proposed by Rep. Richard Gephardt (D-Mo.).

Senate Majority Leader Robert C. Byrd (D-W.Va.) weighed into the fight, declaring that the February figures "shatter the illusions held by many in the Administration that the trade problem will disappear on its own." The report, Byrd said, "proves once again that Congress needs to take constructive action on the trade problem."

February's new wave of imports totaling $33.7 billion—a $5-billion leap from January and 5.6 percent higher than the average monthly level throughout 1986—overwhelmed exports valued at $18.7 billion, leaving a gap that was exceeded only twice before in history. The deficit hit $16.1 billion in July 1986 and $15.4 billion last November.

Government economists estimate that for every $1 billion in domestic sales lost to imports, 22,500 American jobs are wiped out.

Import flood

The damage was greatest in the manufacturing sector, the Commerce Dept. figures showed. Imports of new cars, trucks, buses and automotive parts soared to $6.2 billion. Clothing and footwear imports accounted for $2.4 billion, telecommunications equipment hit $1.7 billion and computers and office equipment topped $1.4 billion. In every category, the import levels were sharply higher than in January.

Footwear imports reached a new peak in February, rising 37 percent over the previous month and 17.5 percent above the mark for the same month last year. Imported shoes have now captured more than 84 percent of the domestic market. Last year, Congress failed by a slim margin to overturn Reagan's veto of a bill providing import relief for the declining textile, apparel and shoe industries.

The $5.1-billion deficit with Japan in February accounted for more than one-third of the month's trade drain. There was a $1.9-billion shortfall with Western Europe, $1.9 billion with Canada, $1.5 billion with Taiwan, $1.2 billion with the OPEC nations, $800 million with Mexico and $700 million with South Korea.

Boss unionizes his own shop

Boston—When a company is losing money, how does it get itself back on its feet?

According to Jim Ansara, president of Shawmut Design & Construction Co., the answer is simple: go union.

In an interview with Inc. magazine, a publication aimed at small business, Ansara explained that he was impressed by the "astounding work" done by the crews of a unionized subcontractor.

When Shawmut's employees indicated they wanted to be represented by Carpenters Local 33, Ansara decided he wanted to have the same image of professionalism shown by the subcontractor. Recognizing the union, he told the business publication, helped "clean up the company's bottom line and straighten out its management mess."

The company's costs went up from $17 an hour to $25 in wages and benefits. But, said Dave Coolidge—the most reluctant of Shawmut's managers to embrace the idea of going union—"hiring union gets a better carpenter—more mature, more experienced, more skilled."

Although the hourly pay scale went up, Ansara explained, labor costs on most jobs have gone down because the skilled, unionized workers do the jobs faster and better. And having the employees represented by Local 33 guarantees the company a stable workforce, he added.

Charlie Mann, the company's general superintendent, was also impressed. "I see that a lot of my preconceived notions about unions were just wrong," he conceded.

Labor presses Gephardt amendment

The AFL-CIO has launched a postcard and call-in campaign in key congressional districts to win votes for the Gephardt amendment and put teeth into the trade bill the House will take up late this month.

Campaign tools include a videotape produced by the Labor Institute of Public Affairs that answers myths with facts—about the link between trade deficits and unemployment and about the legislation that is needed to bring imports and exports into closer balance.

The video, which was previewed at the AFL-CIO regional conference in New York, will be shown in union halls and at Capitol Hill briefings being arranged for members of Congress and their staffs.

Leaflets and radio commercials sponsored by a coalition of labor's allies, including consumer and farm organizations, are also being used in congressional districts that legislative strategists consider crucial.

The focus is on a "small list" of 25 key congressional districts where the lobbying equivalent of a full-court press is being mounted and a larger list of districts where AFL-CIO grass-roots legislative committees are active.

Parallel campaigns

Various affiliates, especially the Auto Workers, are conducting parallel and cost-sharing campaigns. The home district lobbying will include meetings with House members during Congress's Easter recess.

In target areas, plans are being made for an Apr. 23 telephone "call-in" to district offices of members of Congress. Callers will express their support for the trade bill amendment that will be offered by Rep. Richard A. Gephardt (D-Mo.).

Radio spot commercials have been prepared, stressing the millions of jobs lost because of "a few countries that repeatedly sell more goods to America than they buy from us."

The video presentation is designed to clear up distortions being peddled by foes of the Gephardt amendment.

It stresses the flexibility of the Gephardt approach, refutes the red herring of "protectionism" and makes the point that the amendment will open up new markets for America's exports.

The postcards to be sent to key House members carry the theme of labor's campaign that "a trade bill without deficit reduction is a hollow shell."

Heads of Chrysler and Ford join UAW in trade bill drive

Detroit—The heads of two of the Big Three automakers threw their support behind the Auto Workers' drive for legislation mandating reductions in the hemorrhaging U.S. trade deficit.

Chrysler Corp. Chairman Lee Iacocca and Ford Motor Co. Chairman Donald Petersen joined UAW President Owen Bieber in separate letters to their workers, urging them to contact members of Congress and insist on a trade bill that goes beyond rhetoric and "actually solves the problem."

In a message appearing in the Chrysler Times, Bieber and Iacocca blamed the loss of nearly 3 million industrial jobs since 1980 on the Reagan Administration's "stupid" trade policy.

The trade loss, which has had a devastating impact on the auto industry, came despite "record productivity and quality improvements and . . . sacrifices by American workers to make the . . . industry become more competitive," the UAW and Chrysler presidents said.

"Some people say the problem is that American workers don't care enough about their work any more and that American managers aren't effective," the message from Bieber and Iacocca said. "America's people aren't lazy and stupid," they stressed. It's the nation's trade policies that are "lazy and stupid."

Bieber and Petersen, writing in Ford World, agreed that enactment of a new trade bill is almost certain. But they warned it "may not be worth the paper it is written on if its purpose is simply to answer public criticism, rather than to actually solve the problem."

To be effective, they said, the new measure must set "goals and timetables" and have "enough backbone" to achieve a balance in the trade accounts with high-surplus countries like Japan "by the early 1990s."

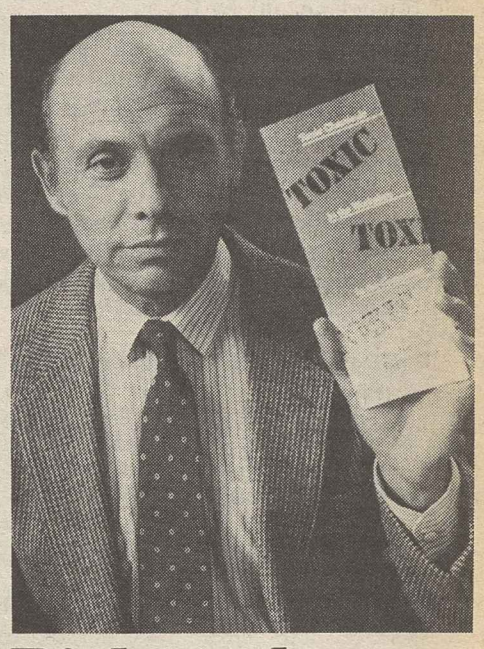
South African police attack rail strikers

Johannesburg—Whip-wielding police attacked 300 black unionists who gathered outside a labor center here to get information on a strike against the government-run railroad.

Twenty officers with six-foot plastic whips and police dogs charged into the strikers near the headquarters of the Congress of South African Trade Unions to break up the gathering.

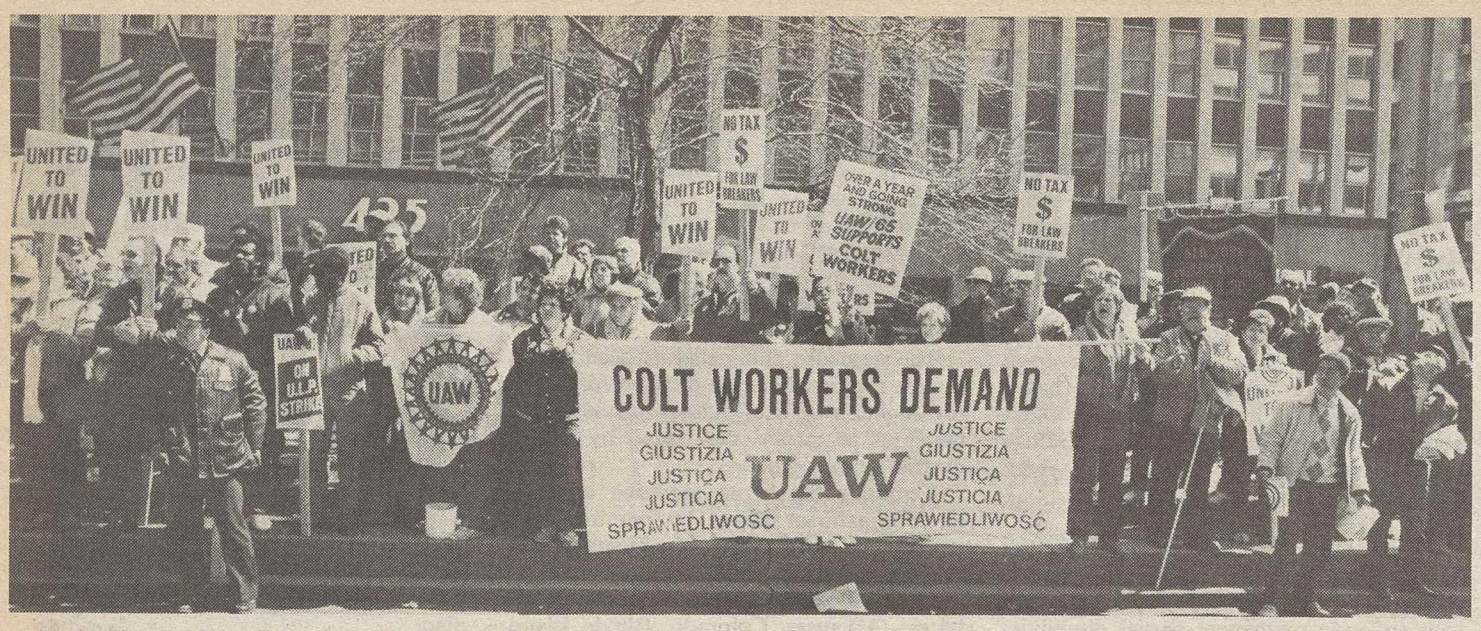
Dirk Hartford of COSATU said the unionists were merely trying to keep abreast of strike developments. "Not everyone could fit into the building," he explained. "The people outside were not doing anything," but any COSATU activities invite "special treatment from the police."

Some 20,000 members of the South African Railways & Harbor Workers Union have been on strike since Mar. 13. The walkout was triggered by disciplinary action against one member accused of theft.



Right to know

Screen Actor member Hector Elizondo explains in Spanish about "right-to-know" laws on hazardous chemicals. The television public service announcements produced by LIPA will be previewed at the Apr. 23-24 teleconference broadcast from AFL-CIO headquarters. An English language version features SAG member Joe Spano of Hill Street Blues.



Fired up by Colt

A thousand trade unionists rally outside Colt Industries headquarters in New York in support of 1,100 locked-out Auto Workers. Members of UAW Local 376 in Hartford, Conn., were without a contract for 10 months prior to walking out in January 1986. The state declared the impasse a lockout last August when the company refused to bargain. The National Labor Relations Board has issued a complaint against Colt.

Import ceiling called vital to save steel jobs

The Steelworkers called for an extension of import restraints on certain specialty steels, warning that termination of the program would have "disastrous consequences for American companies and workers."

Testifying before the International Trade Commission, the USWA and the Specialty Steel Industry of the United States urged the ITC to recommend that President Reagan extend the current restraints program beyond its July 19 expiration date.

USWA President Lynn R. Williams said the decision on extending import restraints "will affect the lives of thousands of workers." He pointed out that since 1979, "total employment in specialty steel operations has dropped by 12,000 to 34,000."

"We have seen far too much hardship imposed on the U.S. specialty steel workers by imports," he emphasized. "Many of our workers have been on layoff so long that their unemployment compensation benefits and health plan benefits have expired."

In addition, Williams pointed out, "many producers are in dire straits—some firms already have declared bankruptcy; other mills are closed." Unemployment in some plants has soared to more than 50 percent. "It is clear that imports have continued to be the root cause," he said.

New onslaught

The USWA and the industry group stressed that ending the restrictions on specialty steel while other areas of steel production remain under voluntary restraints will give foreign steel producers an outlet through which they can channel excess production—to the detriment of American specialty steel workers.

Reagan approved the current limitations on specialty steel in 1983, providing protection for producers of stainless steel bar, rod, plate, sheet and strip and alloy tool steel.

Paul R. Roedel, president and chief executive officer of Carpenter Technology Corp., testified that "foreign producers have every incentive to—and no doubt will—flood the U.S. market with dumped and subsidized imports unless the President's program is extended." Economist Stanley Nehmer told the ITC that the current restraint program has had "limited effectiveness in that imports have surged, particularly in flat-rolled products."

For stainless steel strip and sheet, import penetration rose from 10 percent in 1983 to 16.5 percent in 1986. The increase for stainless steel plate was from 5 percent in 1983 to 12.8 percent last year. Import penetration of the alloy tool steel market remained the same over the four years, while there was a slight decline in the stainless steel bar and wire markets.

Unions criticize variable rate for pension guaranty

Continued from Page 1

additional source of funding for benefits related to plant closings, Sheehan suggested advancing steel industry tax credits to reduce the financial pressure to terminate pension plans.

Hoffman said the UAW supports an immediate across-the-board increase in the pension insurance premium and provisions for additional increases in the future, possibly through an indexing feature.

He suggested establishing faster rates of funding for newly established pension plans. But he cautioned that "changing the rules in the middle of a game" for existing plans "would impose severe financial hardship on some employers" and could endanger existing programs.

Smedley and the other labor witnesses questioned whether allowing employers to reclaim a portion of so-called excess assets from a retirement plan would result in fewer terminations, since an employer could take out all the excess funds by terminating a plan.

Labor's position, Smedley stressed, is that "employer contributions paid into a pension fund have been earned by workers and represent current wages withheld to pay a benefit on retirement."

On another Administration proposal, involving transfer of funds from sound pension plans to underfunded pension or retiree health benefit plans, Smedley said the AFL-CIO would object if funds negotiated in the give-and-take of collective bargaining were tapped to provide additional money to funds covering workers outside the bargaining unit.

Stepped-up funding endorsed for AIDS research, treatment

AIDS victims should not be discriminated against in the workplace or denied health care because they can't pay for it, the AFL-CIO said in urging steps to increase research funding and provide adequate medical aid.

Bert Seidman, director of the federation's Dept. of Occupational Safety, Health & Social Security, told a conference sponsored by Project HOPE Center for Health Affairs that the Reagan Administration must face up to the government's responsibility in dealing with the disease.

The conference addressed the impact of AIDS on health care systems. The two principal considerations for workers with AIDS, Seidman said, are high medical costs and job discrimination. "As long as AIDS victims can work, there should be no discrimination against them," he said, stressing that the disease can be transmitted in only very limited ways.

Seidman noted that the average per patient medical cost is about $150,000. If the serum AZT becomes available, that would push the cost at least $12,000 a year higher—a level most workers would be unable to afford, even on a shared basis.

Former Republican Sen. Richard Schweiker, representing the American Council of Life Insurance, held that insurance companies should not have to provide coverage to AIDS victims. Seidman said, however, that if no insurance is available to the victims, then government-backed programs should be.

Insurance companies should be prohibited from discriminating against those who test positive for AIDS, he said, emphasizing that test results can be misleading, and that even a positive result only means the person has been exposed to the AIDS virus and is at risk. "There is a risk," he said, but "insurance companies are paid for protection against risk."

Support system

Seidman explained that the last AFL-CIO convention called for increased research funding, education about AIDS prevention, and programs to assure proper medical and social support to lessen the tragedy and suffering of the victims and their families.

He warned that failure to "face up now to the problem in a rational manner will greatly increase the suffering of AIDS victims and ultimately result in much greater financial expenditures."

IBEW extends apprentice training

The Electrical Workers and the National Electrical Contractors Association will add another year to the classroom training for apprentices to meet the increasing skill demands resulting from technological change.

Under the proposal—which will be submitted to the Labor Dept. for approval once it has been ratified by the 347 local apprenticeship committees across the country—apprentices will spend five years in class, instead of four. And they will have to rack up 800 hours of study rather than the present 576 hours.

The decision was announced jointly by IBEW President John J. Barry and NECA Vice President John M. Grau.

They emphasized that the union-management decision to extend apprenticeship training "demonstrates a continuing commitment to provide highly qualified people to meet the needs of our customers."

The expanded curriculum, they said, "will serve to increase the employee's sphere of knowledge, the employer's market share and the user's confidence in our product."

The approximately 20,000 apprentices already enrolled in the program will not be affected. The change will apply only to new entrants. The current requirement of 8,000 hours of on-the-job training in addition to the classroom time will continue in effect, Barry and Grau said.

The action points up an emerging trend in the construction industry. Last year, the Plumbers & Pipe Fitters extended its apprenticeship program from four to five years, and a number of Sheet Metal Workers locals have taken similar steps.

Labor humor columnist Les Finnegan dies at 72

Les Finnegan, whose labor-oriented humor column appeared in union newspapers for more than 40 years, died Apr. 12 in Washington. He was 72.

Finnegan joined the Newspaper Guild in 1936, when he was a reporter on the Washington Daily News. In World War II, he served as a labor press correspondent in the Pacific. Finnegan came on the staff of what is now the Electronic Workers in 1949 and was executive assistant to IUE President James B. Carey for 16 years. His award-winning weekly columns were syndicated by Press Associates.

Coalition presses for worker rights

Former Labor Sec. Ray Marshall is heading a Coalition for Worker Rights to promote international standards and support enforcement through U.S. trade legislation.

"There is no reason why the United States should open its market to nations that do not permit workers to form unions and bargain collectively," Marshall said in announcing the formation of the coalition. He also called for sanctions against countries that take no action against child labor abuses or deny protection against occupational hazards.

He said the coalition intends to work in cooperation with other organizations to monitor human rights violations around the world to assure compliance.

Its founding members include AFL-CIO President Lane Kirkland, NAACP Executive Director Benjamin Hooks, Urban League President John Jacob, Bishop John McCarthy of Austin, Tex., National Council of Churches Gen. Sec. Arie R. Brouwer, former ILO Director-Gen. David Morse, former Labor Sec. W. Willard Wirtz, and Eleanor Holmes Norton, former head of the Equal Employment Opportunity Commission.

IBP strikebreaker recruiting drive stumbles

Continued from Page 1

inghouse division. Manuso estimated that only about 500 workers—management personnel and strikebreakers—were on the job in Dakota City.

UFCW Local 222 business agent Bill Schmitz agreed, adding that IBP is recruiting people all over the country because local residents don't want to work during a strike or under the wages and working conditions that IBP is offering.

Texas AFL-CIO President Harry Hubbard blasted IBP's campaign "to entice workers living in areas of high unemployment" as one of "many methods that companies use to try and break unions."

IBP also has sought replacement workers in Milwaukee, Chicago, New Orleans, Denver, Jackson County, Minn., Sioux Falls and Yankton, S.D., and Peoria, Ill.

In Peoria, members of UFCW Local 536 set up informational picket lines outside IBP's temporary recruitment office. Union members passed out leaflets that detailed the company's high accident rate and poor working conditions.

Lower rates

The meat processor, a subsidiary of Occidental Petroleum, said it will pay hourly wages of $6, with future promises of 15-cent raises.

UFCW members at IBP were earning $8.20 an hour for slaughtering and $7.90 for processing jobs before they were locked out last December after refusing management demands for a wage freeze and a two-tier pay system.

Last month, IBP announced it was ending the lockout but was cutting hourly wages to $7.60 for processors. The local voted unanimously to reject the cuts and declare its members on strike.

The union filed new unfair practice charges with the National Labor Relations Board, citing the company's latest harsh proposal as fresh evidence of IBP's bad-faith bargaining tactics.

In 1982, the last time the parties negotiated, workers accepted a $1.07-an-hour wage cut.

EDITORIALS

Confronting Evil

IN CAPE TOWN, South Africa, prominent clergyman from all the major denominations joined in a worship service to condemn—and defy—a government ban on virtually any form of protest against detention without trial.

For nearly a year, South Africa has been under a "state of emergency" decree that gives government authorities virtually unlimited powers to "detain" people, in effect imprison them without charge or trial.

Journalists are forbidden to report these detentions, and newspapers cannot print accounts of protests or quote any "subversive statements" without prior censorship clearance. Last week's AFL-CIO News reported the banning of an issue of the newspaper of the black South African Council of Metal Unions. It was forbidden reading because it carried an account of a police assault on a union meeting that left one worker dead and 20 wounded.

An estimated 30,000 people—an astonishing 10,000 of them children—have been detained since the state of emergency was declared last June. The exact number isn't known because of the rigid censorship.

THE NEWEST government directive forbids just about every form of protest against the detentions, no matter how peaceful.

The police decree published in the official government newspaper makes it illegal to call for the release of the political detainees.

It specifically prohibits writing or sending a telegram protesting the government policy. It prohibits anyone from signing a petition for the release of a detainee, wearing a button or a T-shirt displaying a protest, or displaying a placard or bumper sticker showing dissent.

Now in South Africa, it is a criminal offense to attend meetings held to protest detentions or even to express "solidarity" with apartheid's victims.

As in our own civil rights movement, clergymen of different faiths have joined hands to bear witness to the principles of their religion and take a stand against injustice. Standing together in a Cape Town church were leaders of the Dutch Reformed, Anglican, Catholic and Jewish religious communities. To our nation's credit, the United States ambassador to South Africa was among those who attended this multiracial, interdenominational service of defiance.

The breadth of the protest represents a moral force that other rulers in history have found to be stronger than armies.

Dr. Allan Boesak, a leader of the Reformed Church to which most of South Africa's ruling class belongs, gave this stern and deserved verdict:

"This is the madness of a government which has long ago lost all legitimacy and can only live out its last days compounding the evil it has begun."

On the Home Front

IT WOULD be a mistake to assume that our own country's struggle for civil rights and equal opportunity came to an end with the great legislative victories of the 1960s. That would be like saying that the struggle of workers to organize and bargain collectively ended with the passage of the National Labor Relations Act more than a half-century ago.

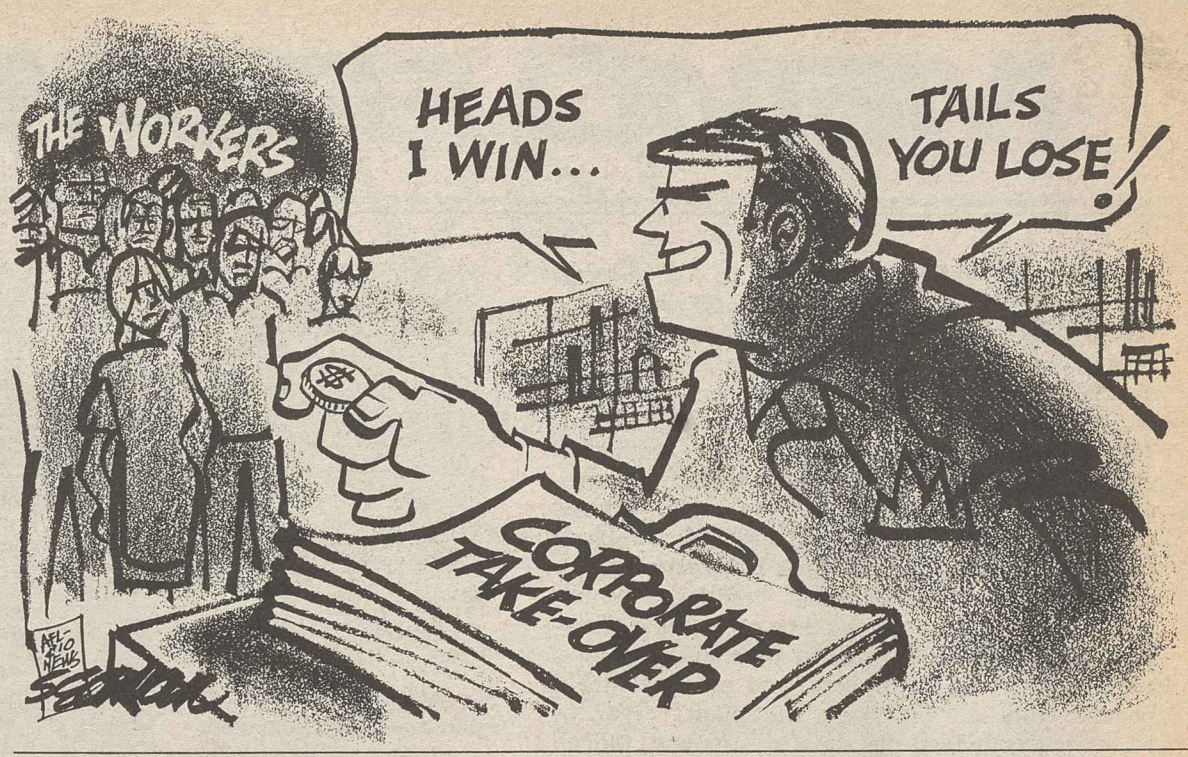
The trade union movement isn't likely to make that mistake, in either category.

AFL-CIO Sec.-Treas. Thomas R. Donahue had this to say at the federation's recent civil rights conference:

"It would be nice if we could tackle one problem at a time and solve it, once and for all, and go on to the next one.

"That never happens. The laws we put on the books during the civil rights revolution haven't brought racial justice. The nondiscrimination clauses that were written into our union constitutions so long ago have not eliminated discrimination from our own ranks.

"We have to keep working at it, in all its dimensions and shapes and disguises, with no illusion that we'll ever see the day when there's nothing more to be done."



Washington Window

High nursing home costs drive elderly into poverty

By Press Associates

Every year, thousands of elderly people reach what they think is the end of the line. After caring for a sick spouse for a long time and becoming mentally and physically exhausted, the well person decides the sick spouse might be better off in a nursing home.

Now comes the real shock. Many people think that Medicare covers nursing home costs. Far from it. When a couple learns the cost of long-term care greatly exceeds their financial ability to pay, they are forced to exhaust their resources before becoming eligible for Medicaid.

A recent study estimated that nearly two-thirds of those people who enter nursing homes become impoverished in less than three months. A nursing home stay can cost from $20,000 to $30,000 a year—a price out of the reach of all but a few.

Most states force elderly couples to divest themselves of just about everything but their homes. Further, many states respond to budget crunches by slashing maintenance allowances altogether, leaving the spouse no protection against impoverishment.

The misguided public policies that systematically force elderly spouses outside the nursing home into poverty should be reversed in favor of a humane approach. A group of legislators and organizations has initiated a national debate to bring that about.

Congressional proposal

At a Capitol Hill press conference, Senators Barbara Mikulski (D-Md.) and George Mitchell (D-Maine) and Representatives Henry A. Waxman (D-Calif.) and Charles E. Schumer (D-N.Y.) explained how their bills would combine to help prevent spousal impoverishment.

Essentially, their approach would set federal minimum standards to protect the assets and decent living standards of those on Medicaid—the federal-state program that provides basic health services, including nursing home care, for low-income people.

Mikulski knows the problem first hand. Her father is institutionalized with Alzheimer's disease and her mother is being required to "spend down" to qualify for help.

Mikulski has introduced the Medicaid Community Spouse Safety Net Act of 1987, a bill to allow the spouse to keep up to $25,000 in assets. It sets a federal minimum standard allowing an income of $750 per month.

Because of state-determined Medicaid eligibility levels, Mikulski said, "middle-income elderly persons are forced into poverty in order to meet the costs of their spouse's nursing home care." Often, she said, they find themselves without enough money for special diets, medications or prescription eyeglasses.

Burden on women

The problem is particularly acute among older women, Mikulski pointed out.

Mitchell, who chairs the Finance Committee's health panel, sponsored a bill to allow spouses to keep a minimum of $510 a month in income. States would be allowed to set higher levels than the federal minimum.

Mitchell told how Douglas Lewis, a retired sea captain, went into a nursing home in 1984. The state of Maine claimed nearly all his pension and social security income for his care, leaving his wife, Florence, unable to pay for her own needs and upkeep on their modest Wiscasset home.

If the situation had been reversed, Mitchell said, Lewis would have been able to keep nearly all his $1,500 monthly income while Medicaid paid for his wife's care.

Waxman, chairman of a health subcommittee, introduced a bill to protect $12,000 in liquid assets and set the minimum allowable income at $925 per month.

Schumer, a cosponsor of the Waxman bill, is on the key House Budget Committee. He told of a Bronx, N.Y., couple who had been married 50 years and had to get divorced so the husband's bills could be paid after he came down with Alzheimer's disease.

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MEMO FROM COPE

Odds 'n Ends

WELL, IT DOESN'T HURT to ask, does it? Democratic National Chair Paul Kirk for second time publicly urges all candidates for party's 1988 presidential nomination to refrain from roughing one another up. He asks stick to issues, no personal attacks. He rues political wounds inflicted on party during 1984 nominating process and various candidates' efforts to "tear down the opposing Democratic candidates" and to "bashing the party itself." Similar appeals to Republican hopefuls doubtless will come from GOP National Chair Frank Fahrenkopf. Kirk's plea was timely. Within recent weeks, one Democratic prospect accused another of being a "one-issue candidate." To which the other responded his accuser is "living in the past" and on issues might benefit from a "backbone transplant." War of words has continued despite Kirk's request, though no others have joined it yet.

QUICK TRIVIA QUIZ: What congressional district had highest voter turnout for 1986 U.S. House election? Give up? No. 1 in voter participation was South Dakota's at-large district with 286,000 going to polls. No. 2: North Dakota's at-large district with 282,000 voting. But if you think listing at-large (statewide) districts unfair, you are authorized to promote Nos. 3 and 4 to 1 and 2. They were Florida's 13th District with 240,000 turnout and the same state's 9th District where 230,000 voted. No other district was close.

FEELERS GO OUT from Sen. Jesse Helms' National Conservative Club testing support for a Helms run for GOP presidential nomination. NCC sends letter to selected Helms supporters asking if they favor a "go" and to show they're in earnest, please send money. If this prospecting produces encouragement, NCC will follow up with mailing to its full list of members, plus other right-wing organizations. More than others presently in GOP presidential field, Helms could unite hard-core right. He also could turn off practically everyone else.

CAN APPOINTMENTS undo results of 1986 Senate contests? Recent death of Nebraska Sen. Edward Zorinsky (D) resulted in appointment by state's Republican governor of little-known GOP businessman to fill out term. Brings Senate balance to 54-46 (from 55-45) Democratic margin. At same time, rumor floated that President Reagan might appoint Arizona Sen. Dennis DeConcini (D) as FBI director to succeed William Webster, who's taking over CIA. That would give GOP governor in Arizona opportunity to appoint another GOP senator, reducing Democratic Senate margin to 53-47. No further word on DeConcini, but lots of other possibilities can be, and are, speculated. One has been for Reagan to appoint Justice Byron White FBI chief and fill his Supreme Court spot with an ultra-conservative jurist.

YUP, THE 'DUKE' KNEW—The Duke—the late John Wayne—knew early on what a lot of Americans have discovered to their chagrin in recent months about their President. The Duke knew his friend and fellow ultra-conservative, Ronald Reagan, was not always clear in his perceptions or reliable in his presentation. Turns out the Duke wrote to Reagan on Nov. 11, 1977, trying to straighten out Reagan on the Panama Canal Treaty. Reagan had been sending out mass mailings decrying the pact. Wayne supported it, felt Reagan was wrong in his opposition to the treaty and untruthful in his criticisms. Wayne wrote to Reagan: "Now I have taken your letter, and I'll show you point by goddam point in the treaty where you are misinforming people. If you continue these erroneous remarks, someone will publicize your letter to prove that you are not as thorough in your reviewing of this treaty as you say or are damned obtuse when it comes to reading the English language." You don't fool with the Duke.

GROWING AND GROWING is list of announced or soon-to-announce candidates for presidential nominations. Democrats' potential field swells to eight as following take plunge or move to water's edge: Massachusetts Gov. Michael Dukakis, Illinois Sen. Paul Simon, Tennessee Sen. Albert Gore. They join former Sen. Gary Hart, Sen. Joseph Biden (Del.), Rev. Jesse Jackson, Rep. Richard Gephardt (Mo.), former Arizona Gov. Bruce Babbitt. Yet another has moved into a "maybe-he-will" posture, Arkansas Gov. Bill Clinton. For GOP, name of former Sen. Paul Laxalt (Nev.) pushes to fore as possible entry after he rethinks a run. Also some speculate former White House communications director Pat Buchanan might reconsider earlier decision and instead enter fray. They'd join Vice President George Bush, Sen. Robert Dole (Kan.), Rep. Jack Kemp (N.Y.), former Gov. Pete du Pont (Del.), Rev. Pat Robertson and former Nixon aide Gen. Alexander Haig. It's only April 1987, so leave plenty of room on your list for more names.

Reagan Takes on Dreaded TATSAS

figures best defense is a good offense

Beware the dreaded TATSAS.

They are back. What a pestilence!

They threaten us all. They will pull down the Republic. Drat them!

We must confront, and defeat, the TATSAS, before we are done in by them.

Well, that's Ronald Reagan's line, anyway.

It is the President who is sounding the alarm against the TATSAS. At war against them all his political life, Reagan invokes his ancient enemy again in the twilight of his presidency.

Who are the dreaded TATSAS? Who else but:

The "*T*ax *A*nd *T*ax, *S*pend *A*nd *S*pend" crowd, as Reagan describes them—congressional Democrats.

Why is the President once more so worked up about them? Simple. There's comfort in the familiar. Reagan returns to the staple of his political career.

Silenced and embarrassed for months by Who's-in-Charge-Gate, he tries to shake off the slump by returning to an old script he knows by heart. It served him well for years. It now has the extra benefit of deflecting attention from the Iran caper.

He lashes at the "budget-busters," the TATSAS, and vetoes what they pass—clean water legislation, the highway bill. He wants to depict a President on top of events, back in the saddle and riding out against the foe. In short, leading.

It is an attempt to rescue himself from irrelevance in the waning months of his administration.

Recent polls not only track the sharp drop in his personal popularity as a result of Who's-in-Charge-Gate, and the continuing evaporation of support for his policies. They reveal a public that sees Reagan as decreasingly irrelevant to what is happening in government. Huge percentages of respondents to polls believe that Reagan staff, not the President, shapes the major policy decisions that emanate from the White House. Most Americans, polls show, now look to Congress, rather than the President, to deal with issues and problems.

How best to regain the initiative? Clearly, the President's answer is to go on the attack—against the TATSAS. It's worked before. The best defense is a good offense.

But this time around it sounds so hollow. Here's a President who has more than doubled the national debt, but who holds everyone but himself responsible for "budget-busting."

It's simple arithmetic: The President cuts spending on vital people-helping programs. He more than offsets the cuts with increases in defense spending. Then his tax cuts—so heavily loaded to favor business and wealthy individuals—make it impossible to generate federal revenues that come even close to paying for federal programs. Result: record deficits. The "budget-buster" is Ronald Reagan, not his favorite whipping boy, the TATSAS.

Throwing down the gauntlet, as he has done with Congress, might or might not restore his image as a leader in the public eye. It *will* reduce Congress's spirit of cooperation with the Administration, and that includes many senators and representatives of his own party.

He is picking fights, not really on the merit of issues, but as a ploy to regain lost relevance. In those terms, he is unlikely to succeed more than briefly, if at all.

Who's in Charge? Public View

From NBC/Wall Street Journal Poll, March 15-17. Question: During the next two years, who do you think will have the most influence on the policies and decisions made in the White House?

Howard Baker	**31%**
Cabinet members	**29%**
Ronald Reagan	**27%**
Nancy Reagan	**6%**
Not sure	**7%**

Then, There's 'Jimmy Syndrome'

Aggravation comes in large doses.

Not only has his teflon shield cracked because of the Iran business, but the President also has been struck by the "Jimmy Syndrome," the same lousy luck, or timing, that plagued and embarrassed his predecessor, Jimmy Carter.

Remember when Carter was attacked by a rabbit? Or when he went into a swoon while jogging, and the news photographers naturally were on the scene, and front pages were filled with pictures of an exhausted-looking President about to take a tumble?

Things like that are happening to Reagan now, despite the carefully controlled access the media have to him. At his recent news conference, the President tried to demonstrate what he did after learning he'd erred badly on a matter of fact at an earlier press conference. He rolled his eyes, grimaced and rapped his forehead with his knuckles in a self-mocking way.

Of course, the photographers caught him at the time of maximum klutziness in his demonstration, and front pages bloomed with one of the few unflattering poses he was ever caught in.

Then there's the TV footage—run over and over again on news shows as Who's-in-Charge-Gate developed. There's the President at a complete loss for words and staring blankly at the cameras when asked what he's doing now to get hostages released. Beside him, Mrs. Reagan looks down at the ground like there's an interesting ant or something, concealing the fact that she's prompting him. But her whispered cue is audible: "We're doing all we can," she tells him to say. He says: "We're doing all we can."

Tack these to stories during the last weeks of Donald Regan's stint as White House chief of staff—the when-will-he-resign game—that led many to question who's making decisions about top presidential aides, the President or the First Lady.

It all adds fuel to the fire of speculation about the President's so-called "managerial style" and his distance from, and ignorance of, events occuring under his own nose—like with Oliver North, John Poindexter and the National Security Council.

It's true: When you're hot, you're hot.

But: When you're not, you're not.

AFL-CIO news

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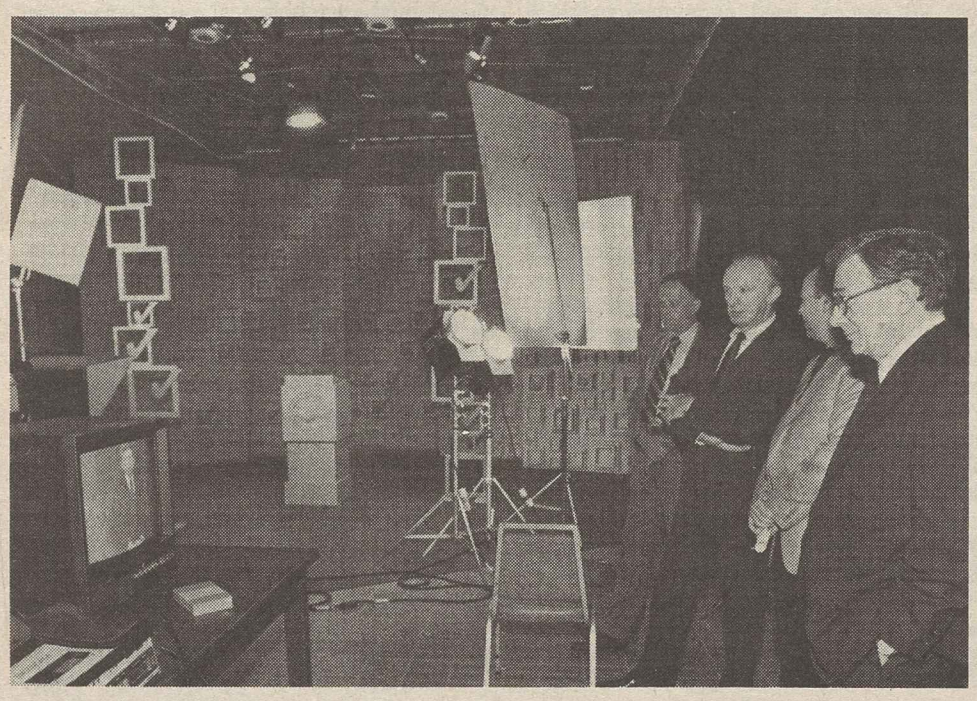
AFL-CIO LEGISLATIVE ALERT! PAGE 8



AFL-CIO President Lane Kirkland views presidential candidate video with Executive Assistant Kenneth Young, left, Sec.-Treas. Thomas Donahue and LIPA Director Larry Kirkman on the production set at federation headquarters.

Amendment vote key to strong trade bill

Kirkland asks congressional mandate

Workers whose jobs are at stake and the unions that represent them called on House members to strengthen a committee-approved trade reform bill and signal to the world that a pattern of ever-mounting trade deficits must be broken.

From labor's standpoint, the key vote will come on an amendment to the trade bill that will be offered by Rep. Richard A. Gephardt (D-Mo.).

It targets countries that have used unfair tactics to run up a big trade surplus with the United States. They would have to reduce the imbalance, either by buying more American products or by curtailing their exports to the United States.

"The Gephardt amendment is essential," AFL-CIO President Lane Kirkland wrote House members. "It is a congressionally mandated response to the excessive trade deficits and requires action by the President to reduce those deficits."

It's "a responsible approach," Kirkland stressed, that would make trade reform legislation worthy of the name.

The bill the Ways & Means Committee is bringing to the House floor has a number of labor-supported provisions, including a declaration that countries that defy internationally recognized labor standards may be guilty of unfair trade practices.

What is missing from the bill, as the AFL-CIO sees it, is a mechanism to reduce the trade deficit and halt the wipeout of American jobs.

Labor's efforts to strengthen the trade bill were joined by a growing list of employers from import-battered industries, and there were indications that House members were listening.

The word from Capitol Hill was that a consensus was forming in support of the Gephardt amendment.

It was reflected in a closed-door caucus of House Democrats that amounted to a dress rehearsal for the two-day debate that will precede the Apr. 30 vote on the trade bill.

House Speaker James Wright (D-Tex.), told reporters that public opinion "is very strongly in favor of something in the nature of the Gephardt amendment."

Unfair tactics

At issue is whether countries that have used unfair trade tactics to capture large chunks of the U.S. market should be simply jawboned to reduce their trade imbalance.

The Gephardt amendment would put a time limit on negotiations with countries that have run up large trading surpluses (defined as exporting 75 percent more to the United States than they import from it).

Then, if no agreement were reached, it would require that the offending country reduce its trade advantage by 10 percent a year—either by buying more American-made goods or reducing its exports to the United States.

Even as the debate heated up, a study by the congressional Office of Technology Assessment warned that the 2 million jobs still remaining in the U.S. textile and apparel industries are "greatly threatened" by an unchecked flood of imports.

The job threat comes despite a productivity rise in the domestic textile industry of more than twice the level for all manufac-

Continued on Page 5

Presidential candidates air views in videotapes for union members

In daily videotaping sessions at the AFL-CIO headquarters, Democratic and Republican presidential candidates, both declared and likely, are telling how they would address labor's concerns on vital national issues and how they would lead the country if elected.

Their responses, limited to four minutes each, will be grouped by party on a one-hour video tape for viewing by AFL-CIO members.

Federation President Lane Kirkland and Sec.-Treas. Thomas R. Donahue visited the production set where the presidential hopefuls are being taped through May 4 and paused to view the first candidate response.

The AFL-CIO Executive Council, meeting in Washington May 5-7, will preview the candidate videos produced by the federation's Labor Institute of Public Affairs. The final tape will be distributed to all affiliates, state and local central bodies, COPE and constitutional departments.

Written candidate responses to questions on four vital issues—foreign trade, the budget deficit, human needs and labor's role in the political process—will be printed in a special issue of the American Federationist.

To assure the widest possible distribution, the responses will be provided to other labor publications for reprinting.

Court upholds rule on sympathy strikes

The Supreme Court declined to upset the long-established principle of sympathy strikes, rejecting a move by John Morrell & Co. against Food & Commercial Workers in South Dakota who walked out in support of fellow members at the Morrell plant in Arkansas.

UFCW Vice President Lewie G. Anderson, director of the union's packinghouse division, welcomed the high court's action in denying review of an appellate court decision. He said it demonstrated to employers "that there are limits to how far the government will go to assist them in frustrating workers seeking a fair shake from their employer."

The case dates back to July 1985 when UFCW Local 340 struck the giant meat processing firm in Arkansas City, Ark., after their existing contract expired.

The Arkansas City local set up picket lines at the Sioux Falls, S.D., plant on Aug. 4, 1985. Almost all of the workers at the Sioux Falls facility, members of Local 340A, stayed off the job.

In the aftermath, the company took disciplinary action against the Sioux Falls workers, noting in their personnel files that the job absences were "unexcused." The union filed a grievance over the company's action, but management has stymied that procedure.

Injunction issued

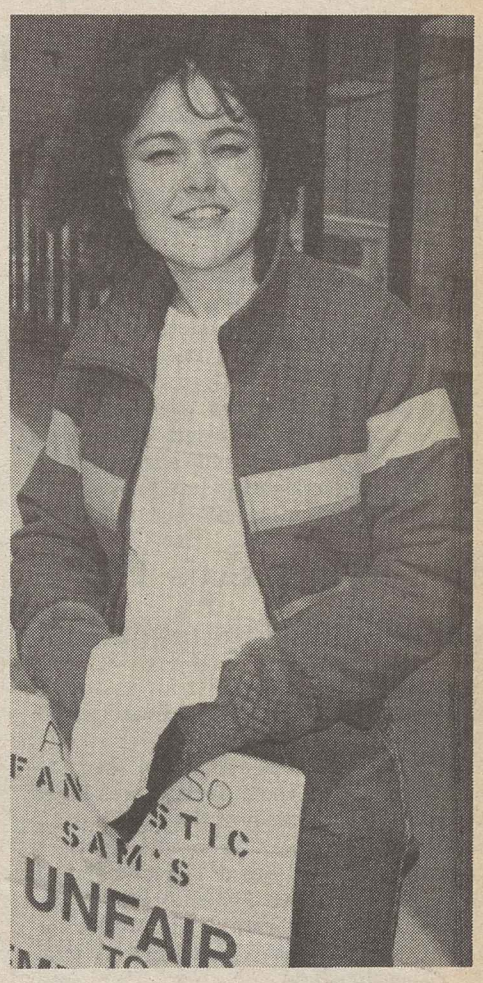
When Sioux Falls employees again honored an Arkansas City picket line on Aug. 15, Morrell obtained a restraining order halting the sympathy strike while it was still in progress. It subsequently won a permanent injunction against the union.

That action was subsequently overturned by the 8th Circuit U.S. Court of Appeals, which ruled that federal labor law bars interference with sympathy strikes. When Morrell appealed the case to the nation's highest court, the AFL-CIO filed a friend-of-the-court brief taking the same position, citing the protections guaranteed by the 1932 Norris-LaGuardia Act.

In the wake of the Supreme Court's decision not to curb the right of union members to engage in sympathy strikes, Anderson said that instead of pursuing legal action, Morrell "should begin facing the real issues" raised by the workers.

The concerns of all Morrell employees, he said, are "about their declining standard of living and unsafe working conditions."

Those are the same issues being raised by members of UFCW Local 1142 at Morrell's Sioux City, Iowa, plant who have been on strike for nearly two months, Anderson emphasized.



No cute names

"I don't want to work for someone who tells me I have to be called 'Buttercup,' " insists Loree Eliason, a hair stylist at Fantastic Sam's beauty salon in Kennewick, Wash. That's one reason why Eliason and six other Food & Commerical Workers have struck one of the chain's 1,200 outlets. (Story on Page 5.)

Senate shunts FCC attempt to dismantle fairness doctrine

The Senate sent a strong 59-31 message to the Federal Communications Commission that it doesn't want the longstanding "fairness" doctrine for broadcasters to be scrapped under the guise of deregulation.

It passed—over the Reagan Administration's objections—a labor-backed measure that spells out in permanent law an FCC requirement that television and radio broadcasters provide "a reasonable opportunity" for discussion of conflicting views on important public issues.

Legislative Director Robert M. McGlotten expressed the AFL-CIO's strong support of the legislation in a letter to senators on the eve of the vote. He credited the fairness doctrine with encouraging more complete coverage of controversial issues.

A companion bill is scheduled for early action in the House Energy & Commerce Committee, where Chairman John D. Dingell (D-Mich.) is a sponsor. The Senate-passed bill was cosponsored by Commerce Committee Chairman Ernest F. Hollings (D-S.C.) and the ranking Republican member, Sen. John C. Danforth (Mo.).

It was opposed by the Reagan Administration, which has sought to do away with both the fairness doctrine and the equal

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Electronic monitoring saps workers' privacy rights

Big Brother is cutting a wide swath of intimidation in the workplace, eavesdropping on millions of employees under the guise of "monitoring" their on-the-job performance.

Long-distance telephone operators, health insurance company personnel, airline and hotel reservation clerks and Internal Revenue Service employees are just a few examples of the victims of management's mushrooming electronic snooping.

Legislation introduced by Rep. Don Edwards (D-Calif.) would bring an end to this abuse and restore the privacy rights not only of the workers involved but members of the general public who also are unknowingly subjected to this wholesale invasion of privacy.

As Communications Workers President Morton Bahr, a strong advocate of the Edwards bill, put it:

"When employers are listening in on their workers, they are listening in on customers and clients too. Just think about your most 'private' conversations with the IRS, Blue Cross or Blue Shield, the Veterans Administration, and you begin to understand just how alarming secret monitoring is."

The modern high-tech workplace has become "liberty's new battleground," Bahr stressed, pointing out that in the telephone system alone, more than 200,000 workers are under surveillance. He assailed the practice as "a blatant attack on privacy" and charged that secret telephone and computer spying has turned the modern office into a "prison" for employees.

'Don't bug me'

The union has kicked off a major Capitol Hill lobbying effort in support of Edwards's bill, using the slogan "Don't Bug Me" to attract congressional attention.

There's more than just the privacy issue at stake, the CWA president emphasized, because secret monitoring leads to reduced creativity, declining productivity and increased physical, mental and emotional stress.

"Secret monitoring doesn't improve service to the customer," Bahr insisted. "The assumption by many employers that supervision must be conducted secretly or else the worker will quit trying is both unfair" and contrary to all available evidence.

How widespread is the practice? A report issued by 9to5, National Association of Working Women, cited a survey of 110 data processing, word processing and customer service worksites by Prof. Alan Westin of Columbia University. It showed that 98 percent used computers to track their workers. And the National Institute of Occupational Safety & Health estimated that two-thirds of VDT users are monitored.

In a recent issue of Technology Review, Prof. Gary T. Marx of the Massachusetts Institute of Technology and computer security expert Sanford Sherizen provided these examples of the escalating practice of spying on workers:

- A major manufacturer hid microphones in plant toilets, claiming it was merely trying to ferret out drug sales at work.
- A bank searched through an employee's microcomputer and read the worker's file of personal letters and income tax data.
- Two workers who engaged in an after-work fist fight in a parking lot outside the plant gates were videotaped on hidden cameras and subsequently fired.

And CWA, 9to5 and other unions have voluminous files on management eavesdropping, particularly on computer and telephone operators, and the resulting emotional and psychological problems their members have experienced.

Privacy safeguards

The Edwards bill won't outlaw monitoring. But it will provide some measure of protection for consumer and worker privacy rights. The legislation would require installation of a "beep" tone, audible to both the customer and the employee, to let them know that management is listening in on the conversation.

The requirement would apply to government agencies and all companies with significant electronic communications, but would not restrict legitimate law enforcement activities in those instances where wiretapping has been authorized by court order.

CWA Local 2300 President Blondell Stewart-Ware of Washington gives Capitol Hill press conference examples of employer bugging. Standing to her right are Rep. Don Edwards (D-Calif.) and CWA President Morton Bahr.

VDT on-the-job surveillance cuts output, increases stress

Albany, N.Y.—Electronic surveillance of workers using video display terminals may actually lower productivity, the National Association of Working Women suggested at a workshop on the job and health hazards of the computer age.

Research Director Sharon Danann of 9to5 criticized companies that put VDT workers under constant watch, noting that the normal job stresses encountered by operators—including productivity demands, computer down time and routine tasks—are worsened by the pressure of constant surveillance and the simplification of work that often accompanies monitoring.

She stressed that monitoring, if used at all, should not be constant and should not cover time spent away from the machine. Programs that measure bathroom visits and other work breaks are inappropriate to any measure of productivity, she said.

Workers should have a "right to know" if they are being monitored, Danann insisted. "It's not only the machine that is getting more control over your job, but management is getting a heck of a lot more control."

The one-day workshop was sponsored by the New York State AFL-CIO and Cornell University's School of Industrial & Labor Relations. Zena Sternbach, occupational safety and health director for the state federation, led the session, as 75 participants reviewed health and stress problems associated with video display terminals and exchanged strategies to solve them.

Gayle Gabler of Service Employees District 925 reported on protections for VDT workers won in collective bargaining agreements. SEIU contracts, she noted, include required rest breaks, testing for hazards, eye examinations and corrective lenses, comfortable work areas, training and advance notice of new technologies.

Bargaining gains

Similar protections included in more than 120 Newspaper Guild agreements were outlined by William South, chairman of the Guild's VDT committee.

Suzanne Waltz, president of State, County & Municipal Employees Local 1000, recounted efforts to win protections from the Dept. of Motor Vehicles. Only after she appeared on a popular talk show did management agree to consider the workers' concerns.

Participants discussed two measures introduced in the state legislature to implement many of the needed VDT protections and enact strict purchasing guidelines.

Senate rebukes FCC, votes fairness doctrine

Continued from Page 1

time requirement for political broadcasts in the guise of deregulation.

Until recently, many people had assumed that the fairness doctrine was based so closely on the intent of the Communications Act that legislation would be necessary to revoke it. But a federal court of appeals decision last September held that congressional approval would not be required, touching off a campaign to write the policy into law.

McGlotten cited the court ruling as raising the possibility of the FCC repealing through regulation a provision that many in Congress had considered already codified in law.

Conventions

The Allied Novelty & Production Workers will hold a special convention May 4-5 in Atlantic City, N.J.

The Utah AFL-CIO convention will be held Aug. 27-28 in Salt Lake City.

Coalition seeks key changes in immigration reform rules

Unions and the Immigration & Naturalization Service remain at odds over the issues of employer sanctions and the role of hiring halls as the nation moves toward implementing the 1986 Immigration Reform & Control Act.

The AFL-CIO and a coalition of 28 labor, civil rights and religious organizations told the INS that its proposed rules on employer sanctions, while "significantly improved" from an earlier draft, continue to have "serious weaknesses" that could jeopardize the job rights of aliens seeking legalization under the new law.

And the federation and its Building & Construction Trades Dept. asked the federal agency to make clear that employers, not hiring halls, are required to verify the citizenship of workers referred to job sites. The INS has blown hot and cold on whether or not to hold union hiring halls to the verification standards the law mandated for employers and employment agencies that refer job applicants for a fee.

Unions urged that regulations spell out the exemption for hiring halls, while leaving the way open for employers and unions to enter into voluntary agreements on verification requirements if they so desire. This should be true, the AFL-CIO and the BCTD said, even in those cases where hiring halls charge a modest fee to cover the cost of services they render applicants.

On the employer sanction issue, the labor-civil rights-religious coalition urged that employers be given an extension of the time period in which they can continue hiring job applicants who may be eligible for amnesty. The group also urged changes in the employment verification form, the use of a wider range of documents for job applicants to establish their work eligibility, and subpoena power for INS officers to inspect business records without an employer's consent.

The INS has set a Sept. 1 cutoff date for hiring undocumented aliens who came to the United States prior to Jan. 1, 1982, and who intend to apply for amnesty under the law. The coalition called this an unrealistic date and asked for an extension to make it possible for intended beneficiaries to "continue working without interruption."

Unions joining with the federation in calling for changes in the amnesty procedure were the Clothing & Textile Workers, Laborers, Ladies' Garment Workers, Service Employees, Auto Workers, and the unaffiliated Longshoremen & Warehousemen and United Electrical, Radio & Machine Workers.

Among other organizations in the coalition are the Jewish Labor Committee, La Raza, American Civil Liberties Union, American Jewish Committee, Episcopal Bishops Fund for World Relief, U.S. Catholic Conference, Public Advocates Inc., National Lawyers Guild and the Center for Immigrants Rights.

Cincinnati Fed elects Radford to top post

Cincinnati—V. Daniel Radford was elected Executive Sec.-Treas. of the Cincinnati AFL-CIO, succeeding William P. Sheehan who resigned.

Radford, 45, has served as acting secretary-treasurer since 1984 when Sheehan was appointed by Gov. Richard F. Celeste to the state Public Employees Board. Before taking office in the central body, Radford was an international representative with the Firemen & Oilers. He is a member of Local 73 of that union.

Radford will serve until the next central body election in May 1988. Sheehan was reappointed to a six-year term on the state board.

Seminars set on undocumented workers

The AFL-CIO and affiliated groups will hold a series of seminars for union representatives to help unions set up operations that will aid undocumented workers with the regulations and requirements of the new immigration reform law.

The workshops will be sponsored by state and local central bodies and affiliates of the Labor Council for Latin American Advancement, with support from the AFL-CIO. Speakers will include representatives of religious, civil rights and community organizations and government officials.

The first session is set for Apr. 25 at Texas AFL-CIO headquarters in Austin. It is sponsored by the State AFL-CIO, the Texas Triangle organizing project and the state LCLAA chapter.

The schedule for future sessions includes:

- San Francisco, Apr. 28, at the Cathedral Hill Hotel. Sponsored by the California AFL-CIO.
- Albuquerque, N.M., Apr. 30 at the University of New Mexico, Continuing Education Center. Sponsored by the State AFL-CIO and state LCLAA chapter.
- New York, May 6, at the Clothing & Textile Workers Joint Board auditorium. Sponsored by the New York City AFL-CIO.

Arrangements also are being made for a Miami-area workshop to be held May 4 at the Carpenters Hall in Hileah, Fla.

The Los Angeles AFL-CIO will begin assistance programs for undocumented workers on May 1.

Latin labor council plan

LCLAA is kicking off a major campaign to help undocumented workers find their way through the maze of red tape involved in achieving legal status and eventual citizenship under the new immigration reform law.

The council, which speaks for more than 1 million Hispanic members of organized labor, has produced a 15-minute videotape that explains how aliens can negotiate their way through the "dangerous minefield" of legalization. Titled "Talk to Those You Can Trust," the Spanish-language tape is part of the council's amnesty assistance program.

Sheet Metal union snubs double-breasted contractor

Insists on company-wide representation

Minneapolis—A Minnesota-based air conditioning contractor wants the National Labor Relations Board to compel the Sheet Metal Workers to sign a new representation agreement.

In a man-bites-dog twist of labor-management relations, the union points out that it is under no obligation to continue a bargaining relationship with a double-breasted employer whose associated firms operate nonunion wherever they can get away with it. Local 10 of the Sheet Metal Workers served notice it didn't want to renew the contract that expires in May.

The dispute involves Egan & Co., the Minnesota firm that the union considers the parent of an interstate brood of companies with substantial common ownership.

One of its offspring, the SMW noted, is the Egan-Ryan firm in Phoenix that has battled a union organizing campaign. A dispute over a representation election last year is still pending before the NLRB.

Another is the Schebler Co. in Davenport, Iowa, where Local 91 is trying to break off contract relations.

The NLRB went to federal court and obtained an injunction requiring the two locals to continue as the bargaining agent and negotiate over new contract terms pending a hearing on the merits before an administrative law judge.

The international union's counsel, Judith Rivlin, said the local unions are complying with the court order by "bargaining in good faith but under protest" while considering an appeal. The union rejects the NLRB and company charge of a secondary boycott, citing the common thread of ownership among the various companies. It also affirms the absolute right of a union to end a bargaining relationship with an employer.

Still pending in federal court is a similar but unrelated case stemming from the union's decision last year not to continue a bargaining relationship with the Limbach Co., a heating and air-conditioning contractor based in Pittsburgh. Limbach is suing the union for losses it claims to have suffered because it couldn't get skilled union members to work for it.

The SMW stressed that a bargaining relationship requires good faith by both parties. A policy adopted by the union's executive board in 1985 called for maintaining relationships only with companies that agree to operate "100 percent union."

El Salvador's survival linked to U.S. monetary aid package

El Salvador needs and deserves America's economic support in its struggle "to strengthen its democratic foundations against great odds," the AFL-CIO told a House Appropriations subcommittee.

William C. Doherty Jr., executive director of the American Institute for Free Labor Development, warned that strains on the Salvadoran economy could jeopardize the substantial progress the Duarte government has made towards social justice and political stability.

Land reform is progressing despite opposition from both the political right and extreme left, Doherty testified. He said the program is moving too slowly, government resources are inadequate, new farm cooperatives have been burdened by debt—but farm production and family income is moving up and persistent problems are being slowly overcome.

The campesino organizations, an important part of the democratic trade union movement of El Salvador, are committed to land reform, Doherty testified.

Damaged infrastructure

Urging increased U.S. assistance, Doherty cited the heavy damage to the nation's infrastructure resulting from continued guerilla raids. And last October's earthquake "proved more punishing to the economy than all the years of guerilla warfare combined," Doherty noted, causing an estimated $822 million in damage.

The probable return of some 200,000 Salvadorans unable to qualify for legal status in the United States under the new immigration law will add another burden on an unemployment-plagued economy, Doherty said.

He warned that the austerity measures demanded of El Salvador by the International Monetary Fund would fall hardest on the poorest families and could "undermine the political stability of the democratically elected government."

Doherty welcomed the actions taken by the government of President Jose Napoleon Duarte to reduce violations of human rights, bring the military under stronger political control and improve treatment of prisoners.

Both the AFL-CIO and the Salvadoran trade union movement believe that all human rights violations must be "vigorously protested," he stressed.

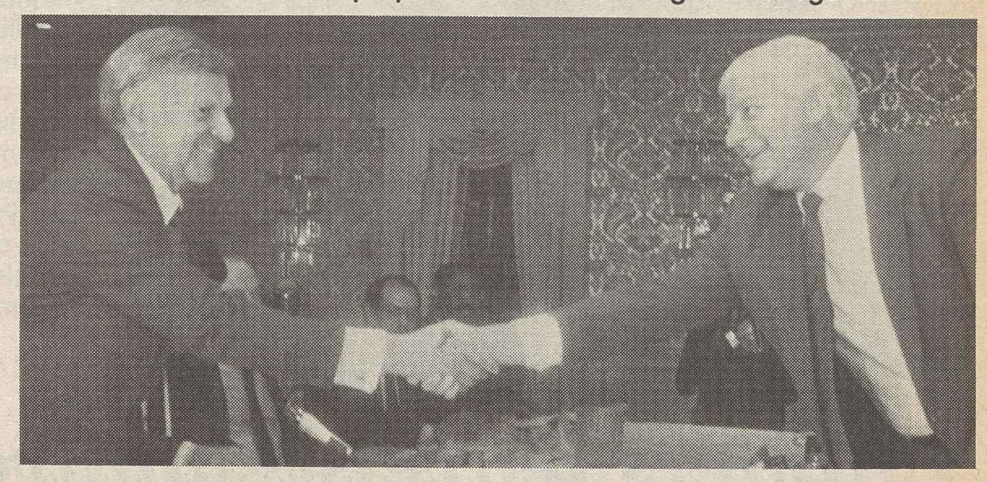
Doherty reiterated the federation's deep concern at the entrenched power of a judiciary "dominated by supporters of the most reactionary right-wing forces in El Salvador." He cited the inability to bring to justice the military officers who ordered the killing of two AIFLD staff members and a Salvadoran union leader in 1981.

But progress towards a more just society has been substantial and is continuing, Doherty said. "The once horrendous violations of human rights have been essentially controlled by strong executive direction. The most serious land tenure problems have been ameliorated by land reform."

The Salvadoran people "need and deserve" economic support, Doherty testified.

Calling judicial reform essential, Doherty noted that the Assembly to be elected next year will be able to replace judges who have obstructed justice, he said.

Letter Carriers President Vincent Sombrotto and Postal Workers President Moe Biller hand contract proposals to USPS management negotiators.



Postmaster Gen. Preston Tisch, left, shares ritual handshake with Louis D. Elesie at start of negotiations with Mail Handlers Division of Laborers.

Postal talks open

Contract talks covering nearly 700,000 postal workers—the largest negotiations scheduled for 1987—got under way in Washington as Preston Tisch became the first Postmaster General in history to sit across the bargaining table from union leaders. In negotiations to replace contracts that expire July 20, the unions made clear they would seek needed wage improvements in light of the Postal Service's $305-million profit in 1986.

Garment workers poisoned, employer gets slap on wrist

New Haven, Conn.—Uretek Inc., the first company convicted of criminal violation of Connecticut's hazardous waste laws, was fined $250,000 in state court here, but its striking workers consider the penalty a slap on the wrist in terms of the seriousness of the offense.

Ladies' Garment Workers Organizer Daniel Perez said Uretek got off lightly. Most of the 53 workers who struck Feb. 20 have been diagnosed as suffering from liver disorders caused by the toxic chemicals in their workplace, including 10 with acute hepatitis.

The company and its vice president were convicted of illegally storing and disposing of 300 barrels of hazardous waste in the first criminal prosecution under the state law. Superior Court Judge Thomas P. Miano fined Uretek Vice President John Andrews $5,000 in addition to the penalty against the company.

Uretek workers, mostly Hispanic, have petitioned for union representation and an election is scheduled for May. 5. The fabric-coating plant has been largely shut down, with only supervisor's working.

The solvent dimethylformamide, which is absorbed through the skin and lungs, is considered the probable cause of the liver ailments.

Employees frequently worked 12-hour shifts, ate lunches at their machines, were paid an average of $4.50 an hour and weren't eligible for the firm's medical insurance plan for the first five years of their employment. They reported company threats if they joined a union, but it took only two days for every eligible worker to sign an ILGWU card.

Median income data disguise family economic crisis

A Labor Dept. report showing a first-quarter increase in median family income over the year-ago period requires careful reading, the AFL-CIO said.

The Bureau of Labor Statistics reported that for the first three months of 1987, weekly median family income rose 4.9 percent from the same period last year—to $557 from $531.

All salary and wage earners, from multi-millionaires to assembly line workers, are included in this BLS series. The median weekly wage is the figure which cuts the population exactly in half, with 50 percent earning above that level and 50 percent earning below.

AFL-CIO Economist Anne Draper pointed out that the individual components of the total family measure do not add up to the 4.9-percent gain. Weekly median income for families with one wage earner rose just 2.4 percent while two-earner families saw their weekly median earnings increase 3.8 percent. The percentage gains are not adjusted for inflation, she noted, adding that the median income series could give an overly optimistic view of the earnings picture for working families.

Last month, BLS said in a separate report that real weekly earnings of the average nonsupervisory worker were only pennies higher over the year but the buying power of paychecks was still 10 percent below the 1978 rate.

Ups and downs

In single-earner families where the husband was unemployed, median weekly income fell, from $230 to $228 for the 12-month period ending March 1987. Median weekly earnings for all families with one wage earner rose 2.4 percent, to $343 during the same period.

Families headed by women saw a slight increase in earnings—1.9 percent—from $303 to $309 in the past year. But the number of families headed by women also grew by 2.3 percent, Draper pointed out.

Families in which only the husband worked realized median weekly earnings of $469 as opposed to those families in which only the wife worked which posted median earnings of $219.

BLS reported that the number of families experiencing unemployment declined by 250,000 to 6.2 million. But one-quarter of all white families had at least one unemployed member and 2.5 percent experienced total unemployment. And less than half of all families headed by women had one working family member.

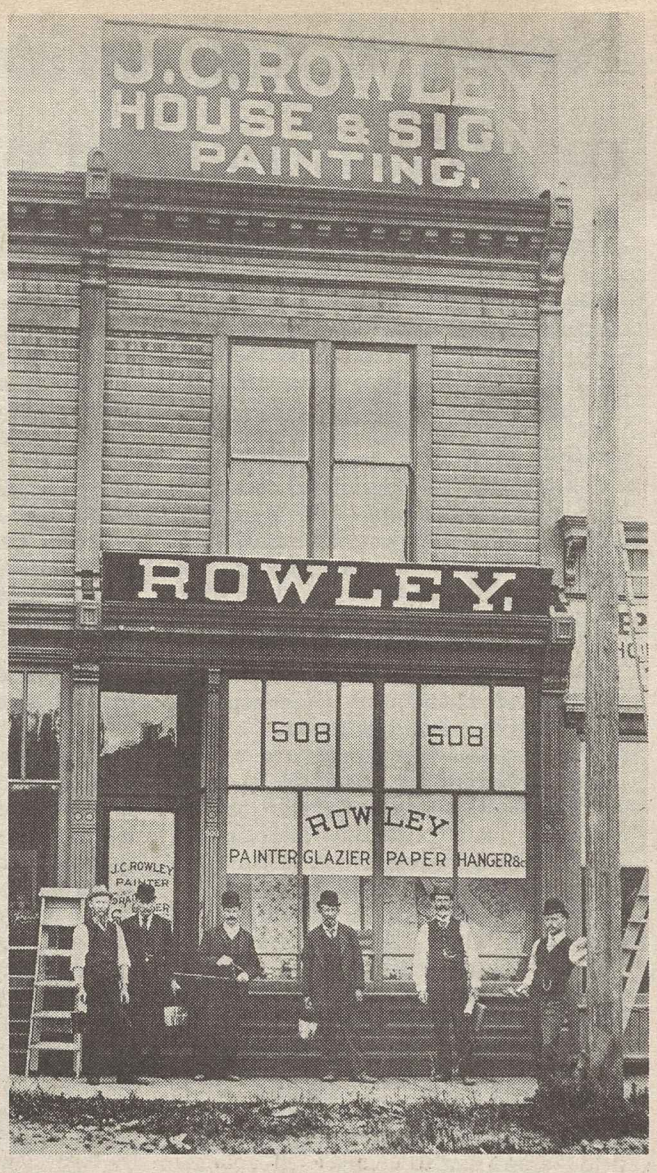
Draper also pointed out that the median earnings report does not distinguish between full-time and part-time employment. A person earning as little as $20-30 a week is counted in the survey as fully employed, she said, further disguising a stagnant unemployment picture.

The percentage of black families experiencing total unemployment jumped to 7.3 percent, with nearly 39 percent having at least one family member unemployed. Nearly 29 percent of all Hispanic families had an unemployed member, with 13.8 families experiencing total unemployment, the report showed.

In other findings:

- Median weekly earnings for white families were $578 during the quarterly period, while black families earned $399 and Hispanic familes earned $412.
- Nearly 47 percent of all married couples reported both husband and wife working, up from 45 percent a year ago.
- More than half of all mothers with children under six years of age were working during the first quarter period, up from 48.9 percent.

The BLS report is based on the Census Bureau's monthly Current Population Survey with a sample size of 59,500 households.



Whether coating bridges or creating billboards, painters have left their marks across the United States and Canada for more than a century. Local 130 members put a new face on Houston's Astrodome while paintmakers from Local 950 mix and match. Right, a turn-of-the century union painting, glazing and paperhanging company in Vancouver, B.C.

Painters leave signature in 100 years of service

The Painters are ringing in the 100th anniversary of their union.

From the earliest days of the 19th century, painters had banded together in associations and fraternal organizations. A short-lived Painters Society was formed in Philadelphia in 1813, while New York painters joined the Practical Painters Union —founded in 1842—or the German Fresco Painters formed in 1862.

And over the next ten years, dry dock painters, custom varnishers and house painters all formed separate organizations in Chicago, New York, St. Louis and other cities. But local associations could not protect their members from employers who sought the cheapest wages and lowest costs and underbid local contractors.

In March 1887, 15 local unions representing about 600 painters met in Baltimore to form the Painters & Decorators of America. Led by John T. Elliott, an organizer and officer in the Knights of Labor, the new union adopted a constitution that provided death and disability benefits of $50, based on a six-month membership.

The per capita tax was set at 8 cents a month and the new organization also sought jurisdiction over all brush trades, including paper hangers, coach car, carriage, ship and sign painters, and grainers and glaziers.

The fledgling union received help from AFL President Samuel Gompers, who headed the Cigar Makers, and Carpenters President Peter J. McGuire. A year later, at its first convention in Pittsburgh, the Brotherhood of Painters, Decorators & Paperhangers of America recorded 111 locals and 7,000 members.

In the 1892 Painters Journal, Elliott reported on the union's fight for the eight-hour day and other activities. "In Louisville, painters enforced the nine-hour day. In Zanesville, a strike of one week increased wages 25 cents per day. In Sacramento—car and coach painters won the nine-hour day with wages of 27-1/2 and 32-1/2 cents per hour," he wrote.

Breach healed

But in 1894, regional differences split the union and separate headquarters were established in Baltimore and Lafayette, Ind. The dispute was finally resolved after six years with the help of Gompers and members of the AFL harmony committee.

In a 1902 report, Sec.-Treas. M.P. Carrick wrote that, "we have 735 locals in good standing and nearly 40,000 members, 210 local unions being organized in the first six months of this year.

"We have increased wages and decreased hours of labor in over 150 cities and towns in the U.S. and Canada. We hope that in a year from now it will be a curiousity to meet a painter, decorator or paperhanger who works longer than eight hours. We have established the Saturday half-holiday in several cities.

"We believe there is hope for us only through unity and organization. Thus we can sustain wages and make them more uniform.

"We can pay higher benefits and accomplish more. For that purpose the brotherhood was founded. We are not a secret organization. We have no oath, only a simple pledge of honor."

By 1914, more than 81,000 painters had joined the union and by 1921, many locals had won the five-day workweek.

Health and safety were also early concerns. The 1921 convention stressed the industry's hazards, charging that "the mortality rate of painters is unnecessarily high. The injurious nature of the materials we use, the lack of adequate provisions for personal cleanliness and the unhealthful conditions under which we live and work are contributing to our high death rate."

The union continued to grow through the uneasy 1920s, with membership reaching the 120,000-mark and the eight-hour day, five-day workweek almost universally enjoyed by union members.

But work disappeared during the dark years of the Great Depression. From 1929 to 1933, membership fell to about 60,000 members then rose as the nation moved toward World War II.

The Painters' role in the war effort included signing the first union "no-strike" pledge—with a majority of its 145,000 members at work on war-related projects—and purchasing more than $1 million in war bonds.

During the 1950s, a wave of anti-union sentiment swept the nation, but the Painters, led by Presidents L.P. Lindelof and Lawrence M. Raftery, continued to grow, meeting head-on a variety of new technologies and automation that threatened their jobs.

New headquarters

In 1968, under President S. Frank Raftery, the Painters moved their headquarters to Washington and changed the union's name to the International Brotherhood of Painters & Allied Trades.

Now led by President William Duval, the Painters are continuing their pioneering work in health and safety, producing publications, videotapes and other materials on job hazards, toxic substances, scaffolding and other concerns. The union also has provided training for more than 15,000 members and established health screenings to detect disabling lung, heart and blood disorders.

The painter's trade includes bridge painting, sign painting, architectural coating and finishing, glazing, floor covering, paint mixing, decorating, paperhanging, drywalling and glasswork.

Molders certified after 7-year struggle

Frustrated by seven years of National Labor Relations Board foot-dragging, the Molders and a Lumberton, N.C., valve manufacturer turned to a neutral third party—an action that resulted in a union victory on a key certification issue.

Under the precedent-setting procedure, the union and Mueller Steam Specialties signed an agreement to let an outside arbitrator resolve certification questions tied up in NLRB procedures since 1980.

The arbitrator's decision cleared the way for collective bargaining—the Molders' goal since Feb. 14, 1980, when hourly and production employees at Mueller voted for union representation by an 89-46 margin, with 10 challenged ballots.

President Howard D. Samuel of the AFL-CIO Industrial Union Dept., which participated with the Molders in a coordinated organizing effort that led to the election victory, hailed the arbitrator's decision.

Poor process

"This case illustrates the inadequacy of our labor laws and, even more, of the procedures which the NLRB follows today," Samuel said. "We are pleased to have been a part of a creative and constructive effort by labor and management alike to resolve our legal differences and move forward despite obstacles set up by the board."

Following the 1980 election, Mueller filed a series of objections to the NLRB's certification of the Molders, charging the union and the IUD with unfair election campaign techniques. On three successive occasions, the NLRB regional director, the board itself and an administrative law judge held that the union organizers hadn't engaged in any objectionable conduct.

Instead, the ALJ found 22 employer unfair labor practices and recommended that the company be ordered to bargain. Mueller then filed a new round of appeals that kept the case tied up in labor board proceedings.

As the case continued to drag through NLRB channels, Samuel met with Harold Marko, chief executive officer of Core Industries, owner of the North Carolina firm, and reached agreement to empower a neutral third party to hand down a final and expedited resolution of the certification issue.

In his binding decision, the arbitrator ruled that "the union was properly certified by the board as bargaining representative" for production and maintenance employees. He directed Mueller to bargain in good faith with the Molders on a contract.

New catalog issued on labor films, videos

The AFL-CIO's catalog of audio-visual programs—"Films and Videotapes for Labor"—has been updated, featuring an expanded list of materials on labor history, collective bargaining, arbitration and grievance procedures, political action, safety and health, and legislative issues.

A single copy is free. Additional copies are 75 cents each, 100 for $60, and 1,000 for $550.

The catalog, Publication No. 22, can be ordered from the AFL-CIO Pamphlet Division, Room 208, 815 16th St., N.W., Washington, D.C. 20006.

Sheet Metal skill awards set as centennial event

The Sheet Metal Workers launched a two-year program to recognize and honor the skills of union crafts workers and builders, as part of the union's 100th anniversary. The SMW will mark its centennial year in 1988.

The program, jointly developed with the Sheet Metal & Air Conditioning Contractors National Association, is "a way to recognize the work of generations of fine craftsmanship at the community level," SMW President Edward J. Carlough said.

The project also acknowledges how building trades skills and workers "contribute to a better quality of life in the places where we live, work, worship and play," he added.

Association President James E. Roth noted that "skilled craftsmanship abounds in all communities in a variety of shapes, sizes, places, but needs to be given greater visibility."

Under the "craftsmanship-is-the-heart-of-the-community" program, SMW locals and contractors will work with community, labor and business organizations and public officials to nominate outstanding examples of construction and craftsmanship.

Reagan's feeble tariffs unlikely to slow down flow of Japanese imports

Reagan Administration sanctions against Japan for wholesale dumping of computer chips in open violation of an agreement reached last summer are merely "a drop in the bucket" in dealing with the flood of imports from that country, the AFL-CIO charged.

The tariffs imposed on certain electronic consumer goods affect only $300 million in Japanese imports at a time when that country's trade surplus with the United States is running at an annual rate of nearly $60 billion, Federation economist Mark Anderson pointed out.

The restrictions, he noted, could be lifted within the next 60 days, or even sooner if the President decides to ease up, making the action "little more than a symbolic gesture."

What is needed, Anderson stressed, is "decisive action to address the staggering level of Japanese goods that are flooding the U.S. market, driving companies out of business, driving workers onto the unemployment lines and destroying the economic base of hundreds of communities."

Meaningless step

He expressed concern that the Administration may have taken this "relatively meaningless" step in the semiconductor field "in an effort to blunt the effort underway in Congress to enact tough trade legislation that would drive down the huge trade imbalances" with Japan, West Germany and other countries.

Anderson emphasized that last year, the White House renegotiated the multifiber agreement on textiles to thwart congressional action on a bill to stem the tide of textile, apparel and shoe imports. Reagan then vetoed a bill to provide relief for domestic producers, and an override attempt failed by a slim margin.

The imposition of 100 percent tariffs on some Japanese microcomputers, television sets and power hand tools—in effect doubling their price as they enter the U.S. market—marks the first time that the United States has taken unilateral steps to protest that country's wholesale dumping practices. "We welcome any kind of Executive Branch action to enforce trade agreements," Anderson said. "But this hardly addresses the deep-seated problems we have with Japan."

Basic problem remains

The move "in no way comes to grips with the fundamental problems that underlie the U.S. trade deficit with Japan," he emphasized. "The only effective solution is for Japan to open its markets to American-made goods and end its export-dependent economic status that's causing so much harm in this country," Anderson maintained.

Japan has virtually closed its markets to the American computer industry, has set intentionally high barriers to U.S.-made cars, and has taken other actions to protect its domestic industry at the expense of America's ability to export its products.

The "sensible way" to deal with the long-term problem, the AFL-CIO said, is through enactment of a tough trade bill that includes an amendment being offered by Rep. Richard A. Gephardt (D-Mo.) mandating action to bring exports and imports into closer balance instead of leaving it to the Administration to go the negotiation route with other countries on a case-by-case basis—as the White House did with Japan on the semiconductor issue.

U.S.-made passport press passe

U.S. passports aren't exactly "made in Japan," but they come mighty close to bearing that inscription.

Americans traveling abroad will find that these ultimate symbols of citizenship have been reproduced on a $1-million Japanese-made machine.

The Government Printing Office said the machine was manufactured by Uno Seisakusho Co. Ltd., described as the "low bidder" for the contract. The only other firm that was in the running was a West German manufacturer.

The machine was assembled in this country by a team of Japanese technicians who took six weeks to install it in a building almost in the shadow of the U.S. Capitol. It was given a test run in Washington by a Japanese engineer.

When it's in full operation, the machine will print, fold, cut, number, sew and trim up to 7 million American passports a year.

The GPO is so proud of the new machine that it produced a brief promotional videotape to praise its efficiency. The government agency played the tape for reporters on a Japanese-made videocassette recorder, hooked up to a Japanese television receiver.

Gephardt amendment key trade vote

Continued from Page 1

turing, and textile workers' wage rates that have dropped still further behind the national average.

The report found that paychecks for American apparel workers have slipped from 62 percent of the national manufacturing average to 52 percent since imports became a major factor. They now account for half of all U.S. apparel purchases. From 1980 to 1985, the domestic textile and apparel industries lost 282,000 jobs.

Few House districts are without their horror stories—of disappearing electronic and electrical industries, decimated steel employment, a shrunken U.S. auto industry, depressed suppliers, and abandoned shoe factories.

Meanwhile, the Senate Finance Committee started its markup of a trade bill that eventually will be meshed with the House measure.

Committee voting on the bill may begin next week and Senate floor action could come by early June, Senate leaders said.

In the last Congress, a House-passed trade bill that included an earlier version of the Gephardt amendment died without action being taken by the Republican-controlled Senate.

What it's all about

Seattle—Belonging to a union meant all the difference to television reporter Julie Blacklow, a member of the Television & Radio Artists, who has returned to her job with more than $30,000 in back pay —thanks to AFTRA.

But for her colleague, assignment editor Bill Baker who wasn't part of the bargaining unit, it was a different story. He was fired as a result of the same incident—and had no one to fight for him.

Backlow and Baker both lost their jobs for their alleged "poor judgment" in covering a fast-breaking, controversial kidnapping story.

But AFTRA—with financial backing from the Washington State AFL-CIO and other unions in the federation—fought the case on the ground that the union contract contained a "just cause" protection for its members.

Blacklow is now back at her job, doing on-the-air reporting. But her colleague had to settle for employment elsewhere—because he didn't have the benefit of a union.

Kirkland assails South Africa for slaughter of rail strikers

AFL-CIO President Lane Kirkland condemned the "brutality of the South African government," following the murder of six union members and the wounding of an undetermined number of others when police opened fire on striking black railway workers in Johannesburg.

Police killed several members of the South African Railway & Harbor Workers Union at a train station and then mounted a siege at the offices of the Council of South African Trade Unions, where other union members were slain.

Kirkland said the American labor movement was "outraged at the renewed attack on the black trade union movement in South Africa" and emphasized that the unprovoked assault "strips away the facade of order and unmasks the brazen repression which is at the root of the apartheid system" that keeps the white-minority government in power.

The action also brought a vigorous protest from the International Confederation of Free Trade Unions in Brussels, where its Coordinating Committee on South Africa was in session at the time of the assault.

Provocative action

The ICFTU expressed "horror" over the carnage and branded the police violence "wholly unjustified and avoidable." It charged that the dispute arose "from the unjust, provocative and shortsighted approach of the South African Transport Services to its black employees."

The confrontation erupted after union members gathered at the Doornfontein station to protest the government-run railroad's firing of 16,000 strikers after they rejected an ultimatum to return to work and end a six-week walkout.

Later, at the COSATU headquarters 12 miles away from the scene of the first clash, security forces armed with automatic rifles surrounded the union building, trapping some 500 transport workers and supporters. At least two union members died in the ensuing hail of gunfire.

Kirkland said that the "provocative approach of the South African government" was aimed at crushing the union. The action, he said, "reveals the true intentions of Pretoria—the suppression of independent trade unions and of those who dare to speak out in behalf of human dignity, workers' rights and racial equality."

The AFL-CIO demanded that Pretoria halt its "aggression" against workers, enter into negotiations with the black-led South African unions and immediately reinstate all dismissed workers.

The ICFTU charged that Pretoria's decision to dismiss the transport workers and its refusal to negotiate with the union were deliberately designed to "inflict grave suffering" on the black labor movement and to damage constructive labor relations in that strife-torn country.

The committee urged ICFTU member organizations to press their own governments to file formal protests with the white-minority regime in Pretoria and to take "active measures to dissuade the authorities from pursuing their ruthless campaign of repression."

Kirkland pledged the AFL-CIO's continued support to the independent black trade union movement in South Africa.

"We send our condolences to the families of those murdered in the struggle for justice and freedom," he declared. "And we pledge our steadfast solidarity in the struggle for democracy and human dignity in South Africa."

The ICFTU said it would extend assistance to families of the slain and wounded strikers, and vowed that it would continue to support COSATU and the rest of the independent trade union movement in the struggle for social and economic justice.

Dan Conway dies, retired president of Bakery Workers

Carlsbad, Calif.—Daniel E. Conway, president emeritus of the Bakery, Confectionery & Tobacco Workers, died of cancer Apr. 13. He was 75.

Conway, president of the American Bakery & Confectionery Workers from 1969 until his retirement in 1978, helped build the union after its predecessor was expelled from the AFL-CIO in December 1957 for corruption. The Tobacco Workers merged with the B&C in 1978 to form the BCT.

The news of his death "brings us all great sorrow," said BCT President John DeConcini, who succeeded Conway. "He was a man of great integrity and compassion who believed fervently in the goals of the labor movement and worked diligently to make them into reality for our members and food workers around the world."

Conway became active in the union while working in Los Angeles pie shops during the Depression. In 1937, he was elected business agent for Los Angeles Local 37 and later that year was appointed an international representative. He became an international vice president in 1948, director of organization in 1953 and administrative director of the union in 1955.

Following the B&C's ouster from the federation, Conway and DeConcini with two other officers were given a charter by the AFL-CIO for the American Bakery & Confectionery Workers Union. In 1969, the unions were reunited after the old B&C leadership was ousted and Conway was elected president of the merged unions. He also served as a vice president of the federation's Union Label & Service Trades Dept. and president of the Food & Beverage Trades Dept.

A memorial service will be held Apr. 28 at 1 p.m. at Bradley Hills Presbyterian Church in Bethesda, Md. He is survived by a son, daughter and four grandchildren.

Hair stylists put a curl in boss's name game

Kennewick, Wash.—Striking for personal dignity, seven local hair stylists want union recognition and an end to the practice of having to use demeaning nicknames on the job.

The operators, members of the Food & Commercial Workers, walked off the job because the owner of the Fantastic Sam's beauty salon insisted they be called "Bubbles" or "Freckles" or "Buttercup" instead of their given names.

There are other issues at stake in the walkout against the franchise operation which has more than 1,200 outlets and more than 10,000 employees in the United States, Canada, Australia, Japan and Taiwan.

Besides union recognition, the hair stylists want:

- Information about whether the chemicals they work with every day are going to harm them or their children.
- The freedom to change jobs but remain in the same industry they've chosen for a career—a direct challenge to management's demand that they sign away their rights to work for a competitor if they leave the chain.

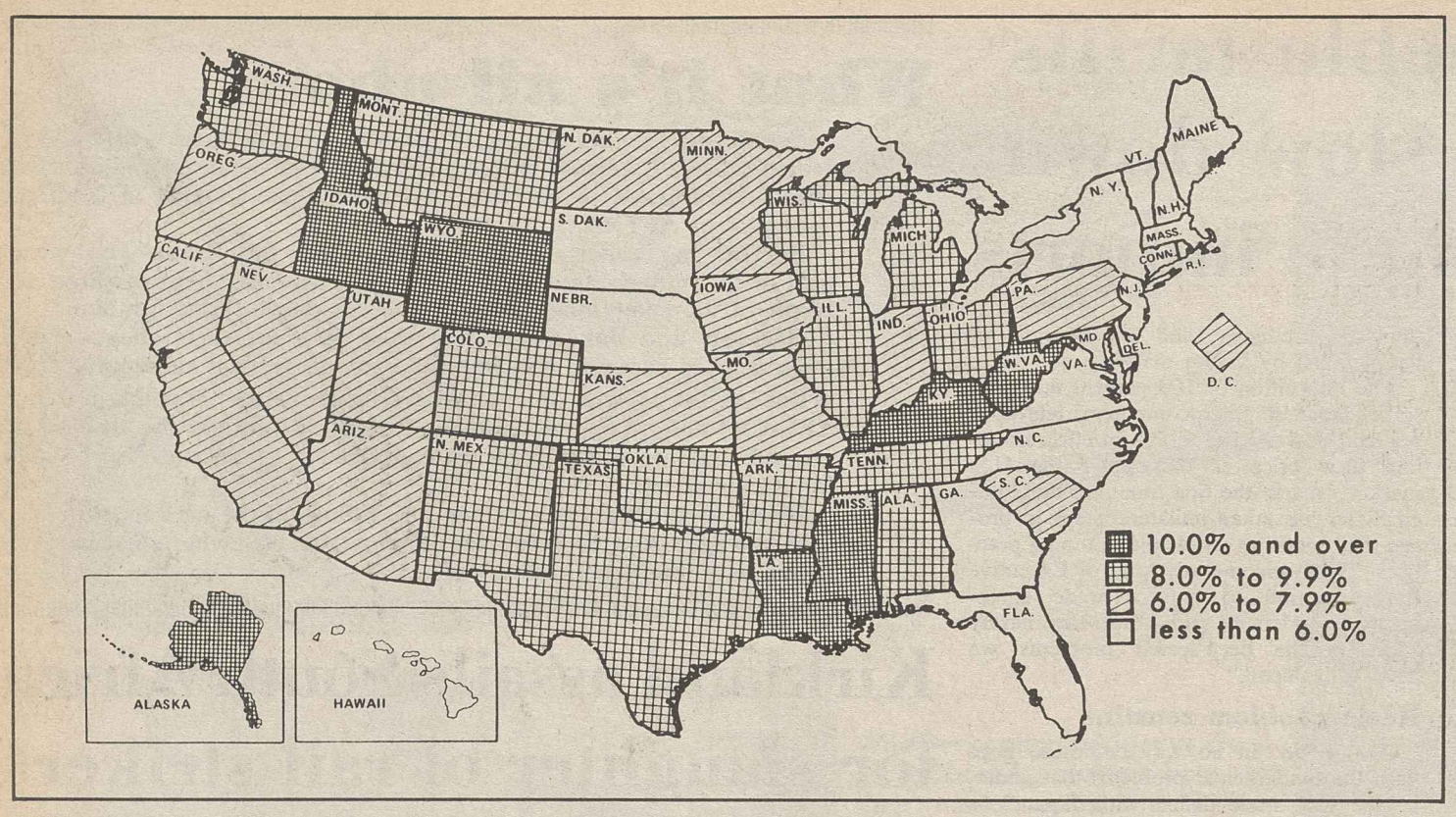
Most of all, said Beth Shulman, director of the UFCW's Professional Hair Care & Beauty Trades Division, "they want to make a decent living and have decent benefits like health insurance to protect themselves and their families."

UFCW Local 1439 in Spokane filed unfair labor practice charges with the National Labor Relations Board after the stylists were threatened and fired for joining the union.

The local pointed out that Sam M. Ross, founder of the chain based in Memphis, Tenn., was quoted on local television as threatening to blacklist the strikers. Operators from a Spokane outlet of the same chain were required to work as scabs here and received more favorable terms and conditions of employment than striking employees received before the walkout.

The UFCW also plans to file sex and age discrimination charges against the chain with both the state and federal governments, Shulman said.

"Operations like Fantastic Sam's are the McDonald's of the hair care industry," the UFCW official said. "they are structured to exploit young women just graduating from beauty school. Most are paid minimum wage and discouraged from establishing the loyal customer base that makes hair care an attractive career."



Trouble spots

Unemployment rates in 20 states were above the national average of 6.6 percent in February and hovered close to that mark in 13 other states and the District of Columbia. Jobless rates were in double digits in seven states—Alaska, Idaho, Kentucky, Louisiana, Mississippi, West Virginia and Wyoming.

Employers liable for unsafe workplace

Court says complying with specific standard no defense

Employers can be cited under the general duty clause of the federal job safety law for failing to maintain a safe workplace even if they comply with a specific standard covering the hazard at issue, the U.S. Court of Appeals for the District of Columbia Circuit ruled.

The court remanded the case back to the Occupational Safety & Health Review Commission which had dismissed a 1983 general duty citation against General Dynamics Corp., after an on-the-job fatality at its military tank plant in Centerline, Mich. The Auto Workers and the Secretary of Labor appealed OSHRC's dismissal.

The Occupational Safety & Health Administration cited General Dynamics Land Systems Division with two willful violations in 1983 following a series of incidents in which workers at the company's Warren, Mich., plant were injured from exposure to freon, a solvent used clean up oil spills in the hulls of the tanks.

Federal OSHA cited the firm for violations of the general duty clause and of the standard governing worker exposure to the solvent. OSHA sought penalties totalling $18,000.

During the OSHA investigation at the Warren plant, UAW member Harvey Lee died at the Centerline plant from exposure to freon. Michigan OSHA investigated that incident and the state charged General Dynamics with involuntary criminal manslaughter. The case, dismissed by lower courts, is now before the Michigan Supreme Court.

Safe workplace

The general duty clause of the 1970 law requires employers to provide "a place of employment which (is) free from recognized hazards that are causing or are likely to cause death or serious physical harm" to their workers.

General Dynamics contested the citations. An administrative law judge ruled that OSHA did not prove a violation of the freon standard. Further, the ALJ dismissed the general duty citation, reasoning that the charge is "inappropriate and must be vacated because the alleged hazard is addressed by a specific standard" which General Dynamics had not violated.

The ALJ's ruling became a final order of the commission "by virtue of the failure of any commissioner to direct internal review within 30 days," the appellate court noted.

Dr. Franklin Mirer, the UAW's safety director, said the court's decision was vital to restoring the general duty clause that the Reagan-appointed commission attempted to erase. "The appeals court put it back in the way Congress had intended," Mirer stressed.

The ruling "means that an employer who knows there's a serious hazard in the plant can't hide behind an absent or inadequate OSHA standard," Mirer commented.

The unanimous opinion, written by Judge James L. Buckley, found that the general duty clause "clearly and unambiguously" imposes a general requirement for employers to provide a safe workplace that is "distinct and separate" from the duty to comply with specific health and safety standards. Further, the general duty clause is not preempted by the specific standards, the court held.

Recognized hazards

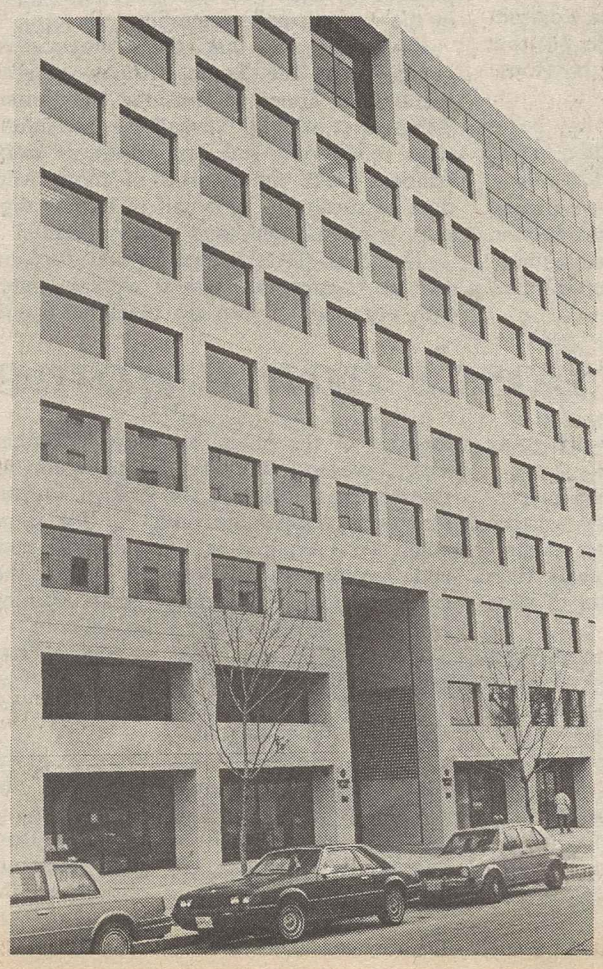
The judges ruled that an employer is required to protect workers from "recognized hazards," including those of "which he has specific knowledge. Therefore, if (as alleged in this case) an employer knows a particular safety standard is inadequate to protect his workers against the specific hazard . . . his duty under (the general duty clause) will not be discharged no matter how faithfully he observes that standard."

But if the employer lacks specific knowledge of a hazard, he "may rely on his compliance with a safety standard to absolve him from liability for any injury actually suffered by employees as a consequence of a hazard the standard was intended to address and he will be deemed to have met his obligation under the general duty clause," the court said. From this, it held that the ALJ should have "determined whether the description of the hazard was accurate and if so, whether General Dynamics had knowledge of the hazard."

The court also found a disparity between the hazard covered in the freon standard and the hazards described in the OSHA citation, pointing out that the citation refers to a "danger, in the confined spaces requiring special entry procedures, of short-term exposure to toxic vapors in concentrations that may displace oxygen."

OSHRC's order to dismiss the citation was "arbitrary and capricious," the court said, because it departs from the commission's decision in ConAgra Inc.—a case in which workers were required to enter grain-laden railroad cars containing pesticide fumes.

In ConAgra, the ALJ also had dismissed the general duty citation. The commission, while holding a specific standard preempts the general duty clause, decided that the "failure to test in a confined atmosphere before possible exposure of employees to a toxic substance is a violation distinct from a continued exposure" to a toxic substance. OSHRC remanded the ConAgra case holding that the administrative law judge "erred in granting ConAgra's motion to dismiss" the citation.



AFGE open house

Government Employees President Kenneth T. Blaylock, right, shares the ribbon-cutting honors as the AFGE opened its new headquarters. The union's 1986 convention voted to dedicate the building to Royal L. Sims, a national vice president who died last year. AFGE members in Washington to lobby on Capitol Hill toured the new headquarters. From left, Washington Mayor Marion Barry, Sim's sister Notie Sims and Blaylock.

Unions press for new rule on carcinogen

Four unions and a citizens' group returned to court seeking an order that the Occupational Safety & Health Administration issue a short-term exposure limit for cancer-causing chemical ethylene oxide. OSHA, meanwhile, called for public comments to aid it in revising exposure standards for four ethylene glycol ethers.

The action to wrest a short-term limit on EtO from the agency was filed by the Service Employees, State, County & Municipal Employees, Hospital & Health Care Employees and Clothing & Textile Workers and the Public Citizen Health Research Group.

The suit asks the U.S. Circuit Court of Appeals for the District of Columbia to enforce the order it issued against OSHA last July. That ruling requires the agency to set a short-term exposure limit for the chemical or explain why it cannot. EtO is used as a sterilizer in hospitals, and workers are routinely exposed to blasts of the gas when unloading sterilizing machines.

OSHA proposed a limit of 10 parts EtO per million parts air in 1984, but dropped in the last day before publishing the final rule, apparently under pressure from the White House Office of Management & Budget. Since then, the agency has fought against issuing any short-term exposure limit.

Meanwhile, OSHA initiated rulemaking action to reduce exposures to four glycol ethers. The agency issued an "advanced notice of proposed rulemaking" in early April, seeking public comment on engineering controls, health effects, appropriate exposure limits, available substitutes, exposure monitoring methods, training and cost-benefit ratios for various control measures.

Unnecessary step

A recent report by the Administrative Conference of the United States, an independent federal agency, criticized OSHA's use of the "advance notice of proposed rulemaking" step in standard setting, declaring that it results in little new information while adding to already lengthy rulemaking process.

The Environmental Protection Agency estimates that between 200,000 and 350,000 workers are exposed to potentially unsafe levels of glycol ethers found in solvents, inks, paints, adhesives, plastics, rubber, electronics and photographic chemicals.

Comments on the four chemicals—2-methoxyethanol, 2-methoxyethanol acetate, 2-ethoxyethanol, and 2-ethoxyethanol acetate—are due by July 31, OSHA said. Adverse health effects include reduced sperm counts, gynecological disorders, neurotoxicity and depression of immune system and bone marrow production.

EDITORIALS

The Chamber's Agenda

YOU WOULD think that the U.S. Chamber of Commerce would be concerned about a trade imbalance that has shrunk markets for American goods and made basket cases of entire industries. But it turns out that it has more urgent concerns.

The Chamber has embarked on a "stop labor mission," according to an account in Congressional Quarterly magazine. The article describes a whimsical "impeccably catered lunch" that the Chamber put on recently for 25 invited reporters. Each guest was given a cutesy "menu" of labor's legislative goals in the 100th Congress and the purported price.

By the Chamber's arithmetic, a parental leave bill that allows workers to take unpaid leave to care for a new baby or an ailing family member is priced at $2.6 billion.

A bill to curb polygraph use in private employment is "a carryout special for those who like to feast on employer property." Plant closing legislation, by the Chamber's menu description, is guaranteed to "stall economic growth."

The only guarantee, we suspect, is that anyone who swallows the Chamber's menu descriptions is in for a bad case of indigestion.

Right Diagnosis, Wrong Cure

ONE OF THE BEST arguments for strengthening the trade reform bill the House Ways & Means Committee has drawn up is the committee's own report on the need for legislation.

It accurately identifies an important cause of our nation's huge and fast-growing trade deficit. Other nations have fostered the development of industries to produce for export markets and have made trade into a one-way flow by subsidizing exports and restricting imports.

Rather than develop their own domestic markets, the report points out, such countries prefer "to plow their export earnings back into further manufacturing capacity."

The United States lacks a "cohesive national strategy" to deal with the real world of international trade, which doesn't follow the old textbook definitions. The consequences have been devastating, the committee points out. It cites:

- The loss of 2 million manufacturing jobs since 1981.
- A farm depression that has led to half a million farm foreclosures in the same period.
- Unacceptably high unemployment in key industrial areas.

THE REPORT points out also that "our workers and communities are being asked to pay the costs of changes brought upon them by world competition, while the federal government does little to promote the necessary adjustment process."

Does it read familiar? It should. This is what unions have been saying—for some years now.

The problem is the remedy, not the diagnosis. In general, the changes the Ways & Means Committee recommend are desirable and should be adopted. They just don't go far enough.

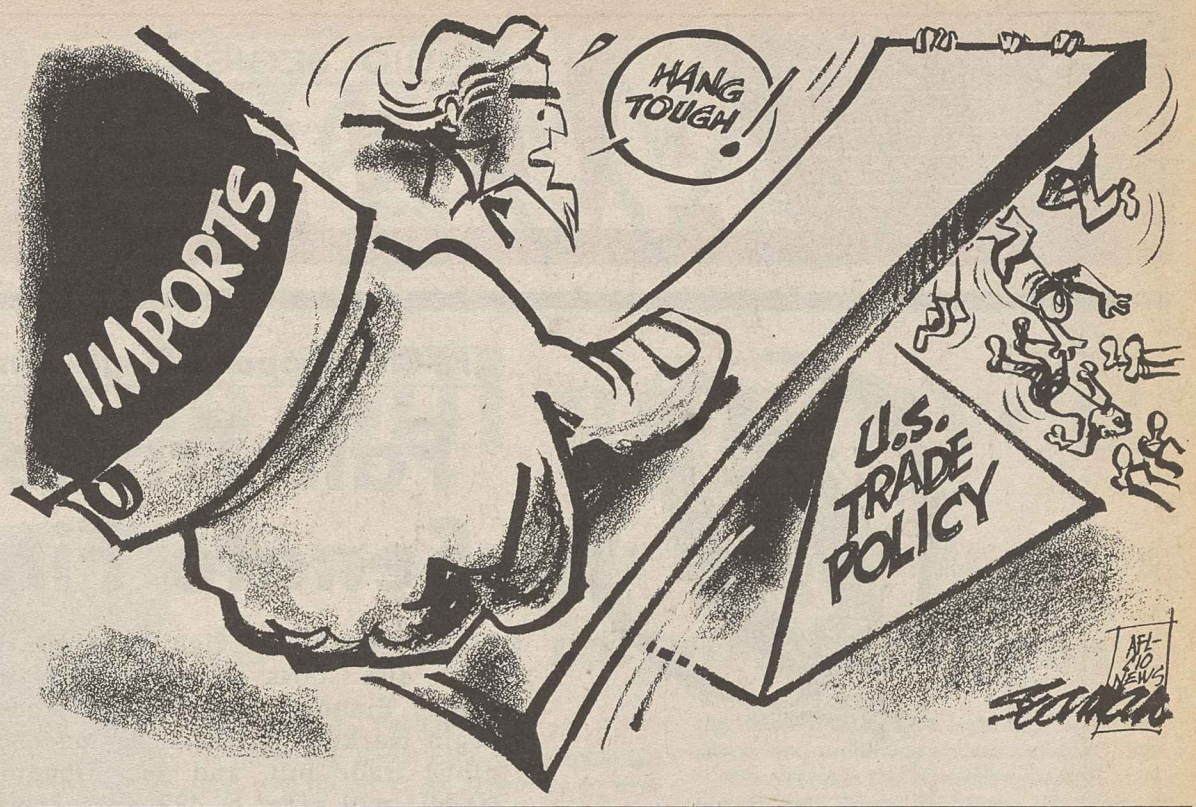
Nothing in the committee bill would require countries that have used unfair trade practices to build huge trade surpluses to reduce the imbalance. The amendment that will be offered by Congressman Gephardt would do so.

Its formula of a 10 percent narrowing of the trade imbalance each year is reasonable and achievable. It would not disrupt world markets, but it would provide light at the end of the tunnel. It should be adopted.

Dehumanizing Workers

PEOPLE ARE not machines, and they should not be treated as such. They should not be wired up to polygraphs, subjected to Big Brother electronic surveillance, forced to urinate into paper cups, or otherwise dehumanized on the job.

All this is so obvious, it should not be necessary to state it. Fortunately, most employers agree. Unfortunately, some do not. They're usually the ones who complain the most about lack of company loyalty on the part of workers.



Washington Window

Aid voted for homeless long ignored by Reagan

By Press Associates

During the 1980s, growing numbers of homeless Americans have dotted the urban landscape with scenes that long have been typical of Third World cities—men and women living and sleeping in streets and parks, eating from garbage cans, begging for loose change.

During the past six years of recession and "recovery," the ranks of homeless have swelled while government programs like food stamps, low-income housing and job training were cut back. Soup kitchens and shelters run by churches and charities have been stretched beyond their means by the suddenly jobless "new poor" who never imagined they would be asking for a handout.

National leadership on the program has been sorely lacking. President Reagan was asked in early 1984 about the homeless on ABC's "Good Morning, America." He replied, "What we have found in this country, and we're more aware of it now, is one problem that we've had, even in the best of times, and that is the people who are sleeping on the (heat) grates, the homeless who are homeless, you might say, by choice."

Around that time, Edwin Meese III, the President's friend and counselor, commented, "We've had considerable information that people go to soup kitchens because the food is free and that's easier than paying for it."

Sleep out rally

Since then, the political climate has changed. On Mar. 3, about a dozen members of Congress joined a gathering of movie stars and activists in sleeping out on the streets of Washington. This "Grate American Sleep-Out" was organized by homeless advocate Mitch Snyder and actor Martin Sheen, who portrayed Snyder in a television program about the homeless.

Two days later, the House on a 264-121 vote passed a bill to triple current federal spending on homeless assistance programs.

The House bill would provide an additional $500 million in fiscal 1987 for shelter and health care for the homeless, and $255 million in fiscal 1988-90 for food and nutrition programs.

The Senate approved a smaller homeless aid package that would provide less than the House bill in such areas as health care, long-term housing and food and nutrition, but more for job training, education and drug and alcohol treatment.

Worsening problem

No one knows how many homeless there are in America. The two most widely quoted estimates range from a low of 250,000 by Reagan's Housing & Urban Development Dept. to a high of 3 million by private groups which aid the homeless.

Whatever the figure, the problem is worsening. Officials of the United Way and the National Coalition for the Homeless estimate that homelessness is growing by 25 percent a year.

Who are the homeless? While the most visible are the disheveled, the chronically down-and-out and the mentally ill, these unfortunates are just the tip of the iceberg.

Last winter, the number of homeless families with children rose 25 percent, making families with children about 35 percent of the homeless population, according to the Partnership for the Homeless. This New York area inter-faith group, which runs the largest private shelter and permanent housing program for the homeless in the nation, surveyed 741 public and private social service agencies across the nation.

It found the leading cause of rising homelessness was lack of affordable housing, followed by a lack of job training and placement and a lack of proper care for mentally disabled persons discharged from institutions. It also found that Reagan's housing, jobs and other policies were "a distinct cause of homelessness." It is good news that Congress has begun to change those policies.

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AFL-CIO news

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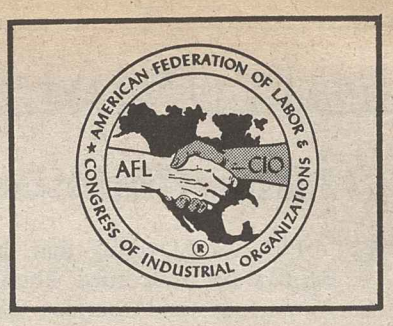
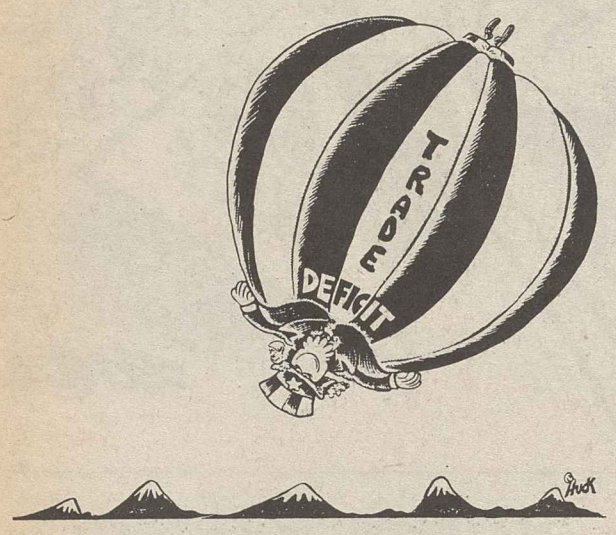
AFL-CIO LEGISLATIVE ALERT!





This week, as many of you read this issue of the *Alert*, the House will be voting on the Gephardt trade deficit reduction amendment. You and other union activists across the country have participated in one of labor's major grass-roots lobbying campaigns, meeting with, writing to, and calling your representatives, to tell them how vital this amendment is to the economic security of America's workers. But as important as this vote is, it is only a beginning.

AFL-CIO Supports Riegle Amendment

Fair Trade Fight Moves To Senate Finance Committee

This week, the fight for fair trade reform also starts up in the Senate. The Senate Finance Committee is scheduled to begin mark-up on their version of the omnibus trade bill, and Sen. Donald Riegle (D-MI) will offer S. 499, the companion to the Gephardt amendment, for inclusion in the committee bill.

AFL-CIO President Lane Kirkland has said that the present version of S. 490, the Senate bill, is "totally inadequate to the task of addressing the nation's trade crisis."

This version, which is supported by Senate Finance Committee Chairman Lloyd Bentsen (D-TX), contains neither of the provisions which are the most vital to labor: the Riegle trade deficit reduction mechanism and a provision which would recognize the abuse of the rights of foreign workers as an unfair labor practice.

What You Can Do: First, to ensure the passage of an effective and fair trade bill this year, members of the Finance Committee and both of your senators need to be contacted now. Tell them that "hollow shell" trade legislation is not enough. Urge them to vote for an effective trade bill which contains Senator Riegle's trade deficit reduction provision and his provision to protect workers rights abroad.

Second, check the next issue of the *AFL-CIO News* or the *Alert* for the House roll call vote on the Gephardt amendment to see how your representative voted. Thank them if they supported us. If they did not, let them know of your strong disappointment over their lack of support, and let them know that you will not forget how they voted.

Risky Business: Industries Endorse High Risk Bill

Perhaps it's true that with perseverance, anything is possible...

Thousands of toxic substances are in wide industrial and commercial use in the United States. Approximately 11 million workers are being exposed to known carcinogens. While a number of identifiable worker populations are at high risk of developing diseases because of job related hazardous substance exposure, these workers are seldom told of the risks they face.

Last year, neither the House nor the Senate completed work on AFL-CIO supported legislation which would provide notification, information and medical monitoring to workers who are at high risk of disease because of on-the-job hazardous exposure. The Reagan Administration claimed that the measure was unnecessary, and many business groups characterized it as a burden on industry that would be "disastrous to the U.S. economy."

This year, the legislation was reintroduced as H.R. 162 and S. 79. The Senate's February hearings saw a break in the Administration's ranks, with a top Health and Human Services official testifying against the bill while officials of the National Institute of Occupational Safety and Health were saying that the bill was needed, medically sound and scientifically workable. In the latest, most surprising development, several major trade groups and corporations have begun to line up with labor, health and environmental groups in support of the legislation. American Electronics Association, General Electric Co., Digital Equipment Corporation, IBM, Chemical Manufacturers Association, Occidental Petroleum Corporation, and Crum & Forster Insurance Co. have now offered their endorsements. We are pleased to report that the bills are now off and running. In the Senate, the Labor Subcommittee on Health has scheduled mark-up for April 28th, and House action is expected to follow quickly.

Super-Surplus Trading Partners: Free Trade or Free Ride?

At long last, Congress has begun to consider legislation that recognizes the severe economic impact of America's enormous trade deficit. Yet, while legislators agonize over as modest a proposal as the Gephardt/Riegle amendment for trade deficit reduction (see above), business as usual continues in other countries.

The Republic of South Korea is illustrative of the kinds of practices which America's work force is being forced to compete against. Korea, which exports a good deal of clothing, telecommunications equipment, footwear, electrical equipment and automobiles, had a trade surplus of $7.1 billion last year.

In return, Korea imposes quotas or enormous tariffs on a wide variety of U.S. agricultural and food products, as well as an array of manufactured goods, including carpets, automobile parts, machine tools and computers. There is even a law prohibiting the possession of foreign cigarettes, over which the government has a monopoly.

As for workers' rights, Korea's record is equally dismal. Despite its claims to the contrary, the "economic miracle" of South Korea has been built on the backs of men and women who work some of the longest hours in the world, and suffer increasingly from work related diseases.

The AFL-CIO has repeatedly presented the Reagan Administration with hard evidence that the labor practices of the Korean government warrants its removal from the General Systems of Preferences (GSP) list, which gives tariff-free status to qualifying countries. No action has been taken.

The following is an excerpt from an article in the January issue of the AFL-CIO's Department of International Affairs' *Bulletin* which reports on some of Korea's labor practices:

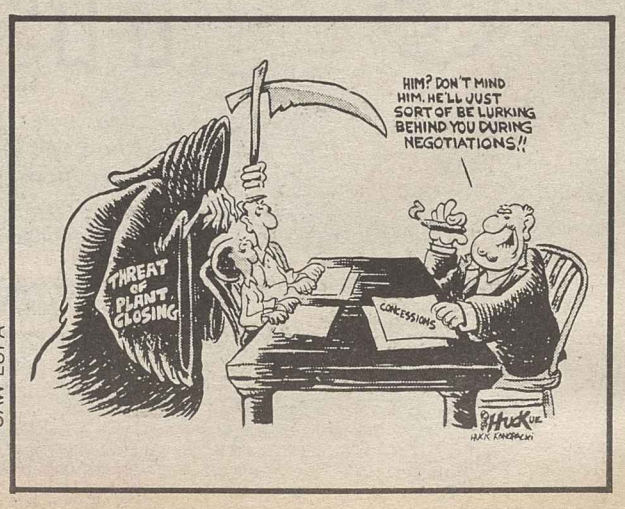
A New York Times Magazine *cover story of December 14 was another of a rash of media salutes to South Korea's "meteoric rise" and "international success." The article began with a "human interest" story -- the good fortune of Kim Jung Soo, 39, an assembly line worker who is now a foreman at the Hyundai Motor Company plant in the small Korean city of Ulsan. The author quoted Mr. Kim as saying that Hyundai "gives him everything: 'clothes, shoes, and even underwear'."*

But there are things Hyundai does not give. Among them is the freedom to be interviewed alone. All Hyundai workers' interviews with the Times *correspondent had to be monitored by a company official -- a point unmentioned in the article.*

The article does note, however, that Hyundai does not provide its workers sufficient wages, nor the right to organize a union.

Most workers at Ulsan do not earn enough to be able to afford the cars they manufacture. The plant turns out up to 1,500 cars a day. But the workers travel by bicycle and on foot. Hyundai does issue them jackets with a white stripe on the back "so that the workers will not be hit by cars at night as they walk along the dark Ulsan streets."

As for union organization: "Hyundai is definitely one of the most anti-labor of large companies here."



—UAW-LUPA

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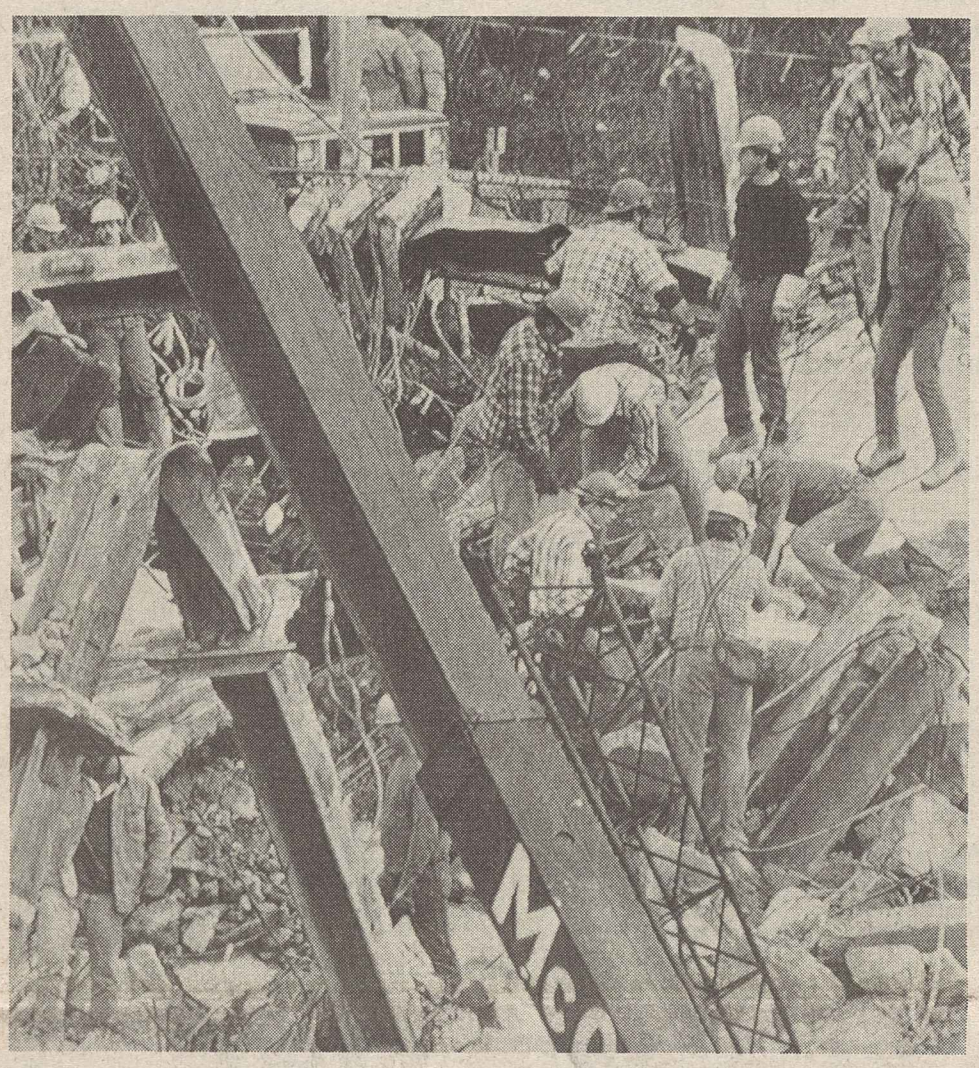
Job-saving trade bill approved



Search goes on

Hundreds of union volunteers search for 28 workers entombed by the Apr. 23 collapse of a building under construction in Bridgeport, Conn. Area Building Trades leaders called for more OSHA compliance officers to conduct thorough on-site inspections. There are only two federal construction site inspectors for the entire state. All but one of the dead, missing and injured workers were members of BCTD unions. (Story on Page 5.)

House adopts Gephardt plan to reduce import imbalance

By David L. Perlman

The House passed a job-saving trade bill and now it's up to the Senate to do likewise.

A key 218-214 vote inserted a labor-supported amendment that requires nations that have used unfair tactics to run up a huge trade surplus with the United States to reduce the imbalance by 10 percent a year. **(Rollcall on Page 2.)**

That amendment, by Rep. Richard A. Gephardt (D-Mo.), was the focus of the trade bill debate. Its adoption by the House, AFL-CIO President Lane Kirkland said, "serves notice that our country is determined to reduce its current job-destroying trade deficit."

It's the "first step toward passage of an effective trade bill sought by millions of working Americans," Kirkland said, and "the AFL-CIO will seek similar action by the Senate."

Last year's record-shattering $170-billion trade deficit claimed more than 2 million American jobs.

With the Gephardt amendment included, the House approved the trade bill on a 290-137 vote. On final passage, it was supported by 247 Democrats and 43 Republicans. Only six Democrats joined 131 Republicans in opposition.

The Senate Finance Committee is putting its version of trade legislation into final shape, and preliminary votes indicated that it will resemble the bipartisan measure that the House Ways & Means Committee sought to pass intact.

Sen. Donald W. Riegle Jr. (D-Mich.) is expected to propose a strengthening amendment based on the Gephardt language when the bill comes before the Senate. In the last Congress, a House-passed trade bill was bottled up in committee by the Republican-controlled Senate.

Reagan opposition

Without any assurance of being able to stop legislation in the Senate, the White House lobbied intensively to defeat the Gephardt amendment. President Reagan used his weekly radio address to charge that its adoption could touch off "a fierce trade war."

In a comparable test last year, 44 Republicans voted for the Gephardt provisions. Only 17 Republicans resisted White House pressure this year, including Rep. Hank Brown (R-Colo.), who cosponsored the amendment.

Before addition of the Gephardt amendment, the committee-approved bill would have required the U.S. trade representative to begin negotiations with all nations deter-

Continued on Page 3

Field sanitation rules issued after 14-year OSHA delay

Ending 14 years of what a federal court branded "a disgraceful chapter of legal neglect," the Labor Dept. ordered the nation's growers to provide nearby drinking water, toilets and handwashing facilities for nearly 500,000 agricultural workers by this summer.

Farm Workers Sec.-Treas. Peter G. Velasco called the action "long overdue." The UFW "fought like hell" to require growers to provide basic field sanitation standards, he stressed.

The test of the new regulations, Velasco said, will be how vigorously the federal government enforces them. He pointed out that several California counties have field sanitation laws on the books, but that "they have never been enforced."

Sheldon Samuels, safety director for the AFL-CIO Industrial Union Dept., said the standards will mark the first time that health and safety protections have been extended to agricultural workers.

"These people have been victimized by a society that thought it could ignore them, even though their exposures to pesticides, fertilizers and other on-the-job dangers is incredible," Samuels emphasized.

And Roger C. Rosenthal, executive di-

Continued on Page 3

Real weekly earnings drop as retail prices resume climb

Real average weekly earnings tumbled seven-tenths of 1 percent in March, as American workers and their families continued to be the primary casualties on the nation's economic battleground.

A rise of five-tenths of 1 percent in consumer prices over the previous month and a decline of six-tenths of 1 percent in weekly hours were at the root of the downward slide in purchasing power. They more than wiped out a meager three-tenths of 1 percent increase in average hourly earnings between February and March.

As a result, the earnings of nonsupervisory workers were worth 1.1 percent less than a year earlier. What's more, the purchasing power of their weekly paychecks was a staggering 9.3 percent lower than it was in March 1979, indicating that they are still losing the fight for equity in the economic rat race.

The surge in consumer prices for urban wage earners and clerical workers (CPI-W) —the Bureau of Labor Statistics index used in calculating cost-of-living increases in collective bargaining—means that the March figure was 2.8 percent above the same level a year ago.

The increase would have been 3 percent if the BLS hadn't changed the mix of items on which it bases its figures. Earlier this year, the government adopted new guidelines that downgraded the food, medical and transportation components and gave more weight to such upscale items as home computers and cable television services, video cassette recorders and video games.

Inflation heats up

Even with the change in the statistical measurement, consumer prices raced ahead at an annual pace of 6.3 percent during the first quarter of this year—far eclipsing the 1.1-percent inflation rate for all of 1986.

The BLS reported that costs rose for every item in its market basket of goods and services except food and beverages, which edged down a mere one-tenth of 1 percent. Apparel prices shot ahead 1.9 per-

Continued on Page 3

Secondary picketing of railroads upheld

Unanimous Supreme Court refuses to derail union rights

By Gene Zack

A unanimous Supreme Court cleared the tracks for railroad unions to engage in secondary picketing against the entire industry, even when their dispute is with a single carrier.

Climaxing the three-year struggle of the Maintenance of Way Employees against two subsidiaries of Guilford Transportation Industries Inc.—Maine Central Railroad and Portland Terminal Co.—the high court said secondary picketing was a legal economic weapon that couldn't be taken away from rail workers.

The case was brought by Burlington Northern Railroad and six other carriers.

The decision marked the second time in as many weeks that the court affirmed labor's picketing rights. Earlier, it refused to curb the right of Food & Commercial Workers in South Dakota to walk out in support of fellow members at an Arkansas plant of John Morrell & Co., one of the nation's largest packinghouses.

In the Burlington Northern case, the court ruled that once rail unions have exhausted the dispute-settling machinery established by the Railway Labor Act, federal judges have no power to block picket lines set up near other carriers not directly involved in the labor contract dispute.

Writing for the full court, Justice William J. Brennan Jr. emphasized that the RLA—which governs labor-management relations in the railroad industry—allows the parties to "resort to whatever self-help is legally available" after all other attempts at settlement have failed.

Federal judges may not "second-guess which activities are truly in the union's interest," Brennan declared, pointing to the 1932 Norris-LaGuardia Act which was designed to "immunize such picketing from federal court injunctions."

Continued on Page 6

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5/2/87

House rollcall on Gephardt amendment

This is the 218-214 vote by which the House strengthened the trade reform bill and adopted the labor-supported amendment proposed by Rep. Richard A. Gephardt (D-Mo.) to reduce the nation's huge trade deficit.

Right votes (R) for the amendment were cast by 201 Democrats and 17 Republicans. Voting wrong (W) were 55 Democrats and 159 Republicans. Absentees are marked A. Numerals show congressional districts.

ALABAMA
1. Callahan (R) W
2. Dickinson (R) W
3. Nichols (D) R
4. Bevill (D) R
5. Flippo (D) R
6. Erdreich (D) R
7. Harris (D) R

ALASKA
AL Young (R) W

ARIZONA
1. Rhodes (R) W
2. Udall (D) R
3. Stump (R) W
4. Kyl (R) W
5. Kolbe (R) W

ARKANSAS
1. Alexander (D) R
2. Robinson (D) W
3. Hammerschmidt (R) W
4. Anthony (D) R

CALIFORNIA
1. Bosco (D) W
2. Herger (R) W
3. Matsui (D) W
4. Fazio (D) R
5. Vacancy
6. Boxer (D) R
7. Miller (D) W
8. Dellums (D) R
9. Stark (D) W
10. Edwards (D) R
11. Lantos (D) R
12. Konnyu (R) W
13. Mineta (D) R
14. Shumway (R) W
15. Coelho (D) R
16. Panetta (D) R
17. Pashayan (R) W
18. Lehman (D) R
19. Lagomarsino (R) W
20. Thomas (R) W
21. Gallegly (R) W
22. Moorhead (R) W
23. Beilenson (D) W
24. Waxman (D) W
25. Roybal (D) W
26. Berman (D) R
27. Levine (D) W
28. Dixon (D) R
29. Hawkins (D) R
30. Martinez (D) R
31. Dymally (D) R
32. Anderson (D) W
33. Dreier (R) W
34. Torres (D) R
35. Lewis (R) W
36. Brown (D) W
37. McCandless (R) W
38. Dornan (R) W
39. Dannemeyer (R) W
40. Badham (R) W
41. Lowery (R) W
42. Lungren (R) W
43. Packard (R) W
44. Bates (D) W
45. Hunter (R) W

COLORADO
1. Schroeder (D) W
2. Skaggs (D) W
3. Campbell (D) R
4. Brown (R) R
5. Hefley (R) W
6. Schaefer (R) W

CONNECTICUT
1. Kennelly (D) R
2. Gejdenson (D) R
3. Morrison (D) R
4. McKinney (R) A
5. Rowland (R) W
6. Johnson (R) W

DELAWARE
AL Carper (D) R

FLORIDA
1. Hutto (D) W
2. Grant (D) R
3. Bennett (D) W
4. Chappell (D) R
5. McCollum (R) W
6. MacKay (D) R
7. Gibbons (D) W
8. Young (R) W
9. Bilirakis (R) W
10. Ireland (R) W
11. Nelson (D) R
12. Lewis (R) W
13. Mack (R) W
14. Mica (D) R
15. Shaw (R) W
16. Smith (D) R
17. Lehman (D) W
18. Pepper (D) R
19. Fascell (D) R

GEORGIA
1. Thomas (D) W
2. Hatcher (D) W
3. Ray (D) W
4. Swindall (R) W
5. Lewis (D) R
6. Gingrich (R) W
7. Darden (D) R
8. Rowland (D) W
9. Jenkins (D) R
10. Barnard (D) W

HAWAII
1. Saiki (R) W
2. Akaka (D) R

IDAHO
1. Craig (R) W
2. Stallings (D) W

ILLINOIS
1. Hayes (D) R
2. Savage (D) R
3. Russo (D) R
4. Davis (R) W
5. Lipinski (D) R
6. Hyde (R) W
7. Collins (D) R
8. Rostenkowski (D) W
9. Yates (D) W
10. Porter (R) W
11. Annunzio (D) A
12. Crane (R) W
13. Fawell (R) W
14. Hastert (R) W
15. Madigan (R) W
16. Martin (R) W
17. Evans (D) R
18. Michel (R) W
19. Bruce (D) R
20. Durbin (D) R
21. Price (D) W
22. Gray (D) R

INDIANA
1. Visclosky (D) R
2. Sharp (D) R
3. Hiler (R) W
4. Coats (R) W
5. Jontz (D) R
6. Burton (R) W
7. Myers (R) W
8. McCloskey (D) R
9. Hamilton (D) R
10. Jacobs (D) R

IOWA
1. Leach (R) W
2. Tauke (R) W
3. Nagle (D) R
4. Smith (D) W
5. Lightfoot (R) W
6. Grandy (R) W

KANSAS
1. Roberts (R) W
2. Slattery (D) R
3. Meyers (R) W
4. Glickman (D) W
5. Whittaker (R) W

KENTUCKY
1. Hubbard (D) R
2. Natcher (D) R
3. Mazzoli (D) W
4. Bunning (R) W
5. Rogers (R) W
6. Hopkins (R) W
7. Perkins (D) R

LOUISIANA
1. Livingston (R) W
2. Boggs (D) R
3. Tauzin (D) R
4. Roemer (D) R
5. Huckaby (D) R
6. Baker (R) W
7. Hayes (D) R
8. Holloway (R) W

MAINE
1. Brennan (D) R
2. Snowe (R) R

MARYLAND
1. Dyson (D) R
2. Bentley (R) R
3. Cardin (D) R
4. McMillen (D) R
5. Hoyer (D) R
6. Byron (D) R
7. Mfume (D) R
8. Morella (R) W

MASSACHUSETTS
1. Conte (R) R
2. Boland (D) R
3. Early (D) R
4. Frank (D) R
5. Atkins (D) R
6. Mavroules (D) R
7. Markey (D) R
8. Kennedy (D) W
9. Moakley (D) R
10. Studds (D) R
11. Donnelly (D) R

MICHIGAN
1. Conyers (D) R
2. Pursell (R) W
3. Wolpe (D) R
4. Upton (R) W
5. Henry (R) R
6. Carr (D) R
7. Kildee (D) R
8. Traxler (D) R
9. Vander Jagt (R) W
10. Schuette (R) W
11. Davis (R) R
12. Bonior (D) R
13. Crockett (D) R
14. Hertel (D) R
15. Ford (D) R
16. Dingell (D) R
17. Levin (D) R
18. Broomfield (R) W

MINNESOTA
1. Penny (D) W
2. Weber (R) W
3. Frenzel (R) W
4. Vento (D) R
5. Sabo (D) R
6. Sikorski (D) R
7. Stangeland (R) W
8. Oberstar (D) R

MISSISSIPPI
1. Whitten (D) R
2. Espy (D) R
3. Montgomery (D) W
4. Dowdy (D) R
5. Lott (R) W

MISSOURI
1. Clay (D) R
2. Buechner (R) W
3. Gephardt (D) R
4. Skelton (D) R
5. Wheat (D) R
6. Coleman (R) W
7. Taylor (R) W
8. Emerson (R) W
9. Volkmer (D) R

MONTANA
1. Williams (D) R
2. Marlenee (R) W

NEBRASKA
1. Bereuter (R) W
2. Daub (R) W
3. Smith (R) W

NEVADA
1. Bilbray (D) R
2. Vucanovich (R) W

NEW HAMPSHIRE
1. Smith (R) W
2. Gregg (R) W

NEW JERSEY
1. Florio (D) R
2. Hughes (D) W
3. Howard (D) R
4. Smith (R) R
5. Roukema (R) W
6. Dwyer (D) R
7. Rinaldo (R) R
8. Roe (D) R
9. Torricelli (D) R
10. Rodino (D) R
11. Gallo (R) W
12. Courter (R) W
13. Saxton (R) W
14. Guarini (D) R

NEW MEXICO
1. Lujan (R) W
2. Skeen (R) W
3. Richardson (D) R

NEW YORK
1. Hochbrueckner (D) R
2. Downey (D) W
3. Mrazek (D) W
4. Lent (R) W
5. McGrath (R) W
6. Flake (D) R
7. Ackerman (D) R
8. Scheuer (D) R
9. Manton (D) R
10. Schumer (D) W
11. Towns (D) R
12. Owens (D) R
13. Solarz (D) R
14. Molinari (R) W
15. Green (R) W
16. Rangel (D) R
17. Weiss (D) R
18. Garcia (D) R
19. Biaggi (D) R
20. DioGuardi (R) W
21. Fish (R) W
22. Gilman (R) R
23. Stratton (D) W
24. Solomon (R) W
25. Boehlert (R) R
26. Martin (R) W
27. Wortley (R) W
28. McHugh (D) W
29. Horton (R) R
30. Slaughter (D) R
31. Kemp (R) W
32. LaFalce (D) R
33. Nowak (D) R
34. Houghton (R) W

NORTH CAROLINA
1. Jones (D) R
2. Valentine (D) R
3. Lancaster (D) R
4. Price (D) R
5. Neal (D) R
6. Coble (R) W
7. Rose (D) R
8. Hefner (D) R
9. McMillan (R) W
10. Ballenger (R) R
11. Clarke (D) R

NORTH DAKOTA
AL Dorgan (D) R

OHIO
1. Luken (D) R
2. Gradison (R) W
3. Hall (D) R
4. Oxley (R) W
5. Latta (R) W
6. McEwen (R) W
7. DeWine (R) W
8. Lukens (R) W
9. Kaptur (D) R
10. Miller (R) W
11. Eckart (D) R
12. Kasich (R) W
13. Pease (D) R
14. Sawyer (D) R
15. Wylie (R) W
16. Regula (R) R
17. Traficant (D) R
18. Applegate (D) R
19. Feighan (D) R
20. Oakar (D) R
21. Stokes (D) R

OKLAHOMA
1. Inhofe (R) W
2. Synar (D) W
3. Watkins (D) R
4. McCurdy (D) W
5. Edwards (R) W
6. English (D) W

OREGON
1. AuCoin (D) W
2. Smith (R) W
3. Wyden (D) W
4. DeFazio (D) R
5. Smith (R) W

PENNSYLVANIA
1. Foglietta (D) R
2. Gray (D) R
3. Borski (D) R
4. Kolter (D) R
5. Schulze (R) W
6. Yatron (D) R
7. Weldon (R) W
8. Kostmayer (D) R
9. Shuster (R) R
10. McDade (R) R
11. Kanjorski (D) R
12. Murtha (D) R
13. Coughlin (R) W
14. Coyne (D) R
15. Ritter (R) R
16. Walker (R) W
17. Gekas (R) W
18. Walgren (D) R
19. Goodling (R) W
20. Gaydos (D) R
21. Ridge (R) R
22. Murphy (D) R
23. Clinger (R) W

RHODE ISLAND
1. St Germain (D) R
2. Schneider (R) W

SOUTH CAROLINA
1. Ravenel (R) W
2. Spence (R) W
3. Derrick (D) R
4. Patterson (D) R
5. Spratt (D) R
6. Tallon (D) R

SOUTH DAKOTA
AL Johnson (D) R

TENNESSEE
1. Quillen (R) W
2. Duncan (R) W
3. Lloyd (D) R
4. Cooper (D) R
5. Boner (D) R
6. Gordon (D) R
7. Sundquist (R) W
8. Jones (D) R
9. Ford (D) R

TEXAS
1. Chapman (D) R
2. Wilson (D) R
3. Bartlett (R) W
4. Hall (D) R
5. Bryant (D) R
6. Barton (R) W
7. Archer (R) W
8. Fields (R) W
9. Brooks (D) R
10. Pickle (D) W
11. Leath (D) R
12. Wright (D) R
13. Boulter (R) W
14. Sweeney (R) W
15. de la Garza (D) R
16. Coleman (D) R
17. Stenholm (D) W
18. Leland (D) R
19. Combest (R) W
20. Gonzalez (D) W
21. Smith (R) W
22. DeLay (R) W
23. Bustamante (D) R
24. Frost (D) R
25. Andrews (D) R
26. Armey (R) W
27. Ortiz (D) R

UTAH
1. Hansen (R) W
2. Owens (D) R
3. Nielson (R) W

VERMONT
AL Jeffords (R) W

VIRGINIA
1. Bateman (R) W
2. Pickett (D) W
3. Bliley (R) W
4. Sisisky (D) W
5. Daniel (D) R
6. Olin (D) W
7. Slaughter (R) W
8. Parris (R) W
9. Boucher (D) R
10. Wolf (R) W

WASHINGTON
1. Miller (R) W
2. Swift (D) W
3. Bonker (D) W
4. Morrison (R) W
5. Foley (D) W
6. Dicks (D) W
7. Lowry (D) W
8. Chandler (R) W

WEST VIRGINIA
1. Mollohan (D) R
2. Staggers (D) R
3. Wise (D) R
4. Rahall (D) R

WISCONSIN
1. Aspin (D) R
2. Kastenmeier (D) R
3. Gunderson (R) W
4. Kleczka (D) R
5. Moody (D) R
6. Petri (R) W
7. Obey (D) R
8. Roth (R) W
9. Sensenbrenner (R) W

WYOMING
AL Cheney (R) W

Soft landing

CBS news staffers, summarily fired in the network's big economy cutback, found out that executive suite dismissals bring big bucks, not hardships.

A company proxy statement revealed the "golden parachute" that former CBS Chairman Thomas H. Wyman got when he was ousted after three years in the job.

Wyman received a settlement that could total more than $4.3 million and an annual payment of $400,000 for life. That's in addition to the $1.1 million in salary and bonuses for the year in which he was fired.

The CBS settlement was even more generous than the payments General Electric made when it cut the executive staff of RCA Corp. after acquiring the company.

RCA's former chairman, Thorton Bradshaw, will receive only $500,000 a year for three years. But two former RCA executives who are staying on as GE senior vice presidents can count on paychecks of $1.75 million this year plus bonuses of at least $340,000.

Auto workers get trade adjustment pay

Benefits due 70,000 who lost jobs to foreign imports

More than 70,000 Auto Workers who lost their jobs because of America's open-door trade policy are in line for trade adjustment assistance payments expected to average in the $2,000 to $3,000 range as a result of a court case the UAW pursued for nearly six years.

A byproduct of the UAW case was an important 5-4 Supreme Court decision that rebuffed a Justice Dept. attempt to limit the ability of unions and other associations to represent their members in federal courts.

The workers who will receive what the UAW termed "long overdue" benefits were victims of a restrictive Labor Dept. interpretation of eligibility requirements.

The 1974 Trade Act said that adjustment benefits—then substantially more generous than they are now—would go to workers displaced by imports provided they had been employed in an import-affected job for at least 26 of the previous 52 weeks. But the Labor Dept. instructed state employment offices not to count weeks in which workers received vacation or sick pay towards the 26 weeks.

It was that policy that the UAW challenged in a 1981 suit. A federal district judge upheld the union's position and ordered the Labor Dept. to change its regulations and make good the loss to the workers adversely affected.

The government appealed, and won a 2-1 decision from a panel of the U.S. Court of Appeals for the District of Columbia.

The decision was written by Judge Clement F. Haynsworth Jr., on temporary assignment to the District of Columbia circuit, and supported by Judge Antonin Scalia, since named by President Reagan to the Supreme Court.

No right to sue

Its controversial conclusion was that the UAW lacked standing to bring the suit because most of its members were not affected and some of the workers whose interests the suit defended were not UAW members.

The AFL-CIO, concerned at the implication of the decision, filed a brief with the Supreme Court challenging the appellate panel's ruling, joined by an unusual coalition of diverse organizations. Participating groups included the U.S. Chamber of Commerce and the National Association of Manufacturers, the NAACP and the Sierra Club, among others.

Justice Dept. attorneys filed the Reagan Administration's brief in support of restricting access to the courts.

In a 5-4 decision, the Supreme Court ruled that the UAW did have standing and sent the case back to the appellate court for a ruling on its legal merits.

Under those ground rules, the Court of Appeals agreed with the district court that the Labor Dept. had denied adjustment assistance to persons eligible.

In compliance with the order, the department would be required to direct state employment offices to seek out persons who may have been unjustly deprived of payments.

UAW attorneys said they expect the Labor Dept. will comply with the ruling. But a Labor Dept. spokesman said the department's attorneys are still reviewing the legal situation.

House puts teeth in trade bill to reduce import imbalance

Continued from Page 1

mined to have both an "excessive" trade surplus with the United States and a pattern of unfair trade practices. But only the products directly involved in unfair trade practices would have been subject to retaliation if negotiations proved unsuccessful.

Under Gephardt, if negotiations fail, the offending country must reduce its trade surplus with the United States by 10 percent a year. It could do this either by buying more American goods or reducing its exports to the United States.

Other countries won't change their restrictive trade practices unless we apply "direct pressure for change," Gephardt told the House. Our government's trade policy is "long on words," he said, and the response of America's trading partners is still more words, not action.

Fallout from deficit

He spoke of the fallout from the mounting trade deficit—the loss of well-paid jobs, a shrinking middle class and declining wages. The status quo isn't good enough, Gephardt insisted as his House colleagues gave him an ovation.

There was strong and substantially bipartisan support for several other labor-supported provisions in the trade bill. The House-passed measure also:

- Strengthens the powers of the U.S. Trade Representative and directs, rather than merely authorizes, retaliation by the United States against specific practices that violate international trade agreements.
- Defines as an unfair trade practice denial of basic worker rights, including the right to union representation. Use of child labor and failure to comply with other internationally accepted labor conditions would also be unfair trade practices. Governments that allow such exploitation could be subject to trade retaliation.

Other new unfair practices would include "export targeting," which some countries have used to build up industries to take over U.S. domestic markets.

- Strengthens Trade Adjustment Assistance for workers whose jobs have been wiped out by imports. All workers certified for TAA assistance would be entitled to up to $4,000 in training and remedial education benefits. There would be a new option of supplemental TAA payments for workers who take new jobs that pay less than their previous jobs.
- Sets up a new worker readjustment program to provide comprehensive services to dislocated workers, along the lines of a bill introduced by House Education & Labor Committee Chairman Augustus F. Hawkins (D-Calif.).
- Requires the Federal Maritime Commission to investigate unfair trade practices which discriminate in favor of foreign vessels. If negotiations fail, the FMC could impose penalties or sanctions.
- Prohibits federal agencies from purchasing goods produced in a nation whose government discriminates against U.S. firms and products in awarding contracts.
- Puts priority on negotiating an end to barriers to U.S. telecommunications products and mandates presidential action if no agreement is reached.

The American people "want action" to bring down the trade deficit, House Speaker Jim Wright (D-Tex.) stressed in closing debate on the bill. The biggest U.S. exports from America's largest port, he reminded his colleagues, are scrap metal and waste paper that come back to this country as finished goods manufactured abroad.

Helping hand

President emeritus J.C. Turner of the Operating Engineers, right, accepts the 1987 Joseph A. Beirne Award from AFL-CIO Community Services Director Frank Emig. The honor, named for the late Communications Workers president, recognizes outstanding service to the United Way of America. As president of United Way International, Turner worked to establish United Way networks in Central and South America. At left is William Aramony, president of the United Way.

Real weekly earnings drop as retail prices resume climb

Continued from Page 1

cent in March, while transportation was up seven-tenths of 1 percent.

The March price rise continued to be influenced by the steady upward movement in the world petroleum market. Gasoline prices rose 2.1 percent over the previous month while heating oil prices were 1.6 percent higher. However, both remained substantially below their year-ago level.

The upward surge in consumer prices contributed to widespread losses of workers' purchasing power during the past year in virtually every sector of the workforce, the Labor Dept. report showed.

Biggest losers were workers in retail trade, who saw the value of their earnings tumble 2.8 percent since March 1986. In the mining, oil and natural gas industry, real earnings declined 2.7 percent.

The only gains in real earnings in the one-year period were recorded in the construction industry, where worker purchasing power rose 3.1 percent and in finance, insurance and real estate where the increase was nine-tenth of 1 percent.

Farm workers win sanitation battle

Continued from Page 1

rector of the Migrant Legal Action Program, long involved in the farm workers' struggle for equal rights, said he was "delighted" that standards have finally been mandated. "It's about time," Rosenthal declared.

Under the new federal regulations, the 54,000 growers will have until May 30 to set up "suitably cool" and "readily accessible" drinking water for field workers. By July 30, the growers must provide a toilet and handwashing facility for every 20 workers within a quarter-mile walking distance from where they are working.

"Basic human decency demands that suitable drinking water, toilets and handwashing facilities—fundamental needs taken for granted at other American worksites—be provided these workers," Labor Sec. William E. Brock declared.

The battle over standards has been waged in Congress and the courts since 1973. The U.S. District Court for the District of Columbia twice ordered the Occupational Safety & Health Administration to produce sanitation rules, only to be overridden by the appellate court.

A 1982 court agreement required that OSHA complete the standards-setting procedure by February 1985, but OSHA got the court to push the deadline back. After OSHA announced it would not issue a rule, Brock responded to the public outcry by saying he would review the decision. He then moved the federal deadline back two years to give the states an opportunity to enact their own legislation.

Foot-dragging

Under intense political pressure from agribusiness, state legislatures dragged their feet for the next 18 months. The appellate court ordered OSHA to issue standards by Mar. 8. But delays plagued the process to the bitter end, with issuance of a rule stalled both by Brock and the Office of Management & Budget.

OSHA officials estimated the new field sanitation standard will cost growers about $24.1 million a year. But the costs will be far outweighed by savings estimated at $79 million annually from the wiping out of more than 140,000 cases of parasitic diseases among farm workers resulting from the current lack of such sanitary facilities.

According to the government, the drinking water, toilets and handwashing facilities will reduce job-related illnesses among farm workers by two-thirds because workers finally will be getting protections against communicable intestinal diseases, urinary tract infections, heat stroke and exposure to farm chemicals.

Of the nearly half-million workers who will be covered by the new standards, one-fourth are migrants and some 30 percent are women.

OSHA said the new regulations will apply only to farms employing 10 or more farm workers—a position long opposed by organized labor, which favored a program under which all agricultural workers would be guaranteed these basic field sanitation protections.

Rex Hardesty named information director

AFL-CIO President Lane Kirkland has named Rex Hardesty as director of the federation's Dept. of Information.

Hardesty, 49, has been an assistant director of the department since 1982. He succeeds Murray Seeger, who left the federation in March to join Radio Free Europe/Radio Liberty.

Hardesty came to the AFL-CIO staff in 1969 as editor of the Federationist magazine. Earlier, he had been editor of the CWA News, the Communications Workers publication, a copy editor on the Washington Evening Star and a sports writer for the Tulsa World. He was born in Oklahoma and graduated from Benedictine Heights College in Tulsa.

Government holds key to solving child care crisis

By Candice Johnson

A nationwide survey of 600 working Americans demonstrated strong support for government programs and policies to ensure quality and affordable child care.

The opinion poll, conducted for the State, County & Municipal Employees by a Boston polling firm, showed overwhelming support for government efforts to help middle-income and working families manage their child care dilemma.

Nearly three-fourths of the respondents —71 percent—advocated government policies "to help make child care services more available and more affordable" for working families. AFSCME also pointed out that the greatest degree of support for better care was among workers and families earning between $20,000 and $30,000 a year, with respondents in that income bracket recommending government action by an 80-16 percent margin.

Nearly three-fourths of the workers surveyed called for strict licensing standards for child care facilities, even though regulation would raise the cost of care. Leave for new parents also was favored, with 62 percent suggesting that employers provide up to 18 weeks of unpaid leave to care for a new baby.

AFSCME President Gerald McEntee said the poll showed overwhelming support for increased child care programs and government policies that will "support and expand child care for working parents."

Inadequate response

Neither the government nor employers are "responding adequately to child care needs," he charged, calling for a "national strategy" that will provide quality care for children and meet the needs of working parents.

Among the survey's findings:

- More than one-half of those surveyed —53 percent—believe there are not sufficient facilities to meet care needs and 79 percent believe the development of child care services should be encouraged.
- Working Americans favored expansion of public school services to include optional child care before and after elementary school hours by a 68-24 percent margin.
- More than half of working parents —58 percent—with children under age six in a child care facility pay all costs.
- At least 28 percent of working parents have given up a job or promotion because of a lack of child care.

A bill that would respond to some of the concerns of working parents was the subject of hearings by a Senate Labor subcommittee. The measure, the Family & Medical Leave Act, would provide new parents with up to 18 weeks of unpaid leave without jeopardizing their jobs. Workers who suffer serious illness themselves could take up to 26 weeks of unpaid leave without fear of losing their jobs.

Critics have painted the parental leave measure as a "yuppie bill" that would only benefit well-to-do young couples.

But in a poignant statement, David and Nettie Boggs of South Carolina recounted the hardships faced by working parents who must earn a living and care for a seriously ill child. Their 12-year-old son Jonathan suffers from a serious respiratory disease that has required more than 140 surgical procedures.

Job loss cited

Nettie Boggs testified that she lost one job because of the long hours spent with Jonathan at hospitals. She now works as a cook, waitress and cashier at a restaurant near her home.

Her husband, a traveling salesman who sells religious and inspirational books, recalled his frequent trips to the hospital when Jonathan was younger and said a former supervisor accused him of using his son as an excuse for a day off work.

"You don't have to pay me, but don't tell a man he's go to choose between his job and his work and his child," Boggs insisted. A companion measure in the House also provides for unpaid leave to care for a sick parent.

Sharing the dream

"We want to share the dream," Electronic Workers President William H. Bywater, second from left, said in presenting 150 Martin Luther King Jr. board games to the District of Columbia recreation department. "Today's children need to learn about positive role models and the Martin Luther King game is an excellent vehicle to learn about one of America's greatest heroes." Seated right is the game's creator, Richard Levy, with recreation department deputy director Samuel LaBeach.

Federal workers ask curbs on random drug-testing plan

Government Employees President Kenneth T. Blaylock asked Congress to limit random drug testing of federal workers and provide added funds for employee assistance programs that help workers overcome alcohol and drug abuse.

Blaylock told the House Subcommittee on Human Resources that AFGE officers and shop stewards are deeply involved in rehabilitation programs, many of which were negotiated at the bargaining table. But he challenged the assumption that there is a drug problem in the federal service significant enough to justify a large-scale urine-testing program.

Subcommittee Chairman Gerry Sikorski (D-Minn.) expressed similar concern at the start of the hearings. He cited high error rates in testing of urine samples and said he was "troubled" by the Administration's decision to single out federal workers as the "starting point" for a national crusade against drugs.

Objections detailed

Blaylock said random testing would be wrong, even if urine tests were 100 percent accurate and cost free. He testified that the AFGE objects to the program because:

- It is unconstitutional.
- It degrades innocent employees.
- It sets the precedent of employers intruding on the private lives of their employees, raising the specter of government as Big Brother.
- It is irrelevant to solving the nation's real drug problem.
- It hinders the actual rehabilitation programs in the government.

Blaylock endorsed a bill by Rep. Gary L. Ackerman (D-N.Y.) that would limit drug testing of federal employees to cases where supervisors have "reasonable suspicion" that an employee's performance is impaired because of the use of illegal drugs.

The Administration has defended its focus on the federal workforce, Blaylock noted, by contending that the government should "show the way" since it is the nation's largest employer.

Blaylock responded that the AFGE has argued for years that the government should be an "ideal employer and show the way in labor-management relations, pay and benefits."

He termed it "disingenuous" for the Administration to reject that reasoning on everything but drug detection.

Congress pressed to move on parental, medical leave

Parental leave and medical leave are increasingly important to today's workforce and have not been a significant cost burden to either public-sector or private-sector employers, union witnesses testified at Senate hearings.

The bill they supported would require firms with 15 or more employees to allow workers of both sexes to take up to 18 weeks of unpaid leave over a two-year period to care for newborn, newly adopted or seriously ill children.

It would allow up to 26 weeks in the event of an employee's own serious illness, and a House version would also allow unpaid time off to care for a seriously ill parent. During the period of leave, employees would continue to be covered by any health insurance plan their firm provided for its workers.

President Gerald W. McEntee of the State, County & Municipal Employees told a Senate Labor & Human Resources subcommittee that "parental leave is clearly a fact of life in the public sector," and is a high priority among AFSCME's members at all income levels. Subcommittee Chairman Christopher J. Dodd (D-Conn.) is a principal sponsor of the labor-endorsed bill.

Experience has shown that parental leave programs even more extensive than the one proposed in the legislation have worked satisfactorily and that employer fears have been groundless, McEntee testified.

Most other countries are far ahead of the United States in helping working parents "cope with the demands of family responsibility and the demands of a full time job," he noted.

Changing patterns

Food & Commercial Workers Vice President Pat Scarcelli and Service Employees Vice President Rosemary Trump stressed the changed family pattern that has made the traditional two-parent, one-earner household the exception.

"Pressures on working Americans have intensified," Trump noted. "It is now necessary for the family to send more than one wage-earner out into the workforce just to try to keep pace with yesterday's standard of living. And single-parent households, who now comprise 16 percent of all families, are in deeper trouble."

The tragedy of "the crisis of the American family," she suggested, is "our nation's failure to respond to it."

The SEIU represents both public and private-sector workers, and Trump noted that nearly all of the union's public-sector contracts allow at least six months of parental leave and in other areas come close to the minimum standards proposed in the legislation. But the private sector lags behind, and unorganized workers are "doubly vulnerable."

Family challenge

Scarcelli, who is also the UFCW's director of women's affairs, noted that 40 percent of married working mothers have husbands who earn less than $15,000 a year and the task of combining work and child-rearing is even more acute for single parents.

In today's workworld, she urged, "more flexible leave policies are needed. Fathers as well as mothers should have the opportunity to care for their children. No parent should be required to choose between staying home with a sick child and losing a job."

Scarcelli noted that retail stores and other service employers traditionally use large numbers of part-time workers, allowing considerable flexibility in scheduling leave.

In assembly operatioins such as meat processing, Scarcelli pointed out extended leaves are frequently granted and fulltime "floaters" move where needed to cover absences.

A cost study conducted by the government's General Accounting Office contradicted a U.S. Chamber of Commerce claim that the legislation would saddle the nation's employers with huge additional costs.

The GAO found that the Chamber had greatly exaggerated the cost of the legislation and ignored entirely the benefits that would derive from providing the unpaid leave the legislation would require.

"The Chamber looks only at one side of the balance sheet," the GAO concluded.

Airline job rights vital as mergers mount

The AFL-CIO and its airline industry affiliates pressed Congress to require the Transportation Dept. to safeguard the rights of workers affected by mergers and takeovers.

Labor protection provisions in merger agreements were standard in the years before airline deregulation, federation Legislative Director Robert M. McGlotten noted. He said the Transportation Dept.'s abandonment of worker protections disregards the clear intention of Congress when it passed the 1978 Airline Deregulation Act.

McGlotten spoke for the multi-union Airline Labor Coordinating Committee as well as the AFL-CIO at hearings before the Senate Subcommittee on Aviation. The coordinating group includes the Machinists, Air Line Pilots, Flight Attendants, Transport Workers, Flight Engineers and Railway & Airline Clerks.

The bill labor supports has been introduced in the Senate by Brock Adams (D-Wash.), a former Secretary of Transportation. It is identical to the bill sponsored by Rep. Norman Y. Mineta (D-Calif.) that passed the House by a bipartisan 329-72 vote in the last Congress but died in the Senate.

Fairness test

It directs the Secretary of Transportation to investigate airline merger applications to determine if the merger would reduce jobs or adversely affect wages and working conditions, including seniority, of employees. The Transportation Dept. would be required to ensure that a merger plan is fair to employees.

The former Civil Aeronautics Board used to routinely require labor protection provisions in all mergers but the Transportation Dept., McGlotten noted, has "jettisoned" the policy.

McGlotten scoffed at the department's reasoning that the only justification for safeguarding worker rights would be to avoid disrupting transportation through a strike. According to the Administration, strikes that do not affect the entire industry are no longer a problem because deregulation allows other carriers to move in an fill the gap.

The need for fair treatment of workers "remains unchanged by deregulation," McGlotten stressed.

Death on the job

Building collapse tied to inspector shortage

Bridgeport, Conn.—The toll of dead construction workers may reach 28 here when rubble is cleared from the site where they were entombed by a building collapse.

While the cause of the collapse is not yet known, area Building Trades leaders say it might have been prevented if the Occupational Safety & Health Administration had more than just two construction site inspectors for the entire state.

In the aftermath of the tragedy, the Bridgeport Building Trades Council set up a disaster relief fund to aid the families of the victims. Carpenters President Patrick J. Campbell helped kick off the nationwide fund, noting "a lot of paychecks are going to have to be replaced."

The union craftsmen killed or missing inlcude eight Carpenters, seven Laborers, seven Iron Workers, three Plumbers & Pipefitters, one Electrical Worker and one Operating Engineer. An Iron Worker's son visiting the site was also killed. Eleven other tradesmen were injured.

'Lift-slab' method

When the tragedy occurred, workers were using a method in which concrete slabs are cast on the ground and then hoisted into place. Several floors had been framed and workers were lifting six slabs when the top one slipped, triggering an inward collapse that took down the entire L'Ambiance Plaza building, according to witnesses.

It will be months before OSHA issues a final report on this tragedy and decides what would have prevented it. But the real prevention, union leaders say, would have been to have more inspectors. Further, on the day prior to the accident, city building inspector Frank Mercaldi had asked that his staff of six be increased by four more to cope with Bridgeport's building boom.

Robert A. Georgine, president of the AFL-CIO Building & Construction Trades Dept., said this tragedy "again demonstrates the peril of the construction worker and our hearts go out to the families and friends of those killed and injured as they pursued their dangerous trade. We have not yet learned the cause of the horrible accident. Our efforts have centered on trying to rescue any possible survivors."

No random inspections

State AFL-CIO President Betty Tianti said, "There's no question that OSHA is terribly understaffed. My understanding is that they don't make inspections unless there is a complaint. There are no random inspections, as far as I know."

OSHA's Hartford office runs 40 to 50 days behind normally, Tianti said, and up until recently responded to worker complaints with a 20-to-30-page questionnaire rather than an on-site inspection. The use of questionnaires was dropped after Sen. Lowell Weicker Jr. (R) protested their use to the Labor Dept., Tianti said.

John W. Olsen, executive secretary-treasurer of the Connecticut Building & Construction Trades Council, said the building trades have had a long-standing problem with OSHA, even to the point of passing a resolution at its last convention citing the difficulties.

"There are a lot of problems," Olsen said. "We're very unhappy about the ability to get inspectors out to the jobsite. We are in a building boom here. If they can't get to the union jobs, I wonder about the safety on nonunion jobs."

Olsen noted that the day after the building cave-in, a scaffold collapsed at the Greenwich Towers that left one worker dangling in the air.

Discussing the building collapse, Olsen said, "This one made the news, but there are plenty of construction deaths in this state. The problems are out there, but the individual deaths hardly get noticed."

Action needed

Ron Nobili, business manager of Laborers Local 665, voiced his hope that the incident will result in getting more OSHA inspectors. "Perhaps an inspection could have helped," Nobili said.

It took the collapse of a bridge on Interstate 95 in Connecticut, Nobili noted, to get action on rebuilding the nation's infrastructure, and just perhaps out of this tragedy will come some good. "We can't keep on going the way it is now," he said.

Nobili related that a union member was killed a few years ago and it "took several months" to get an OSHA investigation. He said he was told it was because of a heavy backlog of cases.

Donations to aid victims can be sent to the Bridgeport Building Trades National Disaster Relief Fund, 1211 Howard Ave., Bridgeport, Conn. 06605.

Union volunteers carry a victim from the rubble.

Trades criticize OSHA proposals for excavations

Revised safety standards for trenching and excavations proposed by the Occupational Safety & Health Administration fall short of providing workers needed safeguards, the AFL-CIO Building & Construction Trades Dept. charged.

"The standard as proposed is inadequate," BCTD Safety Director Jim Lapping said. "By making half a standard, OSHA is not accomplishing a realistic goal of providing protection that is available." He called instead for a BCTD-backed legislative package requiring contractors to get an OSHA permit prior to trenching or excavating deeper than five feet.

He said the BCTD safety and health committee will review the proposal and send its comments to OSHA's construction advisory committee.

OSHA said more than 100 cave-in fatalities occur each year and estimated the fatality rate for trenching to be 112 percent higher than in construction as a whole.

The agency said contractors were often confused by the two standards for excavations—one being for trenching operations only. The only proposed rule has only one set of requirements for excavations, and may affect an estimated 643,000.

Economic indicators skewed by seesawing stock market

With stock prices leading the way, the government's index of leading economic indicators rose four-tenths of 1 percent in March.

At the same time, soaring inventories of unsold consumer goods, particularly automobiles, helped propel the gross national product's growth to an annual rate of 4.3 percent during the first quarter of 1987.

But economists took little comfort from the statistics. The leading indicators are supposed to forecast future economic activity and they were spurred by a 4.1-percent rise in stock prices.

But in the period following compilation of the statistics, stock prices nosedived as a jittery Wall Street reacted to rising interest rates and the continued slippage of the U.S. dollar against foreign currencies.

The surge in the GNP, it was accompanied by a steep 2.2-percent slowdown in consumer and business purchases—an indication that layoffs might lie just over the horizon until retailers whittle down huge inventories of unsold goods.

Personal consumption expenditures fell $2.7 billion in the first three months of this year after dropping $2.2 billion in the fourth quarter of 1986. Business expenditures plummeted $15.4 billion, offsetting the $3.4-billion rise in the October-December period when buying was influenced by a last-ditch effort to lessen the impact of the new tax reform law.

In other economic developments:

- Machine tool sales, which are a more reliable index of industry's future plans, were down 23 percent in March from the same month last year. Orders amounted to $165.2 million as compared to the $214.6-million level in March 1986. Industry spokesmen said the decline indicated manufacturers' uncertainty about the direction in which the economy is headed.
- A surge in the demand for military hardware resulted in a 3.4-percent rise in durable goods orders in March. But with the Pentagon's spending factored out of the figures, orders for big-ticket items advanced a mere eight-tenths of 1 percent. Defense orders spurted 38.2 percent in March after a 48.9-percent rise the previous month.
- Sales of new homes plunged 3.6 percent in March while sales of existing homes edged up five-tenths of 1 percent. The outlook for home buyers is clouded by rising interest rates on home mortgages, which pushed up past the 10-percent level for the first time in more than six months.
- The government's employment cost index—which measures changes in wages, salaries and benefits—increased nine-tenths of 1 percent in the first-quarter. During the same period a year ago, the increase was 1.1 percent. Over the year that ended in March 1987, the index was up 3.4 percent compared with a 4.1-percent jump for the March 1985-86 period.
- The federal budget deficit narrowed to $28 billion in March from $30.1 billion a year earlier, the Treasury Dept. said. The Administration is forecasting a budget shortfall of $173 billion for the fiscal year that ends Sept. 30. The Congressional Budget Office is predicting a $174-billion deficit. Private analysts see a gap in the neighborhood of $190 billion.

McCreary Tire, U.S. Playing Card put on boycott list

The AFL-CIO has added the McCreary Tire & Rubber Co. and U.S. Playing Card Co. to its boycott list.

More than 200 Rubber Workers at a McCreary plant in Indiana, Pa., were locked out in March 1986 when they overwhelmingly rejected a company demand for a two-year wage freeze and deep cuts in other benefits.

The company wanted to eliminate two holidays, cut pension and medical benefits and institute a new, lower pay scale for new workers.

Although the members of URW Local 947 offered to stay on the job while contract negotiations continued, the company refused and has tried to resume operations using strikebreakers.

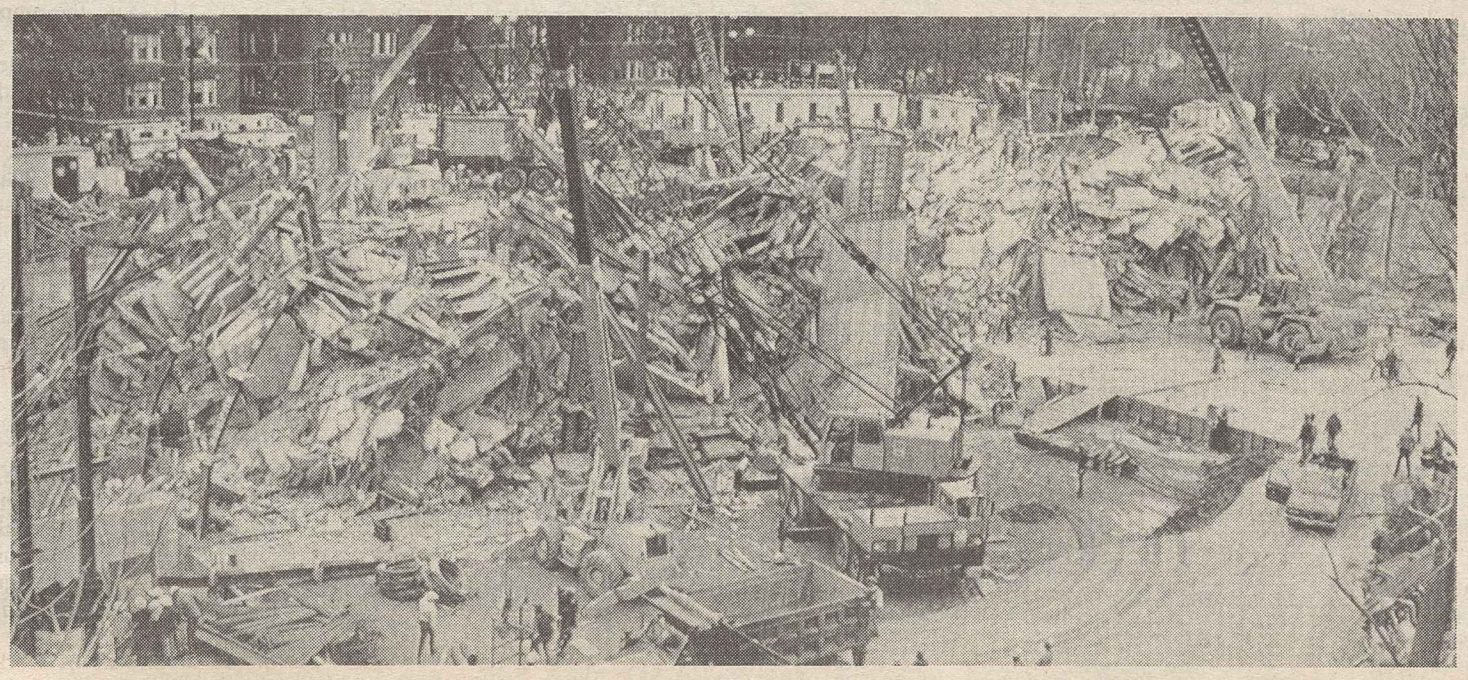
Members of Retail, Wholesale & Dept. Store Union Locals 256 and 257 in Norwood, Ohio, have been locked out by the United States Playing Card Co. since last November, when they rejected deep slashes in wages and benefits sought by the company.

Unacceptable terms

Although the contract covering 275 workers expired last July, negotiations continued until November when management sought to impose its demands. The workers had agreed to accept a wage cut but refused the company's bid to end seniority, increase its contracting out and to hire school children at lower wages during vacations.

In February, U.S. Playing Card slashed wages 40 percent and threated to transfer all jobs to nonunion plants. Members of Graphic Communications Locals 501 and 11 who worked at the playing card manufacturer are honoring the RWDSU picket line. Their agreements with the company are now expiring.

The company produces playing cards under the brand names Aviator, Bee, Bicycle, Congress and Tallyho.



Total destruction marks the site of building collapse that killed or injured 39 workers.

Raise the what?

The Reagan Administration—which more than doubled the national debt in its first six years in office—wants to prevent a scheduled 10-percent debt-ceiling cut from taking effect in mid-May.

The present ceiling is $2.3 trillion. But under existing law it's supposed to drop back to $2.1 trillion on May 15. Panicky Administration officials warned that this could trigger an unprecedented government default on May 28.

Since borrowing already is well over the $2.1-trillion level, Treasury Under Sec. George D. Gould said, the government would be unable to meet major obligations that will fall due at month's end. The consequences of a default, he insisted, "could run into the hundreds of billions of dollars."

All this comes from an Administration which racked up the biggest budget deficits in history after Candidate Reagan's pledge—long repudiated—to balance the federal budget by 1984, or sooner.

Court backs railroad unions on secondary picketing issue

Continued from Page 1

BMWE President Geoffrey N. Zeh called the decision "a resounding victory for rail labor" and a blow to President Reagan, who has been pushing to bring railroad unions under the Taft-Hartley Act, that bans secondary activity by unions in other industries.

"Since 1914, Congress has told the courts they should not interfere with railroad picketing," Zeh said, adding that the decision sends "a strong message to the Reagan Administration that secondary picketing is a proper course of action under the law for rail labor."

Richard I. Kilroy, chairman of the Railway Labor Executives Association, called the decision a "welcome and resounding reaffirmation of rail workers' rights to stand up and fight when an anti-union carrier takes aim" at their wages and benefits.

But Kilroy, who is president of the Railway & Airline Clerks, warned that anti-labor forces "have not given up their attack" on rail unions. For that reason, he said, rail labor will continue to give top priority to fending off any congressional assault on this basic right. "As we learned in the Guilford fight," Kilroy declared, "secondary picketing can be critical to the defense of employees when a railroad is intent on destroying unions."

Government remedy

Brennan's decision pointed out that even if a union sets up industry-wide picketing to enlist sympathy in its basic dispute with a single carrier, the government still has a remedy at its disposal. The President has authority to interrupt such picketing for a 60-day "cooling-off" period by appointing a board to look into the dispute.

That happened twice in the Burlington case, but both times the railroad rejected the settlements proposed by the emergency boards. Congress then stepped into the picture, imposing a third "cooling-off" period and mandating that the congressionally appointed board's recommendations be made final and binding on both parties.

Although the congressional action resolved the dispute before the case reached the high court, the justices decided to rule on the legality of secondary picketing in any event because, it said, the issue was certain to come up again.

The case reaches back to 1984, when the union's contract with Maine Central was up. Management had already abolished the jobs of more than 200 BMWE members and proposed sharp cutbacks in wages, hours and working conditions for the remaining 110 workers.

When the RLA's mandatory settlement procedures failed to produce agreement, the BMWE struck both operations on Mar. 3, 1986. Two days later the strike was extended to two other Guilford subsidiaries—the Delaware Hudson Railway Co. and the Boston & Maine Corp.

Spreading strike

A month later, the union extended its strike to other railroads in the Northeast with which Guilford had traffic-swapping arrangements and then announced plans for nationwide picketing of all carriers until Guilford came back to the table.

Responding to the BMWE action, 62 rail companies asked the U.S. District Court for the District of Columbia for a temporary restraining order, but the request was denied.

Burlington Northern and six other lines then obtained a preliminary injunction against the picketing from the U.S. District Court for the Northern District of Illinois. But the 7th Circuit U.S. Court of Appeals reversed that order.

In a move designed to resolve the conflict between the two circuit courts, the Supreme Court took the case and held that the "plain language" and history of the 1932 law made it clear that Congress didn't intend to allow federal courts to enjoin secondary picketing in the railroad industry.

"Congress passed the Norris-LaGuardia Act to forestall judicial attempts to narrow labor's statutory protection," Brennan wrote for the full court. "Accordingly, we refuse to narrow (the language of the 1932 law) to exclude those battles involving secondary activity."

National defense hinges on merchant fleet revival

Revitalizing the lagging U.S.-flag maritime industry during peacetime is the only guarantee of having a merchant fleet adequate to perform its defense-support role in time of crisis, AFL-CIO Maritime Trades Dept. President Frank Drozak told the President's Commission on the Merchant Marine & Defense.

"Access to cargo is the only answer that I know to the problem of how to build a merchant marine that is adequate to develop commerce in peacetime and serve as a naval auxiliary in time of war," Drozak, president of the Seafarers, emphasized.

Since 1935, laws on the statute books have targeted the merchant marine for special cargo support to assure its readiness to serve as the nation's "fourth arm of defense." But the federal government has systematically neglected this responsibility in recent years, and American-owned and manned vessels now carry only 5 percent of the nation's foreign trade, the MTD president pointed out.

Doubling the amount of cargo moving aboard vessels in the American merchant marine would carry a small price tag, Drozak insisted. Yet even that modest increase would produce enough ships to generate jobs sufficient to meet the Navy's emergency needs.

Shipping reforms

At the same time, he called for protection of domestic shipping—the movement of cargo between ports in the United States. He called for enforcement of the Jones Act's requirements that only U.S.-built, U.S.-owned ships be allowed to participate in that trade. He said the rule should also apply to the much-publicized "cruises to nowhere" now sailing from American ports using foreign-flag vessels.

The same message about the need for increased cargo for American ships came from Vice President C.V. Schamann of the Marine Engineers. He recommended that the presidential commission consider such cargo-generating agreements as bilateral arrangements with this country's major trading partners and full enforcement of cargo preference laws dealing with government freight.

Tough stand

Raymond T. McKay, president of MEBA District 2, urged support of pending House legislation to require such bilateral cargo-sharing agreements, a tough stand against foreign restrictions on U.S.-flag carriers, and reservation of automobile imports for American vessels.

These proposals, McKay said, would encourage private investment and would be "at least a starting point for constructive discussion of our present maritime dilemma."

Testifying for the National Maritime Union, Talmage E. Simkins urged adoption of a national cargo policy as the "most effective and direct way of restoring an American-flag merchant marine." He criticized the way the government oversees the industry and called for creation of a Cabinet-level presidential assistant for maritime affairs.

Simkins also urged an end to foreign registration of U.S.-owned ships to avoid this country's taxes, labor laws and safety requirements, and said the Defense Dept. should halt its reliance on such vessels to meet its emergency needs.

President Robert J. Lowen of the Masters, Mates & Pilots called for a federal commitment to the declining merchant marine. The ability to go to sea is being "destroyed" by government withdrawal of support for the industry, he said, adding that "you can lay that directly at the door of the Navy and the Defense Dept."

NMU and MEBA District 1 launch plan for merged union

New York—The National Maritime Union and Marine Engineers District 1 announced merger plans to create a 37,000-member union covering seagoing, inland waterway and shoreside workers.

NMU President Shannon Wall and MEBA-1 President Eugene DeFries said a referendum on the move—which also contemplates combining the benefit plans and political action funds of the two unions—would be submitted to their respective members over the next few weeks.

The first test of the proposed merger came at a meeting at the NMU's New York hiring hall, where members voted 214-1 in favor of the unity plan.

The proposed merger would not affect two other MEBA affiliates. District 2, which represents licensed engineers and deck officers, joined with the Seafarers earlier this year to create the Seafarers Maritime Union. District 3, which represents radio officers aboard ship, will operate outside the newly merged union.

If approved by the members, the merger will consolidate hiring halls, computer and telephone systems in what Wall and DeFries described as a "more cost-effective" way to service members in an industry plagued by foreign competition.

Positive development

The two union presidents expressed the hope that the employers with whom they deal and the federal government, which is supposed to play a key role in safeguarding the merchant marine, will view the merger as "a positive development for the maritime industry generally."

They added:

"We recognize that the merging of our two organizations will involve many complex problems which may take time to solve fully. Nevertheless, we are convinced that the benefits of such a merger are so overwhelming that it must be accomplished no matter what efforts are required to resolve the problems which may arise."

The NMU has a membership of 25,000. Of that number, 10,000 are unlicensed seamen serving aboard ocean-going vessels. The remainder work on riverboats, ships on the Great Lakes or shoreside activities.

The 12,000 members of MEBA District 1 work as licensed engineers aboard ship. The union has been active in recent years in the drive to unionize the nation's air traffic controllers, without representation since President Reagan crushed the Air Traffic Controllers's strike six years ago.

Labor Studies schedule for May and June

The George Meany Center for Labor Studies will offer 15 workshops during May and June. The schedule:

Organizing II, May 10-15—An institute cosponsored by the AFL-CIO Dept. of Organization & Field Services for experienced union staff. Topics include internal private sector organizing, issue-oriented campaigns and recruiting and training union members.

Advanced Editing Skills, May 10-15—A workshop for union editors who have completed the newswriting course and are ready for more work on layout, photo editing and headline writing.

Individual Rights in the Workplace, May 10-15—An examination of the union representative's role in protecting workers' rights on polygraph tests, pre-hiring tests and discipline and discharge cases.

Computers for Local Unions, May 17-21—An institute for union staff on the use of mini- and micro-computers.

Negotiating Contracts with State & Local Agencies, May 17-22—A five-day course on preparing initial proposals, developing committee work, recordkeeping procedures, opening statements, appropriate contract language and ratification.

Researching Private Employers, May 17-22—An institute for international and local staff on corporate finance in order to develop "employer profiles" for negotiating and organizing activities.

Opinion Polling for Organizers, May 26-29—A workshop on the use of opinion polls in campaigns, conducting polls, using case studies and practice sessions, and developing questionnaires, samples and an analyses of poll results.

Pension Trustee Training for Public Sector Unions, May 25-29—Institute at University of California at Berkeley on the basics of pension plan structures, operations and financial reports.

Alcohol & Drugs: Discipline & Discharge, June 7-12—A workshop examining discipline and discharge standards using arbitrators and case studies.

Certified Employee Benefits Specialists, June 7-12—The first in a series of 10 courses on employee benefits.

Labor Law for Organizers, June 14-19—An institute on organizing and federal labor law in the private sector.

Arbitration in the Federal Sector, June 14-19—An institute for negotiators focusing on pensions and health insurance.

Negotiating for Employee Benefits, June 14-19—An institute for negotiators focusing on pensions and health insurance.

Arbitration Techniques: Preparation & Presentation, June 21-26—An opportunity to prepare and present cases before professional arbitrators.

Contract Negotiation: Private Sector, June 28-July 2—A workshop on bargaining tactics, role of the chief negotiators, and preparation and design of initial and counterproposals.

AFL-CIO affiliates using the campus in May for their own staff training programs are: American Institute for Free Labor Development, Apr. 26-May 29; African-American Labor Center, May 2-15; Amalgamated Transit Union, May 3-8; Newspaper Guild, May 4-6; Communications Workers of America, May 10-22; Electronic Workers, May 26-29; AIFLD/Bermudians, May 30-June 6; Railroad Signalmen and Bakery, Confectionery & Tobacco Workers, May 31-June 5.

More information about labor studies programs is available from the Registrar, George Meany Center, 10000 New Hampshire Ave., Silver Spring, Md. 20903. Telephone: 301/431-6400.

New contracts negotiated for program narrators

New York—Members of the Television & Radio Artists and the Screen Actors Guild will vote in a mail referendum on a one-year contract providing a 4-percent pay increase for narrators of slide films, and industrial and educational programs.

The proposed agreement raises the rate for a 10-minute narration from $500 to $520. Narrators and voice-over players will earn $234 for the first hour of studio time and $68 for each additional hour.

EDITORIALS

Negotiating from Strength

THE INTENSITY of the House debate on strengthening the trade bill by adoption of the Gephardt amendment is good news.

It signals congressional acceptance of the imperative of trade law reform to narrow the horrendous trade deficits that have been the hallmark of this Administration.

The House was not just going through the motions. The debate was over the specifics of the legislation, and there was a great deal at stake.

In congressional districts across the country, plants have been closed and workers have been displaced both by imports and the cutoff of traditional U.S. export markets.

Even an Administration that clings to an antiquated textbook myth of free trade has acknowledged that trade legislation is at least a political necessity. But if the Administration has its way, the bill that reaches the President's desk will be more rhetoric than substance.

That isn't good enough. The House cast an important vote for a meaningful, effective trade bill. This year, the Senate cannot afford to duck the issue. The trade deficit must be brought down.

Certainly, the United States must be prepared to negotiate with its trading partners. But as anyone who has ever served on a union bargaining committee can testify, it's mighty hard to negotiate improvements if the boss is aware that nothing will happen if he keeps saying "no" to every proposal.

That's what the Gephardt amendment debate was all about.

In the Trenches

COMPETITIVENESS, as the trade bill debate makes clear, means different things to different people.

In Thurmont, Md., a community of 3,300 in the vicinity of the Camp David presidential retreat, this currently fashionable buzzword has taken on an ugly meaning.

Thurmont's biggest employer is the Claire Frock Co., until recently locally owned, where nearly 500 women workers are represented by the Ladies' Garment Workers. They went on strike last month and, as a Washington Post reporter discovered, the community is solidly behind them.

A new corporate owner slashed wages from a marginal $5.40 an hour to $4.75, eliminated two paid holidays, and sought to abolish seniority by making employees submit new job applications.

Management claimed in a newspaper ad that pay cuts are needed to stay "competitive." It noted pointedly that "many apparel plants throughout the United States have closed."

At that rate, we'll soon catch up with the third world.

Rigged Parachutes

USING DEREGULATION as an excuse, the Dept. of Transportation no longer requires assurances of "just and reasonable" treatment of employees as a condition for approval of airline mergers or takeovers.

Airlines of course are happy to join with the Administration in opposing legislation that would re-establish congressionally authorized labor protection provisions as a matter of law.

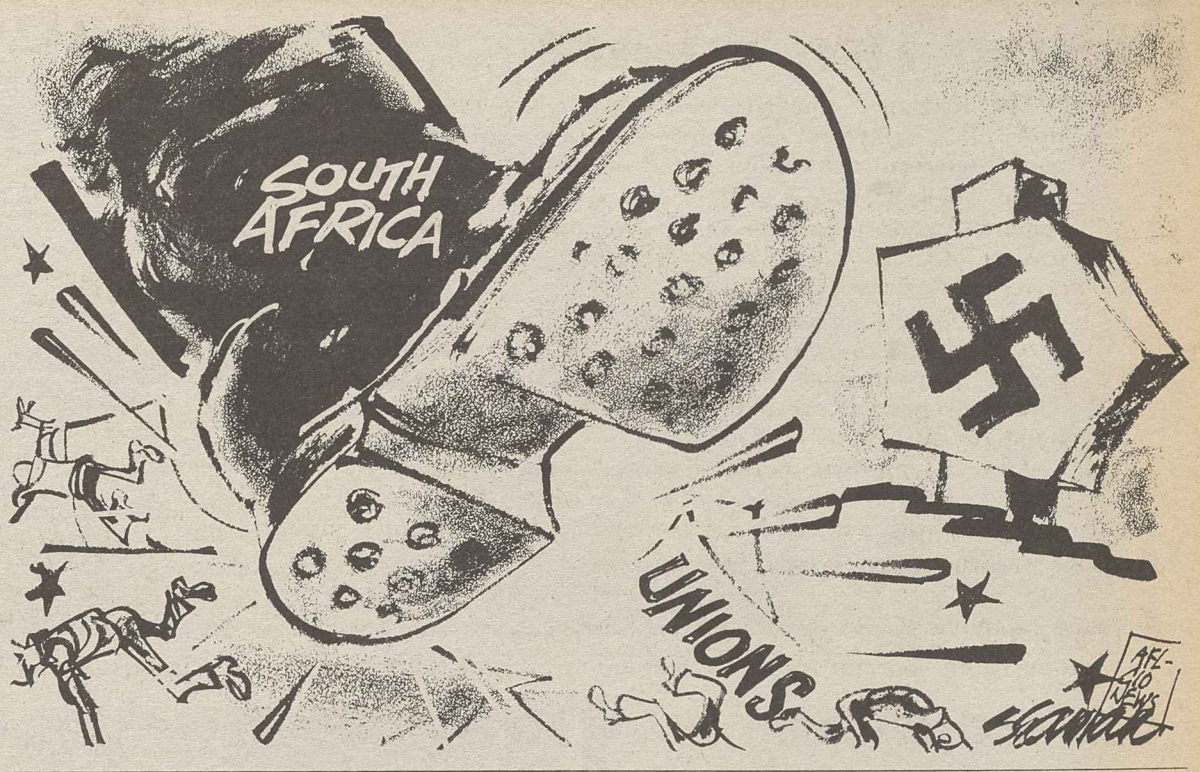
As the AFL-CIO and its airline industry unions noted at Senate hearings, the issue is of more than academic interest. There is hardly an airline that has not been involved in merger negotiations or takeover speculation.

Even as the hearings were going on, airline executives were fastening their own golden parachutes.

At United Airlines, a company spokesman explained, the board of directors had voted special employment contracts to seven top executives because of "potentially disturbing circumstances arising from the possibility of change in control" of the airline.

If they lost out in a change of corporate control, they would continue to receive their full salaries for five years. An additional 37 lower-level executives would be eligible for severance pay of three times their annual salaries.

Guess who is left without a parachute?



'New appointment or two'

Was Meese aide kidding about plan to pack court?

By Gus Tyler

When the Supreme Court decided by a 6-3 vote to uphold affirmative action by an employer who gave preference to a woman over a man, the Reagan Administration was upset.

Atty. Gen. Edwin Meese has repeatedly and strenously opposed affirmative action. Reagan's recent appointees to the high court were, in the eyes of the White House, supposed to back the Administration's view. Yet, in this most recent decision, affirmative action was upheld by the court for the fourth consecutive time. The opinions in each case were written by Justice William Brennan, who has been denounced as an exponent of "radical egalitarianism" by William Bradford Reynolds, head of the Justice Dept.'s civil rights division.

When the media asked the Justice Dept. how it felt about all this, its public affairs director, Terry Eastland, said that all that was required was "a new appointment or two" to the court.

Whereupon, Solicitor Gen. Charles Fried, who represents another arm of the Justice Dept., commented: "Statements like that I find deeply troubling."

Fried has good reason to be troubled. He has to live with this court; he has to come back with other cases. The last thing he wants is to appear before the court as spokesman for an Administration that tells the justices out in the open that the White House intends to overrule them by making "a new appointment or two."

Dangerous scheme

But beyond Fried's perfectly rational strategic reasons for finding Eastland's statement objectionable, there is a more profound reason why the notion of "packing the court" is dangerous. If the President can tailor a court totally to his suiting, then the court becomes nothing more than an instrument of the Executive Branch wiping out the "separation of powers" and the system of "checks and balances" are wiped out.

The attempt to turn the court into an echo of the White House did not begin with Reagan. President Roosevelt openly tried to "pack the court" in 1938, but failed.

Eastland was also assuming that "a new appointment or two" would be ratified by the Senate. But that is dubious given Reagan's weakened prestige and a Democratically controlled Senate.

Finally, there is no telling how a "new appointment or two" will turn out. Eisenhower appointed Earl Warren under the impression he was naming a conservative Republican; Warren was the most liberal Chief Justice ever. The progressive Wilson named James McReynolds who turned out to be the most consistent conservative on the bench. Eisenhower though he was getting a conservative when he named William Brennan. And Justice Antonin Scalia, Reagan's most recent appointee, has been in agreement with Brennan in 62 percent of the cases decided this term.

In a post-mortem interview, Eastland claimed he was just kidding.

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Finnegan's wake

Les Finnegan, whose light-hearted labor-oriented column appeared in union publications for four decades, died Apr. 12. Friends and fellow workers got together for a wake on Apr. 28 to reminisce on Finnegan's long service to the labor movement, his many humorous escapades as well as his sardonic writing. Here's an item from one of his columns:

In Chicago, it wasn't very long ago that employers and employer associations were fighting tooth-and-nail against the "pernicious new idea" of severance pay for workers. But then employers discovered the idea—for themselves, that is—and everything changed. These days it's not uncommon for bosses to negotiate $1-million and $2-million severance pay windfalls for themselves.

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Thomas R. Donahue, *Secretary-Treasurer*

Executive Council

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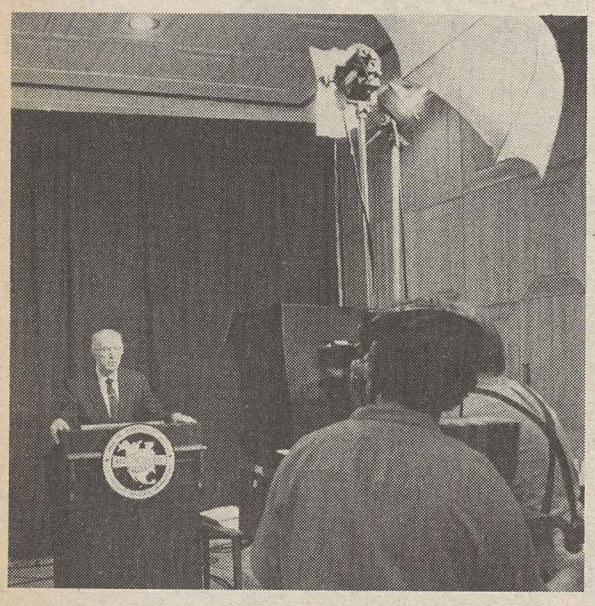
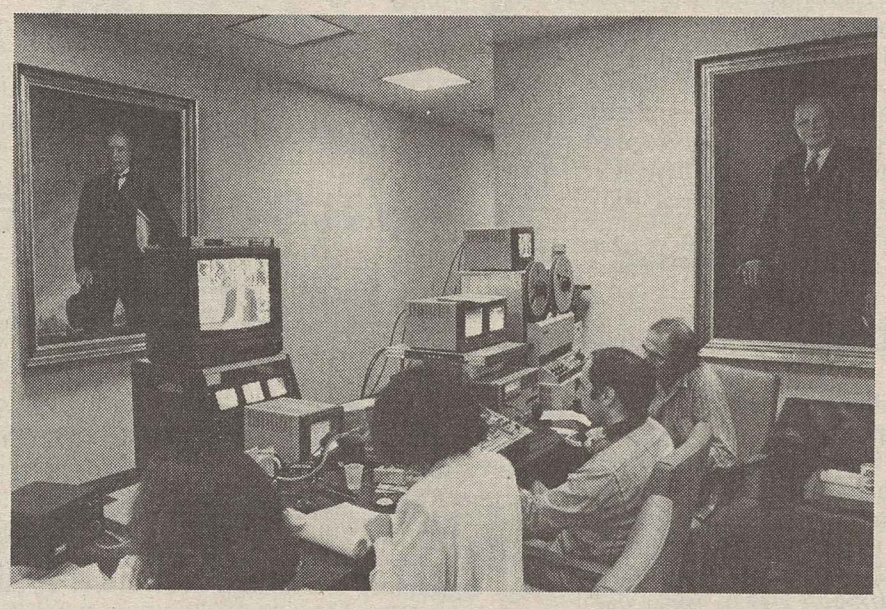
Federation safety director Margaret Seminario outlines labor's involvement in passage of right-to-know laws.



Sec.-Treas. Donahue opens teleconference.



AFL President Samuel Gompers "oversees" LIPA production crew.

On-the-job toxic hazards explored

Teleconference links 18 centers nationwide to press for safeguards

By Arlee C. Green

A two-day teleconference focused on helping workers use information gained from state and federal right-to-know laws to demand control of chemicals in the workplace and the community.

AFL-CIO Sec.-Treas. Thomas R. Donahue opened the conference, titled "The Right to Know—Making it Work," noting that it was the first such event to originate from the federation headquarters "with our own facilities."

The Labor Institute of Public Affairs, the federation's television arm, produced the conference which was broadcast via satellite to sites in California, Arkansas, Michigan, Maryland, Missouri, Pennsylvania, Illinois, Ohio, Wisconsin, West Virginia, New York, Connecticut and Nebraska.

Participants included union leaders, shop stewards, safety committee members and labor educators at 18 university locations nationwide.

Donahue called the right to know an "issue of direct and immediate concern to working men and women." Noting that in 1981 only two states had adopted RTK laws, he credited organized labor with help ing put the issue on the public's agenda. Now 29 states and many localities have such laws—"despite an uncaring and hostile" Reagan Administration, he said.

Public interest

Labor's success on this issue, Donahue added, "serves to remind us—and perhaps more important, reminds our opponents—that labor is still an effective and forceful advocate of change," and that by successfully representing workers, "we are also serving the public interest."

Unions are still in court trying to get the Occupational Safety & Health Administration to extend the hazard communication rule to cover all workers, Donahue said.

Margaret Seminario, associate director of the AFL-CIO Dept. of Occupational Safety, Health & Social Security, coordinated the development of the program, which was moderated by Karen Ignani, an assistant director of the same department. Time was provided daily for participants are each site to discuss RTK issues, followed by a panel discussion that responded to questions from the various locations.

In detailing the history of right-to-know regulations, Seminario said such laws are a first step that came about "because of a cooperative effort by trade unionists, environmental groups, community organizations and others."

Now is the "time for all of us to put that information to work and to take an active role in demanding that chemical hazards in the workplace and community be controlled," she said.

Contract language

Steelworkers President Lynn R. Williams, chairman of the Executive Council's Safety & Occupational Health Committee, opened the conference's second day explaining how "union negotiated contract language can readily expand what is required by federal or state right-to-know laws and regulations."

Williams noted that the "right of unions to review chemicals coming into the workplace, to improve training and to require better labeling of chemicals are all issues for collective bargaining." He cited the example of how a USWA local got a chemical manufacturer to revise inadequate material safety data sheets. The local later negotiated a better ventilation system and safer work practices for workers using those chemicals.

Deborah Berkowitz, safety director for the federation's Food & Allied Service Trades Dept., told conference viewers that "training in many ways is the most important" aspect of the federal hazard communication rule, because employers must provide workers with the specific hazards of chemicals used, how to protect themselves and the safety data sheets.

She warned, however, that some employers will take short cuts to training. "Be sure the training is adequate," Berkowitz said. Employers must have a written training program, and all workers should have received training in the use of toxic chemicals by May 25, 1986. New workers since then should have also been trained before being assigned to a work area.

Painters safety director Rod Wolford explained the strengths and weaknesses of the federal requirements on chemical labeling and material safety data sheets. After detailing the information OSHA requires on an MSDS, Wolford explained how to evaluate data provided by chemical suppliers.

He stressed that often this information, while "legally sufficient," may not always be "adequate." Therefore, unions must determine if there is any missing information. Wolford explained the labeling requirements for containers and piping systems, noting that protective measures are not required on those labels. Further, labels can identify products by brand names, code names or numbers, rather than providing the chemical ingredients.

Jamie Cohen, a safety specialist with the Electronic Workers, reported on workers' rights regarding access to medical and exposure records, using examples of how two local unions were able to improve jobsite safety by evaluating such information.

Records that workers have access to include monitoring results, such as air sampling, biological monitoring, MSDSs or other records that identify toxic substances, exposure data to physical agents, and the employer's written hazard communication program.

Reducing exposures

Sec.-Treas. Eric Scherzer of Oil, Chemical & Atomic Workers Local 8-149, emphasized that the "right to know must be part of a campaign to reduce exposures or it's a meaningless right." He told how a local union can best make use of its right to know.

Use the MSDS to find out the possible health problems in the workplace, he said, then make sure the worker training program is adequate. If it isn't, Scherzer continued, push for changes by getting these union rights bargained into the contract. He told of one plant where the union's industrial hygienist now runs the training program and has complete access to chemical information, exposure data and other records, thereby greatly improving safety on the job.

Auto Workers industrial hygienist Peter Dooley discussed collective bargaining strategies, keying on the grievance procedure and how to negotiate right-to-know language into the contract.

Dooley stressed that the federal RTK regulations are minimum requirements that can be incorporated into the contract and later improved. Often grievances about workplace hazards lead to contract language, he noted.

Lump-sum pay adds to gains of new pacts

Collective bargaining in the first quarter of 1987 yielded average wage increases of nine-tenths of 1 percent during the first year—up slightly from the eight-tenths of 1 percent average during the same period in 1986.

As in the past, the figures compiled by the Bureau of Labor Statistics seriously understate gains made at the bargaining table because they exclude lump-sum payments which have become an increasing factor in labor-management negotiations.

If up-front lump-sum payments were included, there would be a significant difference. For the more than one-third of the union members whose contracts were negotiated in the first quarter, these one-time payments pushed first-year gains up to 1.6 percent.

Not including the lump-sum payments, wage increases for the 230,000 workers involved will average 1.7 percent a year over the life of the contracts, most of which will run for three-year periods, the Labor Dept. said.

Changing wages

Under the contracts negotiated in the first quarter, 143,500 workers will receive wage increases averaging 3.3 percent annually, 52,000 will have their wages frozen at present levels, and 33,700 will take pay cuts averaging 2.4 percent a year.

The data presented an uneven economic picture that in large measure was a reflection of the devastating impact the nation's runaway trade deficit has had on workers in industries ravaged by imports.

In the manufacturing sector, which has borne the brunt of one-way foreign trade, contracts negotiated in the January-March period provided an average first-year decrease of 1.8 percent and an average annual decrease of three-tenths of 1 percent. About one-fourth of these settlements were in the import-beleaguered steel industry.

By contrast, nonmanufacturing agreements—primarily in the construction, retail food, real estate and service industries—produced an average initial gain of 2.6 percent and an average annual increase of 2.9 percent over the life of the agreements.

COLAs declining

Cost-of-living adjustment clauses are on the decline, the BLS said. At one time, contracts covering 60 percent of all union workers contained COLA provisions, but that number has dropped to only 38 percent.

Non-COLA agreements negotiated in the first quarter provided an average increase of two-tenths of 1 percent initially and 1.3 percent a year over the life of the contract. Those which adjust wages to help ease the impact of inflation, however, will produce increases of 2.5 percent both in the first year and annually over the life of the agreement, the BLS said.

Another 105 contracts, covering more than 350,000 workers, expired by the end of the first quarter but new pacts either had not been negotiated or were awaiting membership ratification. These agreements were concentrated in the steel, airline and railroad industries.

Job training program spurred in California

Sacramento, Calif.—The AFL-CIO's Labor Institute of Public Affairs and the federation's Human Resources Development Institute are collaborating on an effort to get local unions actively involved in California's state-funded job training program.

The goal is to help encourage employed union members to acquire the advanced skills needed to stay on top of a technologically changing job market and to provide retraining for workers facing layoffs or displaced by plant closings.

California's Employment Training Panel, which administers the program, has awarded a $110,000 contract to LIPA for a 10-month promotion and technical assistance program. It will include video tape production, mailings, specialized conferences, telemarketing and other communications tools to reach local unions and central bodies.

Nation's union members begin presidential selection process

AFL-CIO news

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GOP loses bid to undermine prevailing pay

The Senate Armed Services Committee voted down a Republican attempt to gut the Davis-Bacon and Service Contract prevailing wage laws, but a new attack on worker protections is expected in the House.

Sen. Phil Gramm (R-Tex.) proposed to exclude defense contracts of less than $1 million from the two prevailing wage and benefit laws. He was beaten on an 11-9 vote, with all committee Democrats opposed.

The outcome reflected the political change in the new Congress. Last year, under Republican control, the committee voted to raise the threshold for prevailing wage coverage on defense contracts. Despite the committee rejection this year, the issue could come up again when the Senate takes up the Defense Dept. bill.

In the previous Congress, the Senate rejected the attempt to gut the Service Contract Act, which applies mainly to low-wage occupations. But it voted to keep in the defense bill a provision excluding construction contracts of less than $250,000 from Davis-Bacon coverage. The House balked, however, and the anti-worker provision was dropped in a House-Senate conference.

An anticipated attack on Davis-Bacon coverage in the House is considered less of a threat.

Weakening amendment

Reps. William L. Dickinson (R-Ala.) and Charles W. Stenholm (D-Tex.) are expected to offer an amendment when the defense bill comes to the House floor that would raise the threshold on Davis-Bacon coverage from $2,000 to $1 million.

That would exclude 95 percent of military construction contracts, AFL-CIO Legislative Director Robert M. McGlotten said. He urged the House to adopt instead a labor-supported substitute by Reps. Austin J. Murphy (D-Pa.) and Augustus F. Hawkins (D-Calif.) to exclude only military construction under $25,000 from Davis-Bacon coverage.

Murphy and Hawkins have also introduced permanent legislation that would raise the Davis-Bacon threshold on all federally funded construction to $50,000 for new construction and $15,000 for repair and renovation. Their bill is supported by the AFL-CIO and its building trades.

Kirkland opens Executive Council discussion of labor's agenda.

Council presses Senate to enact strong trade bill

By David L. Perlman

Trade deficit reduction and international workers' rights will be principal AFL-CIO goals as the Senate shapes its version of trade reform legislation.

Both are part of the trade bill the House passed on Apr. 30 by a 290-137 vote. The Executive Council praised the House bill as a responsible approach to a serious and worsening trade crisis.

The council called on the Senate to follow suit "by enacting a broad trade bill that provides hope to American workers suffering from the impact of unfair and one-sided trade."

It endorsed two bills introduced by Sen. Donald W. Riegle Jr. (D-Mich.) and urged that they be incorporated in the Senate's trade bill.

One Riegle proposal is the counterpart of the House-adopted Gephardt amendment. It would target nations that have used unfair tactics to roll up a big trade surplus with the United States. If direct negotiations did not bring about a solution, the offending country would be required to reduce the imbalance by 10 percent a year, either by buying more American goods or cutting back its shipments to the United States.

It's enactment "will put a deadline on talk and require a real reduction in the trade deficit," the council stressed.

At a news conference during the Executive Council meeting, AFL-CIO President Lane Kirkland noted that trade negotiations with other countries continue endlessly "and have proved quite unproductive."

Key to turnaround

Without an approach comparable to the Gephardt amendment, Kirkland said he saw no prospect of any turnaround.

The House-passed bill defines denial of basic worker rights, such as suppression of free unions or use of child labor, as an unfair trade practice that could subject the offending nation to retaliation under U.S. trade law. Rep. Don J. Pease (D-Ohio) originally sponsored the concept.

Riegle's counterpart bill has been largely incorporated into the trade measure being drafted by the Senate Finance Committee, but an attempt to dilute or eliminate it is likely when the bill is before the Senate.

The Administration has opposed a

Continued on Page 3

Council puts endorsement drive in gear

By John M. Barry

A massive effort to involve union members and their families in the process of choosing the next President of the United States was kicked off by the AFL-CIO at the Executive Council's spring meeting.

"Our goal in this political education effort," Federation President Lane Kirkland said at a news conference, "is to increase participation within our ranks, and by doing so, to strengthen solidarity and to build a more effective American labor movement."

The first step, Kirkland said, is the widest possible distribution among affiliates and their members of information on the presidential candidates' positions. These are set forth by the candidates themselves in responses to five questions—four written and one videotaped—which the federation submitted to 14 declared and potential candidates.

Voluntary guidelines

Materials being used in the first stage of labor's political effort were reviewed by council members during the two-day meeting in Washington. The council also issued voluntary guidelines urging affiliated unions and their officers to refrain from public endorsements of presidential candidates before a meeting of the AFL-CIO General Board tentatively set for next October. Affiliates will decide at that meeting whether the federation should make an early endorsement.

Kirkland said the candidates' answers "will give union members their first chance anywhere to see and compare the large field of candidates for President." The written answers appear in the Federationist center section of this issue of the News and will be carried by many labor publications across the country. Cassettes of the videotaped question and responses are being sent to state and local central bodies, field staff and affiliated unions for internal distribution.

In addition, unions have been urged where possible to meet directly with the

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DEMOCRACY AT WORK

YES ✓

PAGE 5

Corporate raiders victimize workers

Workers and their communities are the chief casualties of corporate takeover raids and congressional remedies are long overdue, the Executive Council declared.

Greed is the fuel for the wave of hostile takeover attempts that threaten the nation's economic health, the council charged. It warned that "no business, no matter how large or how soundly managed, is safe from attack by a raider."

The council statement pointed to the elimination of jobs in the aftermath of such successful raids as the takeover of Crown Zellerbach.

But it stressed that jobs have also been lost in costly defenses against raids. It cited the stock buyout by the Goodyear Tire & Rubber Co. and leveraged buyouts, such as Safeway Stores and Owens-Corning Fiberglas.

No economic or social benefit has come from "this frenzied takeover activity," the council stressed. "To the contrary, millions of hours and billions of dollars have been wasted on the unproductive task of restructuring corporations" as a result of the huge debts that have been incurred.

Widespread fallout

For workers—the fortunate ones who keep their jobs—the fallout of corporate raids has often been cuts in pay or benefits, or the raiding of pensions funds.

Legislation pending in Congress to curb some abuses of corporate raids and to make stock tender offers fairer to stockholders have labor's support as one part of the solution, the council said.

But further measures are needed to protect workers and their communities, the AFL-CIO stressed. The council's recommendations included:

- Speculators and raiders should not be allowed to profiteer by unloading their stock after having pushed its price up to inflated levels by their takeover ploy.
- Raiders seeking to take over a company should be required to declare their plans for the future of the firm and disclose the source of their financing to investors, workers and affected communities.
- Stock purchases financed by the sale of junk bonds should be subject to the

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5/9/87

Slaying of South African unionists draws outrage

Expressing "outrage" at the "recent upsurge in repression" against the black trade union movement in South Africa, the AFL-CIO condemned the murder of six black railway workers by police and massive government raids on the Johannesburg headquarters of the Congress of South African Trade Unions.

These actions by the Botha white minority government, the Executive Council declared, "unmask the violence which is at the root of the apartheid system."

The federation assailed the Botha regime for resorting to brutality in its effort to "crush an eight-week-long strike for better conditions by the South African Railway & Harbor Workers Union and to frighten a trade union movement that is at the forefront of the struggle" to dismantle South Africa's racist structure.

"The killing of trade unionists, the dismissal of 16,000 striking workers, the refusal to negotiate with their trade union and the attacks on trade union headquarters reveal the true intentions of Pretoria—the suppression of independent trade unions and of those who dare to speak out in behalf of human dignity, workers' rights and racial equality," the council declared in its statement.

Aggression must end

The federation demanded that the white-minority government halt its "aggression" against the black-led South African trade union movement, enter into negotiations with the striking union and reinstate all laid-off workers.

"Police interference in trade union activities must cease and unions must be allowed to exercise their rights in accordance with internationally recognized labor standards," the statement insisted.

The council rejected the justification advanced by the regime of President P.W. Botha—that the murder of the strikers was in response to "acts of violence"—calling the South African government claims "preposterous and transparent in their mendacity."

The AFL-CIO pledged its continued support for South Africa's independent black trade union movement, "that country's principal force for peaceful change," and extended condolences to the families of those "murdered in the struggle for justice, democracy and trade union freedom."

Meanwhile, police surrounded COSATU headquarters in Johannesburg for seven hours and arrested 11 strikers for alleged involvement in the stabbing deaths of four scabs at the government-run railroad system.

Violence deplored

COSATU General Sec. Jay Naidoo made it clear that the labor movement has never condoned violence in the resolution of union disputes. But he called it "disgraceful for the government to exploit the deaths to stir up its propaganda war against us as a legal trade union federation."

Naidoo accused the white-minority government of ransacking COSATU's offices, detaining key leaders, restricting legitimate trade union activities, and creating a climate of public distrust of the labor movement.

Council members hear from NAACP Executive Director Benjamin Hooks on the decline of federal civil rights initiatives under President Reagan. From left, AFL-CIO Vice President Murray Finley, Sec.-Treas. Thomas Donahue, Hooks, President Lane Kirkland and Vice Presidents Jay Mazur, Richard Kilroy and William Winpisinger.

Presidential selection process opens

Council issues guidelines for affiliates on endorsements

Continued from Page 1

candidates during the next several months.

The overall theme of the effort is "Democracy at Work," reflecting the federation's intent, as Kirkland put it, "to conduct the most open and thorough process of consultation and communication with our members that is within our power." During the summer and fall, he said, "our members will be telling us what they think about the candidates."

Other candidates who may emerge between now and the October General Board meeting will be encouraged to make their views known to union members in various ways available to them, Kirkland said, but they will not be added to the videotaped or written responses of the initial group of eight Democrats and six Republicans. To do so would be unfair to the candidates whose responses did meet the schedule, he said, and a cutoff point had to be set to assure enough time to elicit the views of union members.

The council's guidelines for the political process, besides the appeal to refrain from endorsements, urge that prior to the General Board meeting:

- National and international union officers and staff should not participate on candidates' committees, solicit funds for candidates or provide them with funds or other resources.
- Unions should extend equal courtesy and cooperation to all candidates for the presidential nomination.
- Affiliates should use "their own methods of determining the views and preferences of their members in a manner that leads to a bottom-up, rather than a top-down decision."
- Early 1987 political events should be considered on a case-by-case basis, with labor delegates to conventions or conferences being urged to vote their individual preferences so that such votes are not viewed as the position of any national or international union.

Consideration of the political process, including a viewing of the videotape prepared by the Labor Institute of Public Affairs of the candidates' responses to the single broad question, consumed most of the second day of the meeting.

A visitor on the opening day was Benjamin Hooks, executive director of the NAACP, who reviewed the decline of federal civil rights initiatives under the Reagan Administration. Also at its opening session, the council adopted a statement calling on the Senate to match the House in passing strong trade deficit reduction provisions. And it urged legislation to curb the "epidemic" of mergers and corporate takeovers that it said threatens the nation's economic health.

Other statements hailed the 40th anniversary of Israel and restated the federation's solidarity with Histadrut, that country's labor federation; denounced the upsurge of repression against the black trade union movement in South Africa, and called for the opening of the United Nations files on Nazi war criminals.

On trade union matters, the council endorsed consumer boycotts of two companies that have locked out their union workers—McCreary Tire & Rubber Co. of Indiana, Pa., and the U.S. Playing Card Co. of Norwood, Ohio. The union-busting tactics of IBP Inc. at its Dakota City, Neb., packinghouse also were condemned.

The council urged support of the special fund set up to aid the victims of the Bridgeport, Conn., construction tragedy and approved a $5,000 contribution from the federation.

Details of these actions are covered elsewhere in this issue.

Contributions also were approved to the Citizen/Labor Energy Coalition, National Consumers League, No Greater Love, and the Citizens Network on International Affairs.

Committee reports

Progress reports of council committees were presented by Sec.-Treas. Thomas R. Donahue on the evolution of work and by Vice Presidents Gerald McEntee on Montana's rejection of a constitutional convention to mandate a balanced federal budget, William Wynn on recent defeats of "right-to-work" bids in Oklahoma and New Mexico, John T. Joyce on defense and Frederick O'Neal on civil rights.

The council also heard staff reports from Legislative Director Robert McGlotten, Research Director Rudy Oswald, Organizing Director Charles McDonald, COPE Director John Perkins, LIPA Director Larry Kirkman, and Ray Denison, president of the Union Privilege Benefit Programs.

At his opening day news conference, Kirkland responded to a question about the state of his health following his recent kidney surgery that he is now about "90 percent" recovered and expects to be 100 percent "before too long." He said he is on no medication and requires no further treatment.

The council's next meeting will begin Aug. 17 at the Meany Studies Center in Silver Spring, Md., when the new archives building on the campus will be dedicated.

Central American economy explored

Tegucigalpa, Honduras—Labor, government and business leaders held an exploratory session here on the prospects for forming a Central American Development Organization to help resolve the social, political and economic problems of the region.

The concept of a tripartite organization was first proposed by the AFL-CIO and the region's trade union federations in 1983. The initial proposal was presented to the National Bipartisan Commission on Central America on which Federation President Lane Kirkland served.

CADO's goal would be to further human rights and democratic development and to make recommendations concerning the funneling of economic assistance into Central America.

Representing the AFL-CIO at the session here were President John T. Joyce of the Bricklayers, a federation vice president, and Executive Director William C. Doherty Jr. of the American Institute for Free Labor Development.

Although sharp differences emerged among the delegations, there was general acceptance of the basic premise that CADO could serve a vital role in reducing the tensions between the economic sectors of each country and in helping assure a democratic solution to the area's problems.

The proposal will continue to be explored at another session to be held within the next two months.

Besides the United States, delegations attended from Panama, Costa Rica, Honduras, El Salvador, Guatemala and Belize.

Sealed UN files help Nazis evade war crime trials

To serve the ends of justice, the United Nations should open long-sealed files on war criminals so participants in the "gruesome Nazi atrocities" of nearly half a century ago can be brought to trial, the Executive Council insisted.

Noting the rising tide of public debate over the possibility that Soviet bloc nations have forged evidence in a move aimed at "dividing American ethnic groups," the council emphasized that "a clear, unimpeachable and reliable body of evidence continues to be shielded from public scrutiny."

The evidence covers approximately 40,000 suspected war criminals, some 25,000 of whom "warranted prosecution," the federation said. It is contained in the War Crimes Files of the United Nations—evidence gathered in the aftermath of World War II by the Allied War Crimes Commission.

After the commission completed its work, it turned the records over to the UN "for safekeeping" with the intention that the documents would "contribute to bringing other war criminals to justice," the statement emphasized.

Access restricted

"Inexplicably, UN officials have since restricted access to the files, maintaining that permission must be secured from the 17 nations that comprised the commission," the council said.

"The AFL-CIO believes the enormity of Nazi crimes outweighs such narrow procedural arguments," the federation said, calling on UN Sec.-Gen. Javier Perez de Cuellar to open the files so that the documentary evidence can be used to track down the guilty.

The council emphasized that "continued opposition to access to this important source of information acts as an impediment to the punishment of those guilty of crimes against humanity."

Council salutes Israel on 40th anniversary

The Executive Council sent 40th birthday greetings to the state of Israel, praising it as "the only free and democratic state in the Middle East."

The council said Israel's "strong commitment" to democracy and social justice has been maintained and strengthened despite "the relentless war waged against it by Palestinian terrorists and neighboring Arab dictatorships."

"We greet Israel's democratic achievement with particular satisfaction," the labor federation declared, "recognizing it as a state built on the pioneering vision of the trade union movement and trade union values."

The council statement hailed the role that Histadrut played "in shaping the social, economic and cultural life of Israel" and lauded the labor federation for its "defense of the rights of all Israeli workers, irrespective of their race or national origin."

The council called on affiliated unions to continue their strong support of Israel and to give Histadrut the moral support it needs in its social, economic, educational, cultural and health initiatives that have "contributed significantly to the strength of Israel's democracy."

High-rise tragedy

Reagan safety policy draws council's fire

The deaths of 28 union construction workers when a high-rise building collapsed in Bridgeport, Conn., underscore the need for Reagan policy changes and legislative reform to ensure that federal safety standards are adopted in a timely manner and effectively enforced, the Executive Council said.

"The Bridgeport accident grimly portrays the hazards in the construction industry where more than 2,500 workers are killed each year," the council stressed. It accused the Occupational Safety & Health Administration of failing to recognize "the high risk and potential catastrophic consequences that exist in the most hazardous occupations" and branded OSHA's existing construction safety standards "woefully outdated."

The council charged that Reagan Administration delays have added years to the adoption of revised standards, while the quality of construction industry inspections has deteriorated.

Enactment of construction safety and health legislation being sought by the federation's Building & Construction Trades Dept. is essential to address the many shortcomings of OSHA, the AFL-CIO statement said.

Worst tragedy in decade

The council noted that the Bridgeport tragedy was the worst construction accident in the United States since 1978 when 51 building tradesmen were killed in the collapse of a cooling tower under construction in Willow Island, W.Va.

The causes of the Bridgeport accident are still under investigation by OSHA and the National Institute for Occupational Safety & Health and it may be several months before reports are issued on the exact causes. Besides testing the concrete used in the floors and checking the placement of the footings, OSHA and NIOSH are examining the building design and the earth beneath the building.

The council cited earlier safety problems at the Bridgeport site and stressed that the local area OSHA office had refused to honor union complaints requesting immediate hazard inspections. With only two on-site construction inspectors for the entire state, there have been considerable delays in the inspecting of construction sites, the council added.

It stressed that OSHA is still citing employers for fewer hazards and imposing reduced penalties even though the agency has targeted the construction industry for more inspections since 1982. Still the number of workers suffering serious injuries on the job has not decreased.

Death toll

The Apr. 23 Bridgeport collapse killed eight Carpenters, seven Laborers, seven Iron Workers, three Plumbers & Pipefitters, one Electrical Worker and one Operating Engineer, along with the son of an Iron Worker who was on the site. Eleven other tradesmen were injured.

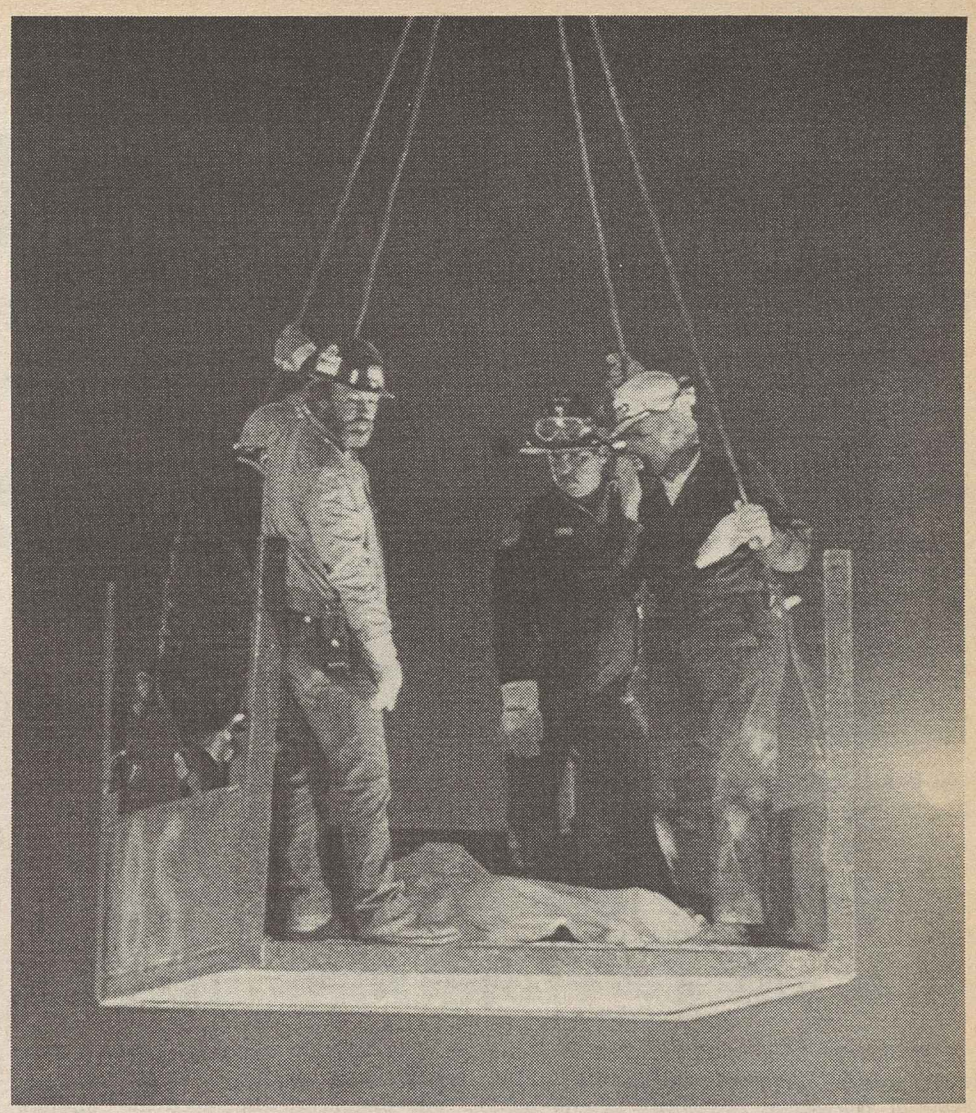
In expressing its "heartfelt condolences to the families and friends of those killed" in the accident, the council urged unions and their members to contribute to a special fund set up to assist the families of the victims.

Contributions can be sent to the Bridgeport Building Trades National Disaster Relief Fund, 1211 Howard Ave., Bridgeport, Conn. 06605. The council contributed $5,000.

The nearly block-long pile of rubble resulting from the collapse was carefully dismantled piece by piece by a small army of union volunteers and area firemen who often worked around the clock to get the job done—a job that took a physical and emotional toll on the city's union building tradesmen.

Ron Nobili, business manager of Laborers Local 665, credited the union volunteers with being able to clean up the site in a week's time. "Only organized labor could have made such a massive rescue effort without any additional injuries," he said.

Local building trades leaders expressed hope that the tragedy will at least have a positive effect in getting more OSHA inspectors hired. They noted that until recently, the agency often responded to worker complaints with long questionnaires, instead of an inspection.



Union volunteers remove one of the last of 28 victims in Bridgeport, Conn.

Council presses get-tough trade bill

Continued from Page 1

strong provision to protect workers rights.

Kirkland rejected a suggestion that the close 218-214 House vote for the Gephardt deficit-reduction amendment reflected a softening of public support for labor's position.

"I think the trade issue is a burning issue with the American people," he responded, "and I don't think that issue is going away, nor is it lessening."

While the Senate Finance Committee has nearly completed its markup of the trade bill, the measure is not expected to be ready for the Senate floor until June. The House took up the legislation under a rule limiting amendments that could be proposed, but the Senate will be under no such constraint.

A House-Senate conference will seek to resolve differences between the two bills.

Meanwhile, the Reagan Administration let it be known that it has serious objections to several provisions in the House bill and in the measure being marked up by the Senate Finance Committee—apart from the Gephardt amendment.

The White House doesn't like improvements in the trade adjustment assistance program to help workers whose jobs are wiped out by imports.

It wants more "flexibility" to allow the President to ignore congressional directives. And it opposes the labor standards protections the AFL-CIO has pressed.

But the Administration stopped short of the tough veto threats that in past years have caused Congress to back away from a confrontation. Veto warnings have proved less intimidating in the twilight of Reagan's presidency than in past years.

Even the watered-down bill the House Republican leadership proposed as a substitute for the trade bill that was enacted contained provisions the Administration had branded "unacceptable."

Key congressional panels act on health hazard warning bill

House and Senate subcommittees approved similar versions of a high-risk notification bill and the AFL-CIO urged fast-track action to move the legislation through Congress.

The bills endorsed by both the Senate Subcommittee on Labor and the House Subcommittee on Health & Safety would commit the government to seek out, notify and offer counseling to persons whose health may have been impaired by on-the-job exposure to hazardous substances.

A Risk Assessment Board, to be set up in the Dept. of Health & Human Services, would identify workplace health hazards and seek to locate persons in the high-risk category.

AFL-CIO Legislative Director Robert M. McGlotten stressed in a letter urging approval by the full Senate Labor Committee that early diagnosis and treatment "can save lives and help reduce the staggering costs of medical care."

Occupational diseases generally have long latency periods, McGlotten stressed. He pointed to former asbestos workers, cotton textile workers, vinyl chloride workers and coke-oven workers who are disabled or dying of as a result of ailments stemming from their work.

Passage of a high-risk notification bill has been a major legislative goal of the AFL-CIO Industrial Union Dept., and the measure has substantial bipartisan support despite the Reagan Administration's opposition. The chairmen of the House and Senate subcommittees that approved the measure are its principal sponsors—Rep. Joseph M. Gaydos (D-Pa.) and Sen. Howard M. Metzenbaum (D-Ohio).

An adjournment logjam kept similar legislation from reaching a vote in the last Congress, and supporters began their efforts early in this session.

Metzenbaum and Gaydos agreed to some modifications in last year's bill to pick up important support from major chemical companies. But the Administration remained adamant. Three Cabinet members—Health & Human Services Sec. Otis R. Bowen, Attorney Gen. Edwin Meese and Labor Sec. William E. Brock—wrote Gaydos that they will recommend that President Reagan veto the bill "if it is presented to him in its current form."

The Administration has suggested a study commission to consider the issue of notification as a facet of the Occupational Safety & Health Administration's hazard communications standard.

Gaydos countered that OSHA already has the power to move along the lines the Administration advocates, but it hasn't done so.

Seniors pay price for Medicare cuts

A General Accounting Office report tracing cutbacks in Medicare and Medicaid under the Reagan Administration points up the need for improving health care protection for the elderly, AFL-CIO Social Security Director Bert Seidman said.

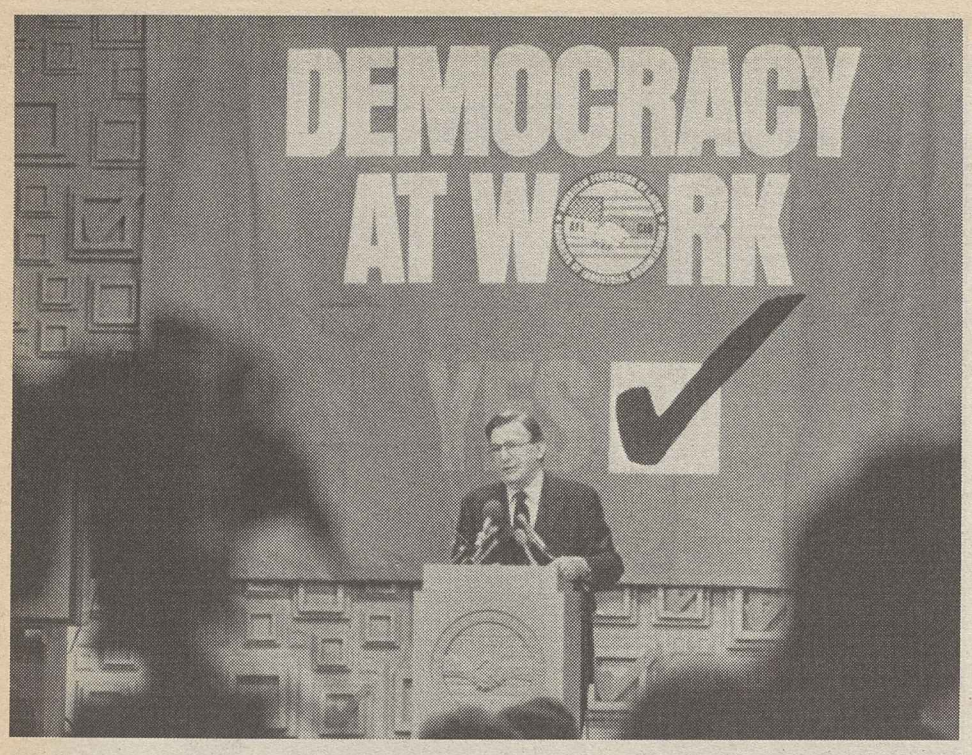
The GAO study showed that the elderly and poor are paying more for health care as a result of legislation enacted during the Reagan years. It found also that elderly Americans are actually paying a higher percentage of their income for health care than they did before Medicare was enacted more than 20 years ago.

The GAO report was prepared at the request of Rep. Edward R. Roybal (D-Calif.), chairman of the House Committee on Aging. Roybal noted that the shift of costs to the aged and poor would have been even greater if Congress had enacted all of the Reagan Administration's legislative proposals.

He termed the GAO report "a convincing argument" for action by Congress and the Administration to prevent further out-of-pocket cost burdens on Medicare and Medicaid recipients.

Seidman agreed, and pointed out that the AFL-CIO has urged Congress to add broad catastrophic health protection to Medicare and begin to address the heavy financial costs of long-term care.

Executive Council in session at federation headquarters explores issues vital to workers.



Lane Kirkland unveils AFL-CIO's program for involving union members in the decision on an early presidential endorsement for the 1988 campaign.

Council raps poverty wages, job safety violations at IBP

The Executive Council called on billionaire Armand Hammer, chief executive officer of Occidental Petroleum, to end the "poverty wages and horrendous work conditions" that forced 2,800 Food & Commercial Workers to strike the Dakota City, Neb., plant of Occidental's subsidiary, IBP Inc.

At the same time, the council assailed the "deplorable safety record" at IBP, formerly Iowa Beef Processors and the world's largest meatpacker.

Although IBP workers must cope with injury and illness rates that run 23 percent above the national average, the company has been exempt from workplace inspections because its self-maintained safety records submitted to the Occupational Safety & Health Administration claim injury rates that are only a fraction of those that have actually occurred.

Under threat of subpoena, the council noted, IBP was forced to appear before a congressional subcommittee investigating fradulent OSHA recordkeeping by employers trying to avoid safety inspections.

The federation renewed its plea to OSHA to end its reliance on employer-maintained safety logs and to mete out to IBP "the maximum penalty for any illegalities discovered, so that other companies are deterred from similar practices."

The statement condemned the "intransigence" of IBP and Occidental Petroleum for locking out UFCW members last December because they rejected a four-year wage freeze. Three months later, Local 222 turned the lockout into a strike, voting overwhelmingly to reject company demands for pay cuts that would have reduced hourly wages below 1981 levels.

"Substandard wages and working conditions at IBP have helped it amass substantial profits," the council declared, noting that in 1986 the parent company reported IBP had operating profits of $177 million. Citing the financial record, the council said the actions of IBP and Occidental "show their contempt for human dignity."

Lockouts assailed

The council also threw its support behind the members of Retail, Wholesale & Dept. Store Locals 256 and 257 who have been locked out by the U.S. Playing Card Co. of Norwood, Ohio, since Nov. 30, 1986, when management's unilateral imposition of drastic wage and benefit cuts destroyed more than 30 years of "a harmonious bargaining relationship."

And it called on all union members and their families to support the 200 members of Rubber Workers Local 947, who have been locked out by McCreary Tire & Rubber Co. of Indiana, Pa., since they refused the company's "unreasonable demands for wage cuts, benefits reductions and other concessions."

The council has put both U.S. Playing Card and McCreary on its "don't patronize" list and has called on union members to join in boycotting the products of these two companies.

Workers lose out in corporate raids

Continued from Page 1

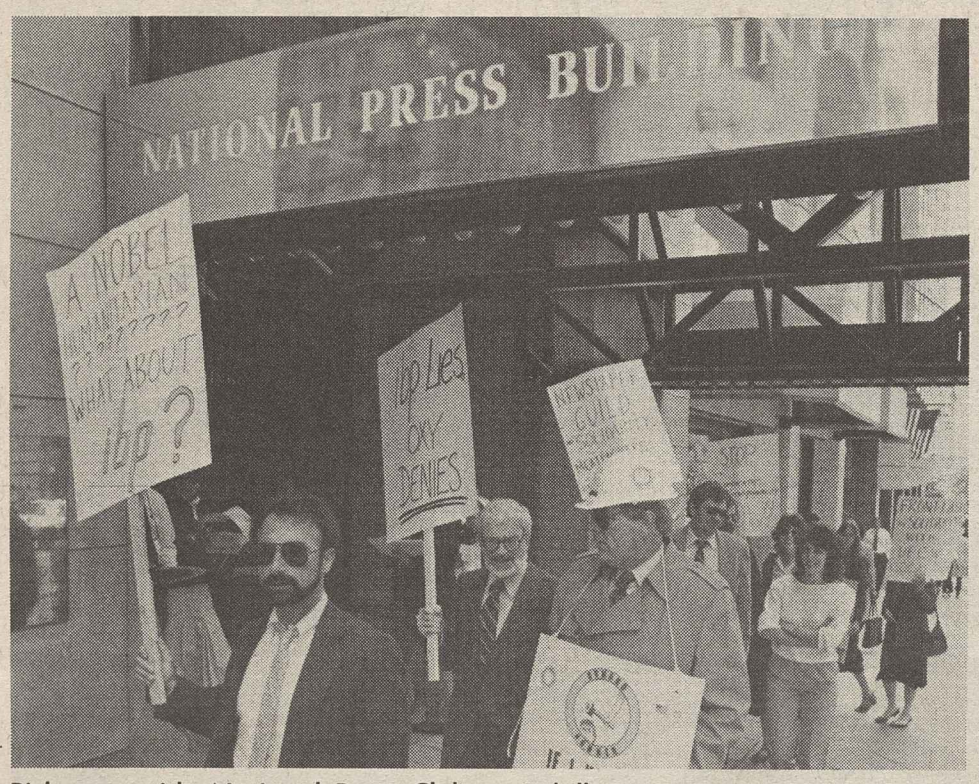
Federal Reserve Board's margin requirements.

- Collective bargaining agreements should be binding on the corporate successors or new owners of a company for the term of the agreements.
- New owners shouldn't be allowed to pay off costs of acquiring a company by tapping a pension fund and pocketing so-called surplus funding.
- Top managers of an acquired company shouldn't be allowed to escape from the consequences of a reorganization on "golden parachutes" at the expense of rank-and-file workers whose jobs are also eliminated. Just as employers aren't allowed to discriminate in retirement plans affecting workers and executives, they shouldn't be permitted to discriminate in severance benefits by giving special privileges to executives.

Anaheim public workers join Service Employees

Garden Grove, Calif.—Members of the Anaheim Municipal Employees Association, representing 900 city workers, voted overwhelmingly to join the Service Employees' Orange County Public Employee Council.

This was the fourth consecutive organizing win over the past year in a drive that has added more than 2,500 to the membership rolls of the SEIU council. The other victories were: Santa Ana, 761 city workers; Costa Mesa, 283 city workers and Orange County, 565 blue-collar workers.



Pickets outside National Press Club urge billionaire Armand Hammer—in Washington to autograph copies of his autobiography—to get IBP Inc. to accept a new UFCW contract restoring wages that were unilaterally cut.

Benzene exposure on job means high leukemia risk

Push on for lower limits to save lives

By Arlee C. Green

A new government study found that workers occupationally exposed to benzene at the current federal limit for 40 years would have a 154 times greater risk of contracting leukemia than the population at large.

The findings strengthen earlier studies to point up the critical need for reducing the exposure limit, the AFL-CIO said.

Federation Safety Director Margaret Seminario noted that the study by the National Insitute for Occupational Safety & Health shows that a decrease in the exposure limit would save many workers' lives. Even OSHA's proposed reduction, which is one-tenth the current limit, would still put workers at a 70 percent greater risk of leukemia than the general population.

Seminario cited organized labor's long push for a limit to one-half part benzene per million parts of air, a 20-fold reduction from the current limit of 10 ppm. OSHA proposed to lower the level to 1 ppm last year. The researchers found that reducing the exposure limit to one-tenth of 1 ppm would reduce the risk to virtually the equivalent risk of the general population.

Greater risk

The risk-assessment study was a follow-up on earlier research involving 1,165 rubber workers at three plants. They included all workers employed in the rubber hydrochloride departments between Jan. 1, 1940, and Dec. 31, 1965. The follow-up study which covered through the end of 1981 showed 819 were still alive, 330 had died and 16 were not located, but presumed to still be alive.

The researchers reported nine leukemia deaths, nearly four times the number expected for that size population. Exposures for those workers who died from leukemia ranged from one month to 23 years. The latency periods ranged from two years to 37 years and the workers' ages at the time of death ranged from 28 to 69. Two of the workers died before age 30, after less than 18 months exposure at what would have been equivalent to 1 ppm every workday for 40 years.

Cancer fatalities

The study, published in the New England Journal of Medicine, also found four times the expected rate of multiple myelomas—tumors of the bone marrow. It is of "interest that three of the four deaths from multiple myeloma . . . occurred in the group with the lowest cumulative exposure to benzene and that all four persons who died had exceptionally long latency periods," the study said.

OSHA said it will shortly finish work on a final rule which will then be sent to the Office of Management & Budget for review. OSHA said it hopes to publish the final rule in June.

OSHA first proposed to reduce the worker exposure level in 1978, based partly on the results of studies showing the link between benzene and leukemia. That rule was struck down by the Supreme Court in 1980 on the ground that OSHA had not proven the need for a new standard. In the seven years since that ruling, OSHA rejected setting an emergency standard and had to explain its inaction in court, but no specific timetables were set for producing a new rule.

The final rule will likely have a short-term exposure limit. The short-term limit was dropped from the proposed rule after OMB objected to it. But last July's court decision on ethylene oxide served notice on OSHA that it must include such limits or explain why it cannot.

CLUW 'Hit' and 'Ms' lists mark women's foes, friends

The Coalition of Labor Union Women issued its first "Hit" and "Ms." list, an assessment of individuals and organizations that have hurt and helped working women over the past year.

The list was released as part of CLUW's observance of Working Women's Awareness Week, May 10-16.

Nominations were received from state and local chapters, with the final selections made at CLUW's executive council meeting last month.

Those making the "Ms." list have "advanced the image of working women over the past 12 months and deserve our applause," CLUW said.

They include the Supreme Court for its recent rulings on affirmative action, sexual harassment and maternity and disability rights; actress Jean Stapleton for her work on behalf of older women; President Dorothy Height of the National Council of Negro Women, and the state of Massachusetts for child care programs described as "the Rolls Royce of day care" for working parents.

Other winners on the "Ms." list were film maker Jean Kilbourne; Dr. Mathilde Krim; Merck, Inc., for its extensive family and leave policies; the film "Extremities," which explored violent crime against women from a women's perspective and two television programs, "L.A. Law" and "Cagney & Lacey."

By contrast, those who made CLUW's "Hit" list were selected for actions over the last 12 months that "hindered and degraded the image of working women," CLUW said.

Badge of dishonor

The Beastie Boys—a rock group whose lyrics suggest violence against women—was bounced from the final hit list by Fantastic Sam's, a nationwide beauty salon franchise that forces its employees to adopt nicknames like "Foxy" and "Bubbles." But there was no shortage of contenders for the badge of dishonor.

Comedian Joan Rivers made the list for her slaps at nurses, flight attendants and telephone operators; Carl Icahn of Trans World Air Lines for his "comments and attitudes" about flight attendants, and fashion designer Norma Kamali for refusing to recognize a union in her garment shops. Maryland's Linda Chavez, the unsuccessful Republican candidate for the Senate, won a special vote as the "dirtiest politician of the year."

Others on the dishonor roll were the U.S. Chamber of Commerce, the Wendy's hamburger chain, Singapore and British Calendonia Airlines, Phyllis Schlafly and the sports divisions of the three major television networks.

CONVENTION

The Vermont AFL-CIO will hold its 1987 convention Nov. 6-8 in Stratton Mountain.

The AFL-CIO American

Federationist

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DEMOCRACY AT WORK YES ✓

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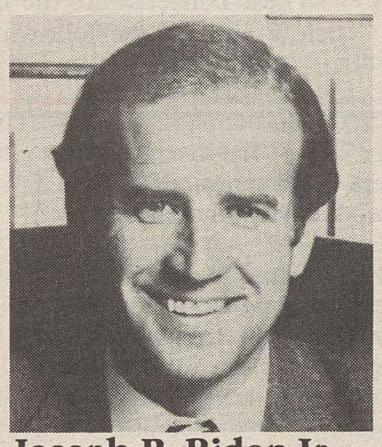
The Candidates on the Issues

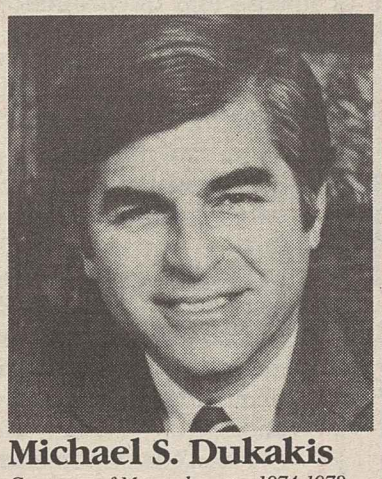
Bruce Babbitt

Governor of Arizona, 1978-1987; Attorney General, 1975-1978; Attorney, Brown, Vlassis & Bain, 1967-1975; Attorney, Office of Economic Opportunity, 1965-1967.



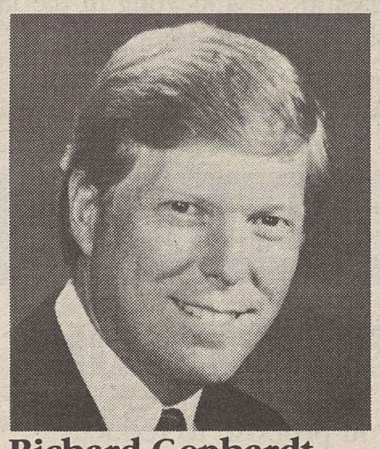
Joseph R. Biden Jr.

U.S. Senator (Delaware) 1973—; Chairman, Judiciary Committee; ranking Democrat, Foreign Relations Committee



Michael S. Dukakis

Governor of Massachusetts, 1974-1978 and 1982—.

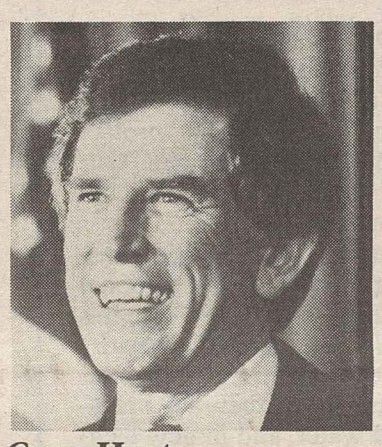


Richard Gephardt

Chairman, House Democratic Caucus, 1985—; U.S. Representative (Missouri), 1977—; Board of Aldermen, 1971-1976.

Albert Gore Jr.

U.S. Senator (Tennessee), 1985—; U.S. Representative, 1977-1985; Reporter, Nashville Tennessean, 1970-1976.

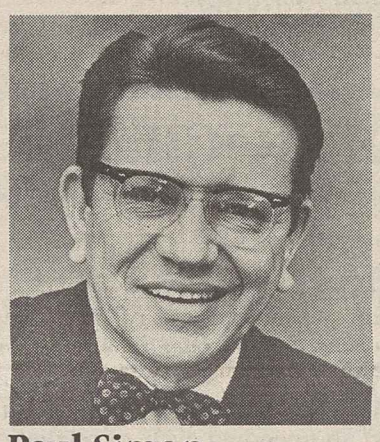


Gary Hart

U.S. Senator (Colorado) 1975-1987; co-founder, Congressional Military Reform Caucus, 1981; manager, McGovern Campaign, 1971-72; Attorney, Departments of Justice and Interior, 1964-67.

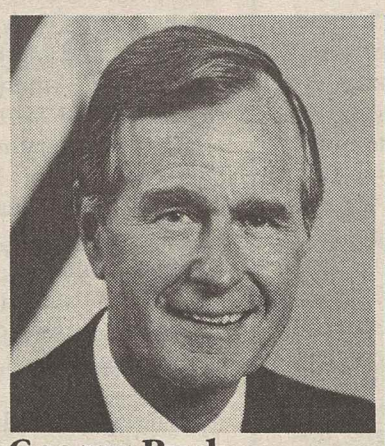
Jesse Jackson

President, National Rainbow Coalition, 1984—; President, Operation PUSH, 1971-1983; Executive Director, Operation Breadbasket, 1966-1971.



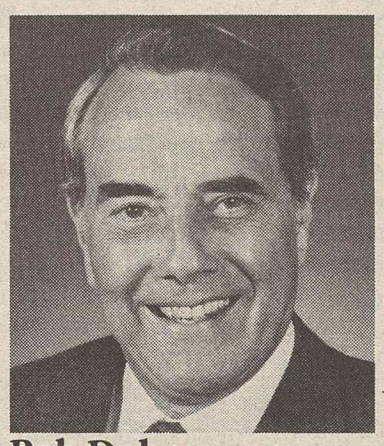
Paul Simon

U.S. Senator (Illinois) 1985—; U.S. Representative, 1975-1985; Lieutenant Governor, 1968-1972; Newspaper Publisher, 1948-1966.



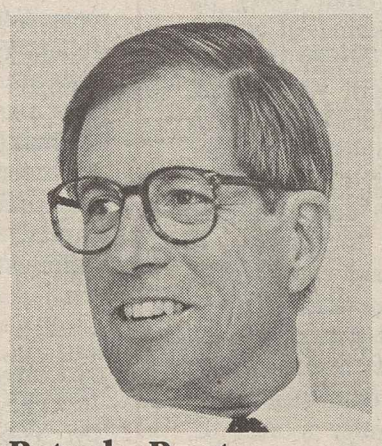
George Bush

Vice President of the United States, 1981—; U.S. Representative, 1967-71; Ambassador to China, 1974-75; Director of Central Intelligence, 1975-77.



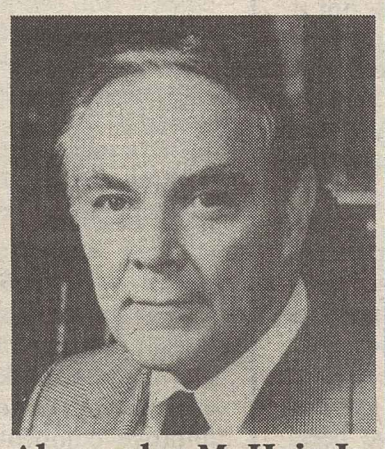
Bob Dole

Senate Republican Leader, 1987—; Senate Majority Leader, 1985-86; U.S. Senator (Kansas), 1969—; decorated World War II combat veteran.



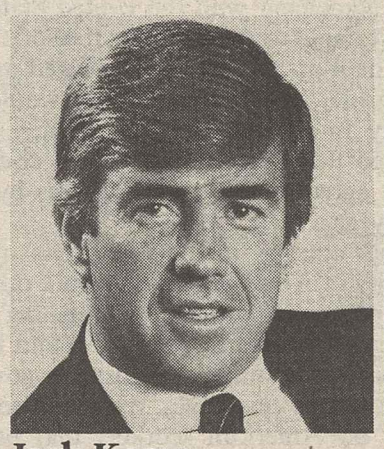
Pete du Pont

Governor of Delaware, 1977-1985; U.S. Representative, 1971-1977; State Legislator, 1969-1971.



Alexander M. Haig Jr.

Secretary of State, 1981-1982; Supreme Allied Commander of NATO, 1974-1979; Chief of Staff to President Nixon, 1973-1974; founder/President, Worldwide Associates, 1982—.



Jack Kemp

U.S. Representative (New York), 1971—; Pro Football Quarterback, American & National Football Leagues, 1957-1970.

Pat Robertson

Founder/Chairman, Christian Broadcasting Network, 1959—; founder, Operation Blessing, 1978—; Broadcast News Analyst, 1975—; Chancellor, CBN University, 1978—.

The Candidates on the Issues

The AFL-CIO asked 14 declared and potential candidates for the Democratic and Republican Party presidential nominations in the 1988 election to respond in writing to four questions on key issues. The goal is to help our members and their families exercise their civic rights and responsibilities, to become more involved in deciding which candidate or candidates offer the standard of leadership this nation seeks.

The American standard of living is under attack. Persistent unemployment and lower pay scales have strained family budgets. Consumer purchasing power is eroding. The good jobs that formed the basis for a stable middle class are disappearing in the face of intense and often unfair foreign competition. At the same time, as the federal role has been reduced, an increased burden is being placed on state and local governments to provide community services and to rebuild deteriorating public facilities.

As the proper role for government continues to be the subject of national debate, American workers and their unions are deeply concerned about the need to provide better jobs, improved education, equal opportunity for all, affordable housing, access to health care, and all the elements necessary to give the next generation a chance at a better life than its parents.

These concerns are the basis for the AFL-CIO's questions, which appear below and on the following pages with the candidates' responses.

QUESTION 1

FOREIGN TRADE

How would you propose to reduce America's trade deficit and encourage the fair exchange of goods with other nations, while maintaining and improving our standard of living?

DEMOCRATS

Bruce Babbitt

Free traders tell us, in the face of all the evidence, that there is nothing basically wrong with the system of international trade. Protectionists want to pick fight after fight about unfair trading practices and start an unending cycle of retaliation.

My approach is a third alternative entirely. I call it balanced trade. Balanced trade concentrates on objective results ("balance") rather than subjective rules (such as "fairness") which different nations interpret differently.

Balanced trade means simply that every industrial country must keep its *multilateral* trading accounts, the sum total of all its foreign trade, in approximate balance. If you export, you import, and you do it in equal measure. The overall value of what you sell to the world must match the overall value of what you buy. If that is not the case, and you won't balance your accounts, then your victims will balance them for you—with across-the-board tariffs that increase every year.

That is balanced trade. It is a new idea in recognition of an old value: overall parity between exports and imports. All it needs is a President who is bold enough to make it happen.

Joseph R. Biden Jr.

Today's world is more complicated than the simplistic choice between free trade and protectionism. Free trade is a myth—something that never existed. And protectionism would be self-destruction—a trade war now would be like a nuclear war: there would be no winners.

Both options are defeatist. Free traders say we are powerless to change our future. Protectionists say we cannot compete against our rivals and win.

Our next President must respond to unfair foreign trade practices, not with talk, but action. He should sit down with trading partners and put "all the cards on the table": negotiating with them over trade practices, military and foreign aid support, and the value of our currencies. If needed, the President should impose tariffs on those who are unwilling to be fair traders.

Our goal must be not withdrawing from world competition but entering it to *win*. Management is going to have to worry more about building industry for the next decade, and less about next quarter's profits. Management must give workers more say in how industries are run and a share of the profits: workers must accept this responsibility and help America increase productivity and product quality.

Finally, we should not ignore the human costs of trade problems. As President, I would use tariff proceeds to fund worker retraining and relocation. And I would support ideas like wage insurance, plant closing laws, and community tax base insurance.

I don't want America to withdraw from world trade—nor do I want us to concede defeat to our rivals. Instead, I want us to prevail in the world economy, and I know that we can.

Michael S. Dukakis

The trade deficit has cost two million jobs, betraying the hopes and dreams of families and communities across our nation. Debating "protectionism" versus "free trade" misses the point. Our goal must be competitive American industries and balanced trade internationally.

Some say America must de-industrialize. I disagree. We need our basic industries. Our national security cannot become hostage to raw materials purchased, processed and manufactured abroad.

To win in world competition, we must invest in education and job training, in first-rate transportation, in clean air and water, and in new technologies that will help both new and older industries. And we must work to keep plants open, help dislocated workers, and provide older workers with new skills.

We must address unfair trade practices that subsidize foreign goods and close markets to our products. Where appropriate, we can provide limited relief from foreign competition, *but we must insist that the industries that benefit from that relief invest and modernize and become competitive.*

Finally, we must get our fiscal house in order by reducing the record deficits which devour savings, inflate the value of the dollar, attract foreign capital, make America a debtor nation and cost millions of American jobs.

Richard Gephardt

I intend to continue pushing this year, as I did in 1985, for Congress to enact a tough trade policy. The Gephardt Amendment would give this country the teeth we need at the bargaining table, in trade negotiations, to open up closed markets abroad.

Other countries found to be engaging in unfair trade practices would have a chance to negotiate a fair trade agreement with the United States. But if they won't come to the table, or if efforts to negotiate fail, or if an agreement is reneged upon by a trading partner, then U.S. sanctions would be systematically imposed under my policy. And we would keep them in place until that country acts fairly and agrees to reduce its surplus by 10 percent per year.

No other country in the world can match the productivity of American workers, but other countries are preventing us from competing head to head. They've erected trade barriers and they take us for patsies and chumps because our government won't get tough on trade. We need to get the handcuffs off American workers that have been put on us by unfair trade practices abroad. Just let us compete, that's all, and I know we'll win. And our standard of living will rise when we get America back to work.

Albert Gore Jr.

America is in a trade crisis. Over the past six years this Administration has spent and borrowed us into a very deep hole. We're tired of leaders whose idea of free trade is to tell the world, "Here—we've got lots of jobs. Go ahead and take as many as you like!" We need a strong leader who won't tolerate a declining standard of living or an economy that leaks $170 billion a year.

What has been lacking is presidential leadership and presidential willingness to back up words with actions in our dealings with trading partners. Our government must also stop making America's problems worse by borrowing more than we can afford.

We should target our resources toward long-term prosperity, productivity, and people for a change. America should prepare to compete by making better products than the Germans—not by paying wages that are lower than Brazil's. Our next generation of leaders should know that to win back American jobs, Americans need the best training programs and schools.

This country practically invented world trade, and we used it to build a better life for everybody. The next President must inspire this nation to lead the way again—and join with working men and women to bring out America's best.

Gary Hart

Trade policy must be based on America's national interest in growth and jobs. Good jobs can only be generated by an economy that invests and sells more than it borrows and buys. Since 1981, high deficits, low productivity, complacent management and blind faith in the "free market" have devastated American workers, communities and leadership in world trade.

Our recovery must begin with the courage that was missing in 1981; we must reverse Reagan priorities. But our future depends on selling more American-made goods to foreign customers within strictly enforced international agreements. We should not adopt quick-fix import controls. Percentage protectionism, like Gramm-Rudman's percentage deficit cutting, does not create one new job.

The Hart trade policy would make America tough and smart. It would increase support for education, research and training. It would strengthen sanctions against countries that ignore trade agreements and cancel the cutbacks in U.S. Customs budgets that invite the dumping of foreign goods. We should eliminate trade benefits for countries that violate worker rights. We should provide temporary protection only to industries that agree to modernize.

These policies will help produce full employment, expand the middle class, fulfill our historic commitment to end poverty and raise the standard of living for every American.

Jesse Jackson

Fair trade is essential to protect our national interests, our vital industries, and our jobs. An effective national trade policy includes aggressive federal initiatives and coordinated programs to improve competitiveness and increase American exports. We must negotiate trade agreements, through GATT and bilaterally, that are fair and mutually beneficial.

Second, the major cause of our trade deficit is

President Reagan's record budget deficits. They have driven up the value of the dollar and made our products uncompetitive in the world.

Third, we have lost our industrial and commercial competitiveness in the world because our research and development monies, over half of our scientists and engineers, and six percent of our GNP, goes toward military projects; while the Japanese have 75 percent of their scientists and engineers, and their research and development monies, working on industrial, commercial, and economic development. A nation does best what it does most. We are first in military development and they are becoming first in economic development.

Lastly, I support international labor rights. American workers can never compete with slave labor markets abroad—nor should we try. I support efforts to oppose foreign governments' actions which blatantly suppress workers' rights, imprison and kill labor leaders, and have virtually no health and safety standards.

Paul Simon

The devastation of America's industrial base caused by the massive influx of subsidized imports from low wage countries represents the most serious threat to American industry since the Great Depression—as every steelworker, autoworker, machinist, communications and textile worker and every other American worker knows so well. We are in a trade war right now and we are losing it.

That erosion of America's industrial base by foreign imports must be stopped soon.

Franklin Roosevelt wouldn't have stood for it. Harry Truman wouldn't have stood for it. And neither will I.

I didn't care what my Republican (and neo-liberal) opponents said when I cosponsored the textile and domestic content bills.

And today, I am a cosponsor of the toughest trade legislation currently before the U.S. Senate, including the worker rights and bilateral trade reduction measures.

We must be careful that the rhetoric of "competitiveness" doesn't become a new code word for wage freezes, concessionary contracts, and other anti-worker policies.

Frankly, we must see how the currently proposed trade legislation works to save American jobs.

If the enacted legislation and its actual execution doesn't work, then newer, tougher legislation may be called for.

REPUBLICANS

George Bush

The President should always look out for the national interest. First, I support strong and strict enforcement of our trade laws. We must remember, however, that protectionism helps a selected group at the expense of all Americans and overall economic growth. Limiting imports to reduce the trade deficit would: (a) raise prices to consumers; and (b) invite other countries to retaliate against our exports. The result? Loss of American jobs—lots of them.

Yes, trade must be fair. We're working hard to make sure that other countries do not subsidize or dump their products here. But the best way to reduce the trade deficit is to expand exports, not restrict imports. We're pressuring other countries to open up their markets by self-initiating unfair trade cases for the first time ever and pushing for a new trade round to bring down barriers to our exports.

However, getting our trading partners to compete fairly is not enough. Even if all markets were open, U.S. industry must still work on improving its fundamental productivity. That means resisting efforts to balance the budget by raising taxes. Increasing taxes on business at home can only raise the prices of our products and make them less competitive abroad.

Improving our fundamental productivity means making our education system second to none. It means arming our workers with the best technology. It means creating a new partnership between labor and management to strive for excellence and quality in every product we make. If we improve our fundamental productivity and ensure that everyone competes by the same rules, I'm confident that we can keep America number one.

Bob Dole

I recommend a four-point program. First we should make our determination clear to foreign nations that they must open their markets if they expect access to ours. A current example is Japan's refusal to provide a larger market share for American produced auto parts as well as the reluctance of Japanese auto producers in the U.S. to purchase more local components. This requires a strong President who will not hesitate to take vigorous action to promote sales of American products.

Second, we need tougher trade statutes to assure injured industries of swift and effective relief from unfair foreign trade practices. The emphasis on adjustment should be increased, so that industry can get back on its own feet and the jobs of American workers don't become dependent on perpetual government assistance.

Third, we must address the broader economic issues that contribute to the trade imbalance: budget deficits, global debt, exchange rates, and economic growth. The trade problem does not exist in a vacuum.

Finally, we must improve underlying American competitiveness. This means improving our research capabilities, such as federally supported laboratories; increasing our stress on education, particularly in the sciences; increasing labor-management cooperation; raising our savings rate to increase investment; eliminating unnecessary regulation which hampers business productivity. In sum, the American worker deserves better than to be cast to the winds of fate. If workers are allowed to compete fairly, they will compete well.

Pete du Pont

We should never forget that American workers are today the most productive workers in the world. Our high productivity gives us the highest standard of living in the world, and we must build on our success by continuing to improve productivity for all Americans. When bad government tax and spending policies don't get in the way, Americans can outcompete, outproduce, and outperform anybody in the world. Too often politicians have blamed American workers when their liberal high tax, big spending policies have been the real guilty party.

We must reduce taxes which make American products too expensive in world trade. We must reduce unnecessary regulations that hurt our ability to compete.

From a long-range point of view, we must improve our education system. We simply cannot prepare our young people for the future with a system designed a century ago. If America is to be competitive, education and training must continue throughout our lives. We need to help those who must prepare for second and third careers—for new work in new industries.

Our goal as Americans is to compete—and win. We should never hide behind false walls of protectionism. That is what Herbert Hoover tried to do, and it brought on the Depression. We don't need to hide behind tariff walls. If we insist on open markets, we can win. Some of these markets are closed to us today. This must end.

As President, I would negotiate from strength with those nations that use tariffs and other barriers that keep out American exports now. For example, as President, I would refuse to sign any major trade agreement that did not include significant reductions in barriers to our agricultural exports.

The Japanese want access to our American markets. They can have it if the Japanese market is opened to Iowa beef and Kansas corn. It's a very simple message to our foreign trading partners: no increase in efforts, no increase in exports.

Alexander M. Haig Jr.

I believe that America can compete with the best on a level playing field. To level that field, however, means much more than the elimination of unfair trading practices. Only a small part of our trade deficit is due to such practices. We need a broad-ranging program that recognizes the mutual interest of both America and our partners in a more balanced exchange of goods, not punitive or protectionist measures.

First, we should get our fiscal act together. High real interest rates and an unstable dollar due to massive budget deficit have taken a heavy toll of our ability to compete abroad—and at home.

Second, we should get our industrial act together. Management and labor must forge an alliance to bring America into the new industrial age of greater efficiency and higher quality. Government can help, for example, through worker retraining, tax incentives and regulatory reform.

Third, we must at the presidential level take the international lead in expanding free and fair trade rules to cover investment, services, intellectual property and agriculture. The annual economic summits offer an opportunity to accelerate this process. The President should also retain the flexibility he needs to enforce fair trade under current rules.

Fourth, we should make clear to our partners that just as we are making the hard economic choices, we expect them to do so as well.

Fifth, we should work together to reignite the growth of the less-developed countries, primary customers for our industrial exports, not just prolong their economic stagnation by increasing their debt.

Jack Kemp

I believe the American labor force can compete and prosper in the global economy. America is the most productive nation in the world. We need to increase our commitment to improving skills, through education and training and further investment in modern plant and equipment. As a national leader for lower tax rates on both wages and investment, I believe we must take further steps to remove artificial barriers to U.S. competitiveness in order to reduce our trade deficit.

First, we must take steps to reform the world's monetary system to provide a stable dollar and help bring about lower long term interest rates. Our manufacturing productivity has begun to rise again, but this has been swamped by the wildly fluctuating dollar, high interest rates, and the global recession among our trading customers who are buying less of U.S. products.

Second, our goal must not be to raise tariffs which would add a tremendous burden on working Americans, but to open markets for our goods and raise the U.S. standard of living. To end unfair foreign trading practices, we must force competition by lowering, not raising, barriers. I have introduced legislation authorizing reciprocal lowering of trade barriers—particularly with the export competitors of countries that refuse to open their markets to U.S. goods—and requiring consumer and taxpayer impact estimates for all trade legislation.

Pat Robertson

America is now engaged in a global economic battle. Our steel, our automobiles, our heavy machinery, our airplanes, and our farm products must fight to maintain in domestic markets and to gain a share of world markets. No industry can produce its products, purchase its supplies and components, or pay its labor without regard to world competition. To win in this battle, America must:

1. Reduce the federal budget deficit so that the economy can be free of inflationary pressures, and to achieve lower interest rates. We must avoid irresponsible lending to foreign borrowers. The dollar must be rescued from the up-and-down roller coaster of the past several years.

2. American industry must learn to compete in the international arena. Our products must be known as the best in the world. To accomplish this, I propose a partnership between government, management, and labor. Management must encourage laboring men and women to teach them ways to improve quality and production techniques. Labor in turn must recognize that wage increases depend on productivity and sales, not on outmoded techniques and regulations. Government must provide the tax incentives for job retraining to encourage modernization and research and development for America to move ahead.

3. The Smoot-Hawley tariffs sent America and the world into a terrible depression. I favor free trade as the best program for the farmers, the workers, and business. However, I also favor fair trade. If other nations are consistently cheating on us, I say, "Either open your doors to American products or we will close our doors to you."

QUESTION 2

BUDGET DEFICIT

How would you reduce the federal budget deficit without hurting working Americans and the poor? Would you rule out raising federal revenues, including tax increases, as a component of deficit reduction?

DEMOCRATS

Joseph R. Biden Jr.

The Reagan Administration has amassed the largest public debt in the history of the nation. This debt will force our children, and perhaps many future generations, to pay for our excesses.

We cannot reduce the deficit unless we achieve economic growth greater than the sluggish rate we have now. We can increase growth by addressing third world debt problems and reducing our trade deficits.

We must takes steps to reduce deficits steadily over the next few years. Specifically, I propose cutting several billion dollars from the defense budget. I would also convert trade quotas to tariffs, raising more than $10 billion a year. I would also seek to eliminate all waste in government spending through better management and collection practices.

New taxes to reduce deficits should be a last resort. If we need to find additional revenues, there are several principles we must apply. First, any new taxes must be based on "ability to pay" and must not make the tax system less progressive. Specifically, I would oppose a value added tax, which would unfairly burden working people. Second, new taxes must not significantly impair our efforts to compete in the world economy.

Finally, as a way to ensure future budget control, any proposed new spending programs should be specific as to how they would be paid for. We should be honest about the cost of new priorities. And we must ensure that their burden falls least on the poor and middle-class Americans, who have lost most of the ground during the Reagan years.

Michael S. Dukakis

We cannot create economic opportunity for all Americans if we are burdened with $150-$200 billion budget deficits.

Record deficits mean record interest payments, an over-valued dollar that damages our competitiveness, and a reduced standard of living for Americans.

There are two ways to reduce the deficit. Control spending and increase revenues. We must do both. No serious presidential candidate can rule out new taxes. But instead of rushing to impose new taxes . . . on income, on imported oil, on gasoline . . . *we should first collect the taxes that are already due.*

This year, the Internal Revenue Service will fail to collect *$110 billion* in taxes owed to the Treasury, but not paid. America's working people pay their taxes; they must through payroll withholding. But too many others, including some corporations, do not.

We can raise $70 billion in new revenue by bringing tax compliance rates back to where they were in 1965. That's the quickest—and fairest—way to reduce the deficit.

We must also restore sensible priorities to federal spending. We need a strong defense, but we must also eliminate the waste and mismanagement that weakens our security and diverts resources from other urgent economic and human needs.

Richard Gephardt

My goal isn't to raise taxes, it's to get America back on a steady course and moving again. We absolutely must balance the books. The budget deficit is throwing our economy out of whack and mortgaging the future of our children.

Current budget priorities are simply misplaced. I am confident we can strengthen our national security by investing in people. We can't put blinders on when the questions of defense cuts or revenue increases comes up. Nothing should be eliminated from the budget debate as long as we make the necessary investments in people—education, health care, job training, nutrition, etc. Every program must be reevaluated, but we must not—we will not—swing the budget axe blindly.

I believe Americans are willing to invest in the future of their children. But we can't ask those least able to afford it to do it all. I would propose a budget that shares the sacrifice among those who *can* bear the burden. So I think it comes down to a combination of cuts and investments, less wasteful spending on things and better investments in people.

Albert Gore Jr.

America took 176 years to accumulate a trillion dollar debt. The current Administration needed only five years to double it. This Administration's borrow-and-spend policies have made our products more expensive overseas, cost millions of American jobs, stopped investment in economic growth, and squeezed important social programs.

I believe America is ready to reduce the deficit in a fair and responsible way. My first choice for reducing the deficit is economic growth, with more jobs for Americans who will then pay taxes on their income. But we must have a contingency plan as well. We would be willing to share the burden equally, with equal contributions from three areas: cuts in military spending, cuts in domestic spending, and increases in revenue.

A tax increase would be a last resort, but the President is wrong to rule it out as part of a comprehensive solution to reducing the deficit. We should not impose a regressive value-added tax which weighs most heavily on working Americans.

Instead of cooking the books with phony budget proposals, the next President should put all the facts on the table and lead in the development of a broader consensus on the necessity for a responsible fiscal policy.

Gary Hart

Reagan's deficits are poisoning today's economy and stealing our children's future. We are gambling with inflation and guaranteeing a return to high interest rates. Democrats must have guts: to confront the health establishment and control costs; to reform farm programs and protect family farms; to stop purchasing every gold-plated weapons system the Pentagon wants and to replace even the best-intentioned programs when they no longer work.

We also need the guts to avoid Gramm-Rudman gimmicks and take direct responsibility for the choices we make. To invest—and I will—in worker training, public education and R&D, infrastructure and aid to the needy, we have to have additional revenue, without income tax increases on the poor or the middle class.

I advocate an oil import fee, increased luxury taxes, converting quotas to revenue-producing tariffs and consideration of a surtax on the wealthiest.

Americans know that deficits tax our exports, subsidize foreign goods and prevent important needs from being addressed. They know Reaganomics is to blame. They want leaders who agree, with President Kennedy, that "to govern is to choose." Americans are prepared to make tough choices.

Jesse Jackson

President Reagan mortgaged America's future through irrational military spending, unfair tax cuts, the use of unemployment to fight inflation, and misplaced national priorities.

I'm not convinced we need new taxes—though I have not ruled them out. For example, several studies have shown that there may be annual uncollected taxes up to $100 billion.

We need a FAIRER TAX SYSTEM. If new taxes are needed, I will fight for a fairer tax system for the middle class, workers and the poor.

Second, we need NEW BUDGET PRIORITIES. We need a strong national defense, but we can shift spending from military to domestic without hurting our defense. We can have job creation, job training and retraining, worker safety, education, health care, housing and a clean environment with new priorities. A working America is a taxpaying America.

Third, I support an "INVEST AMERICA" plan where greater use of $2 trillion in private pension funds can be earmarked for the rebuilding of America's infrastructure; legislation that gives workers and communities six-month notice before closing plants; workers' option to purchase such plants with government-guaranteed loans; investment tax incentives to corporations conditioned on their willingness to reinvest in this market; and encouragement to corporations to joint venture with local and state governments.

Paul Simon

This Administration has mounted the most concerted and broad-scale attack on the role of government since the 1920s.

The stripping of government's needed revenues, combined with a mean-spirited attack on public employees is part of a right-wing Republican effort to roll back every progressive program enacted for the benefit of ordinary American families since the New Deal.

That cannot happen.

We must move immediately to restore sufficient revenues to meet our nation's pressing domestic needs. We must reduce the pressure of budget deficits on our trade deficit. And, we must reduce the deficit because, as Harry Truman said, deficits only help the rich. The most effective method of reducing the deficit is to put America back to work, and increase our tax base.

I alone among the announced presidential candidates opposed the 1986 tax bill because of the unjustified revenue-stripping reduction of tax rates for the super-rich.

We must move aggressively to close tax loopholes and reverse the Reagan-inspired erosion of the tax base.

Similarly, *I believe public service must regain its respected role in our country's life.* The Republican effort to destroy public service through privatization must be stopped!

Bruce Babbitt

As Governor of Arizona I balanced nine budgets in a row—simply by saying that some things are more important than others. My priorities were creating jobs and protecting the interests of those least able to protect themselves. Even through a national recession, my government:

- Repealed a regressive sales tax on food.
- Boosted spending on public education, public safety, health and human services.
- Kept state spending below seven percent of total personal income.

What you need to know from every presidential candidate is: What are his or her priorities? And how will he or she pay for them? My priorities are outlined in the following answer. I would pay for them both with budget cuts and revenue increases, all of them targeted on some genuine measure of need. I would not give a mortgage interest deduction for mansions and vacation homes. I would not pay subsidies to corporate mega-farms. I would not build three new generations of nuclear missiles all at once. I would not pay the Vanderbilts and the Mellons the same tax-free social security benefits as a widow in a cold-water flat. In short, I would balance the budget by setting humane priorities and standing by them.

REPUBLICANS

Bob Dole

Working Americans, even those we seek to

help, are especially hard hit by continued budget deficits. The inability of the Congress to consider realistic spending cuts seriously hampers our ability to increase our productivity and growth.

Getting the deficit under control is critical to our future. But, in putting together any package of deficit reduction proposals, it is inevitable that someone or some group will feel the pain of spending cuts. I would propose that we try to insure that no one group is singled out unfairly and that we spread the reductions across the broadest possible base. For this reason, I would exempt very few programs from review, including defense. But there are, of course, some programs which should be given special consideration as they provide crucial benefits to the neediest in our communities, for example Medicaid and the supplemental security income program for the blind, aged and disabled.

In deciding how best to reduce federal expenditures the federal government should cooperate more fully with states and localities to determine which services would be most appropriately delivered by those governments, utilizing their resources as a complement to ours.

Before proposing the actual reduction of benefits, I would also look at the way our programs are managed in the hopes of reducing administrative costs and increasing their efficiency.

Revenues may inevitably play a role in any serious reduction effort. But, I am opposed to any modification of the individual or business rate structure which would have us break the commitment we made to working Americans last year in the tax reform bill.

Pete du Pont

I have pledged to the American taxpayers, and I repeat this pledge here: I will not raise taxes. I will reduce wasteful and over spending. The federal government must stop thinking of our tax dollars as its piggy bank.

I served as the Governor of Delaware for eight years. Before I took office, the state had run a deficit in four of the previous five years. By cutting taxes—not raising them—and controlling unnecessary spending, we in Delaware balanced the budget eight years in a row. Through lower taxes and deregulation, we built a solid record: today, one job in five in Delaware was created during the eight years of my Administration.

As President, I will insist that able-bodied people—now on welfare—go to work and become productive, self-respecting workers. This will lower the deficit. And I will end subsidies to corporations and wealthy individuals that continue to cost the taxpayers billions—starting with the $26 billion in farm subsidies that have enriched large corporations and hurt consumers and small farmers.

I will not raise taxes. I will control spending. And we will balance the budget. We did it in Delaware, and with your help, we can stop the liberal high tax, big spending policies that have brought us the deficit.

Alexander M. Haig Jr.

The federal budget deficit is the product of long-term growth in programs and conflicting theories about how best to raise revenues. Experiments with supply side economics and monetarism have reduced federal revenues even though they have contributed to economic growth and the reduction of inflation. Today, I believe the deficit can be brought down gradually and safely through the application of these principles:

1. No one section of the budget should bear the main burden of reduction.
2. Every area of expenditure should be scrutinized before undertaking additional revenue increases.
3. The budget process itself should be reformed, so that no President should be faced constantly with the choice of shutting down the government or signing a "budget-buster."

Clearly, these principles will require a constructive partnership between Congress and the Executive. But that is why we elect them. The alternative, such as constitutional amendments to balance the budget or arbitrary "automatic" cuts across the board are abdications of responsibility and will never work if the will to carry them out is not there.

Jack Kemp

I would rule out a tax increase as a component of deficit reduction. I believe the most compassionate and progressive way to bring the budget into balance is to concentrate on a comprehensive economic policy aimed at reducing unemployment, lowering interest rates, bolstering trade and exports, and eliminating corporate welfare. Unlike many in both parties, I believe that the high interest rate policy of the Federal Reserve is a main cause of the deficit, not an undertaxed work force. The U.S. budget cannot be balanced by unbalancing the budgets of working men and women; therefore, I reject tax increases. Our government must be committed to full employment without inflation. Through strong pro-growth initiatives, the unemployment rate can be reduced —a precondition for a balanced federal budget.

Dramatic steps to move our economy to full employment without inflation and achieve a balanced budget must include:

First, stable money to bring down interest rates and arrest the commodity price deflation hurting our farmers and manufacturers; lower interest rates would reduce the cost of servicing the national debt and help our housing, automobile, manufacturing, farming, and other interest sensitive industries;

Second, stable exchange rates and a reciprocal initiative to eliminate unfair barriers to U.S. exports;

Third, labor and capital must be liberated from high tax rates so that American industry can reindustrialize and workers are given the incentives and tools to compete;

Fourth, a strong commitment to job training, trade adjustment assistance, and education—to bolster investment in both human and physical capital.

Finally, corporate welfare programs must be eliminated and strict limits should be placed on government spending; I favor a line item veto for the President.

Pat Robertson

The most cruel thing that a government can do to its workers, its retirees, and its young is to load on such an insupportable burden of debt that future opportunities in the American market place are destroyed either by ruinous inflation, or financial collapse and depression.

On the other hand government serves well its working people and the poor by doing its part to supply paying jobs through a vigorous and expansionist private sector.

The key to cutting the federal budget deficit is to eliminate waste and mismanagement. Our people want government services, but they want a lean and efficient government.

The Grace Commission pointed out that $433 billion of government savings are possible over a three-year period. This report has never been implemented.

The Packard Commission pointed out savings and efficiencies that would be possible in the Defense Department.

Economist Donald Lambro speaking of "Fat City," identified $100 billion of waste in the federal budget.

Cuts should be fair and across the board. The question is not whether they are possible with minimum pain, the question is whether we as a nation have politicians with enough guts to put the interests of America above their own.

George Bush

Congress is now considering reducing the budget deficit by raising taxes. This approach cuts against the grain of common sense. Will taxing Americans more make us work harder? Will taxing business more make it invest more?

Arguing that higher taxes will be used to reduce the deficit ignores the record of Congress. In 1982, the Democratic leadership promised to cut spending by $3 for every $1 increase in taxes. That promise remains unfulfilled. Pressures for spending in the Congress suggest that higher taxes will not reduce the deficit, but finance more wasteful spending.

The challenge of balancing the budget illustrates the need to have a president who can protect the national interest. Many government programs are well-intentioned. But these programs must be financed by taxes, which hurt all Americans, or by borrowing, which future generations of Americans will have to pay back. The need to protect the national interest—both now and in the future—requires a president who can represent all the people by controlling spending and keeping taxes down.

Yes, there are cases when government needs to help. One good example is our Administration's proposal for a new $1 billion program to retrain dislocated workers and help them get permanent jobs.

But let us not forget our ultimate goal. Let us balance the budget, but let us do it without hurting economic growth and weakening the security of our nation. Keeping this strategic goal in mind, the President and I have achieved the following. 13 million new jobs. Inflation falling from 12 percent in 1980 to just 1 percent in 1986. Interest rates dropping from 21.5 percent in 1980 to 7.75 percent now. Our defenses strengthened. In sum I believe we can ensure that our best days lie ahead by controlling spending and keeping taxes down.

QUESTION 3

HUMAN NEEDS

What role do you see for governments—federal, state and local—in such areas as: education, training, employment, health care, housing, equal opportunity, the environment, and programs for the elderly? At your first Cabinet meeting, what instructions would you give to the heads of departments with responsibilities in these areas?

DEMOCRATS

Michael S. Dukakis

Consider the record we built in Massachusetts.

We helped working families, and the elderly, by balancing our budgets and by cutting taxes five times in four years. But we also made concern for the most vulnerable members of our society a top priority.

Our employment and training (ET) program helped welfare families lift themselves out of poverty and become self-sufficient wage-earning citizens.

And we helped 30,000 low-income families find decent, affordable housing.

We were the first to use state funds to supplement the federal nutrition program for women and infant children.

We quadrupled college scholarship assistance; and increased funds for public higher education by a greater percentage than any other state.

We worked hard to provide quality health and home care for older citizens.

We committed ourselves to battling AIDS, homelessness, teen pregnancy, adult illiteracy, drug and alcohol abuse, and the failure to provide child support.

Now the time has come to provide that kind of leadership from Washington.

That is the message I would deliver during my first Cabinet meeting.

But I would add that *the most important human service program of all is full employment,* and that will be a fundamental goal of the Dukakis Administration.

Richard Gephardt

Government has one major function, essentially: to protect and defend its citizens. The federal government must act in the national interest, and I would reverse the policies of the past several years that pit region against region, and which divide

America. All governments, at every level, should be working together, pulling together, instead of shucking responsibility off onto the next guy down the ladder.

Under a Gephardt presidency this country would see an unprecedented federal commitment to education. That's the key to building the future of America. We must, and would, do more to combat adult illiteracy, prevent dropouts, help people train and retrain for better jobs, and elevate the aspirations and talent of all our people.

We will never be a secure nation as long as our citizens are uneducated, ill-housed, ill-clothed, ill-fed, and unemployed or underemployed. We will make America first again by making people—human resources—our first priority. I see an America where all leaders share that responsibility, but where the federal government sets the tone and takes the lead. In a Gephardt Administration, I would expect the heads of all departments to lead in that new direction.

Albert Gore Jr.

Americans want a better deal from government. As President, I will set out to find a job for every American who wants to work, and make sure the minimum wage is at a level that assures everyone gets fair pay. I believe we should invest in people for a change, by creating better schools and job training programs. We should launch a national job bank to match jobseekers with job openings, so that if a person is out of work, he or she will immediately have a list of all the opportunities available. We should widen the doors of equal opportunity we fought so hard to open in the first place.

America must insist on a cleaner environment, by cleaning up hazardous waste dumps and demanding clean water and clean air. America must guarantee all citizens the right to shelter and increase the supply of affordable housing. We should stand up for social security and give the elderly access to better, less expensive long-term care. And we must make good health care available to everyone at a price they can afford.

Finally, we should make it easier for Americans to build strong families, with good schools, quality child care, and meaningful programs against crime and drug abuse.

Gary Hart

My instructions will be straightforward:

"The 1988 election was America's answer to politics-as-usual; it defined our mandate, binding on you no less than on myself. America's national interest is our guide. It is why I am a Democrat and why our Administration earned the trust of the American people. Never forget that:

"1. People come first.

"2. Progress is never built by leaving those in need behind.

"3. Your work is human investment, equal rights and economic justice.

"4. All of us are going to focus on restoring a world-class American economy: rebuilding our factories, inventing new technologies and creating more family-supporting jobs. We must construct the best education system in the world and make training as available to workers as public schools are to their children.

"5. We will expand security for the changing family by enforcing support payments, eliminating discrimination in housing and jobs, and fostering parental leaves and licensed day care.

"6. Don't propose pie-in-the-sky political gimmicks; do what is right for America's future.

"7. We are no better than the people we serve, and the day your service falls below the highest ethical standards is the day you're out of the Cabinet."

Jesse Jackson

At my first Cabinet meeting I would instruct Cabinet and Department heads that our government will assume the appropriate leadership in these areas to ensure responsible, effective and efficient performance. We will meet our responsibilities to the nation. My priorities include:

President Reagan proposed cutting education to $14 billion. I proposed raising education to $25 billion.

Unemployment during the Reagan Administration has averaged 8.1 percent. I propose a FULL EMPLOYMENT AND BALANCED GROWTH ECONOMY as the number one priority of a Jackson Administration.

I support a national health care system that provides quality health care for all of our citizens based on need and not solely on money; and a new national housing effort that would both shelter our people and help put our people back to work.

I strongly support affirmative action and would use the full powers of the Executive Branch of government to firmly, but fairly, enforce the law.

A major role must be played by the federal government in cleaning up our environment. We can clean up our environment, create jobs, and generate new taxes at the same time.

The measure of the moral character of a nation is how it treats its young, poor and elderly.

Paul Simon

Some believe our nation has reached its full potential. I believe there are areas where government action is needed, and needed badly. I will not wait until my first Cabinet meeting to put together a program; I will move immediately after my election. At the first Cabinet meeting, we will have a detailed plan to begin implementing.

Quality education must be available to all. The federal government must provide guidance and direct assistance where appropriate. We must raise teacher pay and expand incentives for attracting and retaining excellent teachers.

We cannot tolerate 7 percent unemployment. As Franklin Delano Roosevelt did, we need to put America back to work. We need to expand private sector jobs, train and retrain young and old workers, and provide jobs for those who can't find work.

Housing programs for the poor, the elderly and those who are handicapped must be revitalized.

The social security system and the Older Americans Act must remain viable, providing vital services and support.

There must be access to quality health care for all. Medicare must be strong. *All* Americans must have insurance and be protected from overwhelming medical expenses that leave them helpless.

These are the things I stand for.

Bruce Babbitt

Three major priorities:

1. Children. One American child in four lives in poverty. That is unacceptable, and I see three urgent tasks. First, we must extend Medicaid benefits to every child in poverty—immediately. Second, we must help make it possible for working parents to find decent child care. Third, we must have massive improvements in education.

2. Jobs. You create quality jobs with economic growth, and that means giving ordinary workers a piece of the action. How many times have you heard executives push for wage cuts—and then reward themselves with bonuses for their frugality? No American company should be permitted to deduct an executive bonus as a business expense unless it offers productivity pay for all of its employees. I'd say to every American worker: If you make first-rate efforts—if you pay attention to detail, if you improve the quality of your product, if you find a better way to do the job—you'll have first-rate rewards.

3. Environment. We need legislation on acid rain, groundwater protection, and public lands. I would tell every polluter: if you poison our water you will go to jail, and your money will be spent to clean up the mess.

Joseph R. Biden Jr.

Our primary challenge is to end a decade of the "got mine, get yours" philosophy, and restore our sense of community and common concern.

For our young, we must insure that all have decent health care from birth through adolescence. We must give them the best education system in the world. We must expand drug education and treatment programs. And we must sponsor new plans to put higher education within the reach of teens from all backgrounds.

We must help adults in need by providing shelter for the homeless and training and opportunities for the jobless. Government must give these Americans the help they need so they can help themselves.

We must insure that our elderly have a retirement with dignity. They should have the health care they need without spending everything they have worked a lifetime to save.

Our next President must lead the government in addressing these pressing problems. The record of the past seven years—of neglect and irresponsibility—must be ended.

But the President will have to do more: he will have to challenge the American people to work for these same goals in their neighborhoods, schools, union halls, and communities. He must offer moral leadership and a vision of social justice. He must remind the people that our less fortunate citizens are not "them"—they are a part of "us."

This is not something we should do just out of compassion for those less fortunate. Helping fellow Americans helps all of us. We will need to tap the full potential and energies of all of our people if we are to remain a great country into the next century and beyond.

REPUBLICANS

Pete du Pont

The first task for the federal government is to provide for our national defense. Without a strong military—second to none—we would quickly lose all our freedoms. Poland, Afghanistan, Cuba, and Ethiopia are tragic reminders of what it means to be weaker than the Soviet Union.

America must research, build, and deploy the Strategic Defense Initiative as soon as possible. Today, we have no defense against Soviet missiles fired on purpose or by accident. That is a scandal. Some liberals say we should trust the Soviets. I say we should place our trust in the ingenuity, talent, and hard work of the American people to build a strong defense—the technology for which will catapult us ahead of the rest of the world in competitiveness.

Another important task is to get drugs out of our children's classrooms. The only way we'll ever guarantee drug-free classrooms is to link drug use with a driver's license. Now this will require random drug testing of teenagers in our schools. But, if we can require vaccinations before kids go to school, we can require drug testing while they're in school.

Of course, we must provide counseling and help for young people who need it. But we have to let them know there are penalties—and consequences—for drug use. We have to say, "If you use drugs, you won't drive . . . because you won't have a driver's license."

For a long time, we've gone after drug pushers. Now it's time to get tough with drug users too.

Government must provide opportunity—opportunity for welfare recipients to vault out of poverty, for parents to choose the schools their children will attend, and for young workers to save for their own retirement. My campaign offers specific proposals for changing the policies that keep us from these goals.

Alexander M. Haig Jr.

At my first Cabinet meeting, I would say this: the best government is the least government but that which government does, it must do well. The American people, after trial and error, have established a social compact. Our task is to do well, to respect that compact and to encourage social progress.

In addition, I would say to the Secretary of Labor that he must always hear the voice of labor. Other Cabinet officials, such as Commerce, Treasury and Defense must do so as well.

The American system of federal, state and local government is intended to give us the flexibility to deal with problems at the most effective level. Over the past decade, we have seen a strong revival of state and local capacity to handle such pressing issues as economic development, job training and welfare. Recent studies show that state "workfare" proposals offer more promising results than traditional federal style approaches in the effort to reduce welfare rolls.

This new federalism, however, does not relieve Washington of responsibility for matters that it can handle best. Environmental protection goes

beyond state or local capabilities. We urgently need changes in our health care system, not just to contain costs but to make sure that those costs do not lead to a catastrophe for the elderly and poor. Ultimately, the federal government must also take the lead in combatting the plagues of AIDS and drugs, both of which have an important international dimension.

While education remains a primary task for state and local jurisdiction, the federal government can and should help to restore to our schools a sense of discipline, a respect for humane values and a quest for excellence that are essential to our future as a democratic society. It should also assemble, monitor and evaluate standards of education at the national level. I welcome the new emphasis on mastering the fundamentals—reading, writing and arithmetic—and analytical skills necessary to succeed in our changing society. Our teachers, the custodians of the future, deserve our encouragement and reward as they strive to improve education especially at the grade and secondary school levels.

Jack Kemp

The most important thing government can do for people is to provide the ladder of opportunity upon which all can climb, and a floor of help to those who can't help themselves or are in temporary need of assistance. I will instruct my Cabinet to follow policies that will lead to a growing economy of at least 5 percent per year and that will provide a good job at a decent wage for everyone who wants to work. I will work to liberate labor, capital and working families from high taxes and interest rates, and uphold the traditional family values upon which our nation was founded.

I will commit my Administration to not only fighting but winning the war on poverty. I will mobilize the power of the private sector to create jobs and opportunity in distressed cities and rural areas through enterprise zones. My Administration will give public housing tenants the chance to become homeowners through urban homesteading legislation. My longstanding and active support for job training, trade adjustment assistance, magnet schools, and protections for workers in the workplace will remain unchanged. I will commit my Administration to ensuring human and civil rights with equal opportunity for all. I believe the social security system is the bedrock of retirement security, and I will uphold its integrity and continue to oppose any effort to reduce benefits to older Americans.

Pat Robertson

In my own organization we have been involved in feeding, clothing, and housing some 13 million needy Americans. We do it with one-half of one percent overhead. Ninety-nine and one-half percent reaches the ultimate recipient. Some government programs use 70 percent for administration with only 30 percent reaching the recipient.

Welfare must be used to bring people into dignity and productivity. It should never be used to create dependency.

The greatest problem area of poverty today centers around single women with dependent children. I may be old-fashioned, but it is my feeling that if a man fathers children, it is his job, not the government's to care for them. I also feel that, with the exception of women with children under the age of six, the concept should be payment for productive employment—"workfare" not welfare.

For efficiency, and for moral and spiritual support, government should work in partnership with the private medical agencies to care for those truly needy among us.

My instructions to my Cabinet would be:

"Under no circumstances can a great and powerful nation fail to provide adequate care to its elderly, infirm, and handicapped. We can no longer tolerate the heart-rending sight of people sleeping on grates at the heart of our cities.

"Current welfare legislation must be reformed and improved. We must be compassionate—but that compassion must be tough and efficient as stewards of the taxpayers of America."

George Bush

Americans have never been as well off as they are today. We've created 13 million new jobs, cut inflation, and brought interest rates down. At the same time, we've rebuilt our defenses, while strengthening social security and preserving the social safety net.

I have always believed that the best social program is a job. That's why the best way to meet our social needs is to protect the ability of our economy to produce new jobs.

We must keep moving forward with policies that will provide more opportunity, further the creation of new jobs, and keep inflation and interest rates down. We must not reverse course. We must not make a U-turn to policies of high taxes and overspending. Those policies failed before and they would fail again.

We need to build on our progress and keep moving forward. Two major challenges we face are education and AIDS. Our Administration has led the crusade to reform American education by bringing back basics and emphasizing achievement and high standards. SAT scores are now rising again after almost 20 years of steady decline. I am convinced that education holds the key to restoring our competitiveness in the world market. I would also seek new ways to improving the ability of middle-class families to meet the rising costs of college.

As for the AIDS crisis, I pledge my total commitment to a comprehensive national effort to combat this disease. As President, I would coordinate the efforts of health care professionals, educators, clergy, parents, and all concerned Americans to work together to end this threat to our future.

Bob Dole

In defining the role of government, I begin with the belief that people at the grass roots level—neighborhoods, church congregations, rank-and-file union members, and small business owners—can usually fashion better ways to meet the needs of their communities than can Washington's bureaucracy. At the same time, as a product of depression-era Kansas and a World War II vet, I understand that there are situations when the government needs to step in and lend a hand. Government at all levels has a responsibility toward society's less fortunate, though the degree of that responsibility and how it is divided among the federal, state, and local governments can vary widely depending upon the policy objective.

For example, in an area such as civil rights, I believe the federal government should play a strong, primary role. This is why I have supported every major civil rights law and was proud to play a leadership role in the 1982 extension of the landmark Voting Rights Act. On the other hand, in areas like employment, I feel the federal government should be a partner with state and local governments, as well as labor and business, to expand job opportunities for America's workforce. Similarly, I believe that the federal government shares an obligation with state and local governments to help the economically disadvantaged. This is why I have supported the Food Stamp program, Medicaid, Medicare, increasing access to legal services, and increasing the availability of health care for the unemployed.

The central theme in my instructions to all appointees would be to seek out ways to improve the effectiveness and professionalism in the administration of programs, and to the extent further belt-tightening is needed to reduce the deficit, fairness in proposing cuts.

QUESTION 4

THE POLITICAL PROCESS

Unions, like many other membership organizations, have historically played an active role in the political process by assisting their members in registering, by communicating with their members on the issues, and by endorsing candidates whose positions further the best interests of their membership. What are your views of organized labor's proper role in the political process?

DEMOCRATS

Richard Gephardt

Democratic victories are won with the help of labor, it's as simple as that, and we can't do without you. I make no bones about the fact that I would welcome the endorsement of the American labor movement. I plan on working with the labor movement to put their membership on delegate slates across the country. I look toward the labor movement to take an active role in organizing our campaign, in recruiting volunteers, and providing financial contributions.

I share the concerns of the working people of this country—always have, always will. Often as people reach for the stars they forget their beginnings, but not Dick Gephardt. I'm never going to forget the hard work my parents had to put in to provide me with the opportunities I've had in life. I want that same kind of country for my children and yours, a nation that is proud of its workers, and where hard work yields fair rewards and opportunity. We're setting out to make America first again by sticking to our strongest values: honesty, trust in people, regard for hard work, and caring about our neighbors. That's what my campaign is all about.

Albert Gore Jr.

In my experience, unions have always played an important role in shaping national policy. When important legislation is on the line, organized labor always comes through with tremendous grass-roots support. Time after time, that political involvement saves jobs and makes the system work.

Organized labor has helped me on every one of my campaigns with advice, support, and volunteers. I would not be in the Senate were it not for the hard work of working men and women in Tennessee.

I have long been a strong supporter of union participation in the democratic process. Unions help democracy work the way it was meant to—by harvesting ideas at the grass-roots level. Democracy is just as important in the workplace. Economic growth will come when working Americans have more pay and say.

Gary Hart

In a democratic society, politically active membership organizations and an independent trade union movement are a big protection against the tyrannies of totalitarianism and the economic law of the jungle. Unless Americans talk back to government and to management, unless they exercise their votes and voices, we'll never have full civil rights, pathways out of poverty, affordable homes, quality health care or clean constitutional government.

Organized labor not only has the right but the duty to involve its members, protect their political rights and publicize the issues, records and support of candidates. We have never differed in the struggle to strengthen political participation and the collective bargaining process and enhance the remedies afforded by federal law.

Political education is at its best when workers know which candidates have been friends and who cast the tough votes. There will be some differences with all candidates this time, but as we work for what's best for all Americans—our common purpose and our larger national interest—let us learn from the past and not let differences over which tough trade policy will most effectively create good jobs or my opposition to PAC money divide us.

Jesse Jackson

I support the right and ability of all citizens and labor to participate fully in the American political process. I have spent all of my adult life fighting and risking my life for that right. No one has

risked more, registered more, politically educated or involved more American citizens in the political process.

Organized labor is a legitimate interest whose concerns must be taken into account by any serious presidential candidate.

The role of presidential leadership is to put forth a vision of where the country needs to go, how he/she proposes to get there, allow people and groups to see their role in the plan, and inspire all citizens and groups to get involved.

I have fought alongside organized labor all of my life in our shared commitment to full employment, liveable wages, worker safety, collective bargaining, health care, housing, equal opportunity, voting rights and other programs of humane priorities at home and human rights abroad.

I support organized labor's right to speak and act on international labor and human rights issues, and I look forward to continuing our efforts in these important fields.

Paul Simon

American working people and the American labor movement have been the driving force behind every major piece of progressive legislation in the United States in this century.

That includes minimum wage, social security, Medicare, basic health and safety legislation, civil rights. And on and on.

And, any Democratic candidate for President who doesn't recognize this progressive and central role of the American labor movement does not, in my opinion, understand our history either as a party, or as a nation.

In 1984, for example, the members of the AFL-CIO provided the Democratic presidential candidate with a dramatic 61-39 percent margin.

The simple fact is that the *American labor movement is often way ahead of the Democratic Party in recognizing the issues which concern and move ordinary American working people and voters. The election of 1984 is a dramatic demonstration of that.*

I see my role in this campaign as the spokesperson of the Roosevelt, Truman, Kennedy Democratic tradition of fighting for American working men and women.

I would be proud to carry the banner of the American labor movement and the Democratic tradition into the next election.

And, as Harry Truman showed, when we do that, Democrats win!

Bruce Babbitt

The American labor movement has always stood for the protection of those who could not protect themselves. You have led the way to many of this century's most important social welfare advances. As a Democrat, I welcome the vital contribution that the labor movement has made to building my party. There is nothing narrow or selfish in representing the interests of working men and women and their families, and I will be proud to stand with the American labor movement in this presidential campaign. There will inevitably be issues on which we disagree, but I welcome your participation and I intend to work hard for your support.

Joseph R. Biden Jr.

Organized labor has always been the bedrock of progressivity in this nation. But I believe that 1988 will be a watershed election for labor. At the moment when the standard of living for our workers is no longer rising, we need strong leadership from labor.

We are seeing many transitions in the economy which will affect workers. We need more labor protection now, not less, so that the rights of American workers are not sacrificed in this transition. For example, many manufacturing jobs are being lost and are being replaced by service sector jobs which are not organized. I believe labor must organize in those new industries in order to protect worker rights.

Over the past six years, business groups have been waging a war on organized labor—trying to roll back most of the gains of the past four decades. The Reagan Administration has tried to undo the entire structure of labor-management relations in this country. The chairman of the NLRB has gone so far as to attack the very idea of collective bargaining, the most fundamental right of all.

It is time for unions and their members to fight back. You have a right and duty to play an active role in politics. You should demand that basic fairness be done for working people, and that we get the nation moving again.

I hope that every working man and woman will get involved in the political process in 1988. America's unions should do everything they can to make sure that this happens.

Michael S. Dukakis

I believe that organized labor can and must play a key role in the American political process.

The leaders and members of organized labor in Massachusetts have been an important part of the extraordinary economic success that we enjoy. With the full participation of organized labor, we have reduced unemployment to less than 4 percent in Massachusetts.

Labor leaders have been essential partners in a coalition that has won passage of strong plant-closing legislation; a comprehensive right-to-know bill; and sweeping reform of our workers' compensation system.

Without national leadership from organized labor, we would never have achieved the kind of social and economic progress that is reflected in federal laws governing the minimum wage, the eight-hour day, civil rights, Medicare and Head Start.

I have sought support from organized labor throughout my political career, and I do so now as a candidate for the presidency.

We need your involvement; we need your leadership; we need the active participation of working men and women and their families in the 1988 campaign.

And I will need your active participation and involvement as President of the United States.

REPUBLICANS

Alexander M. Haig Jr.

As Supreme Commander of NATO, I became aware of organized labor's essential international role. In a world often hostile to democracy, American labor leaders have always stood courageously for the principles of human dignity, individual rights and freedom. Through its international efforts, the AFL-CIO has written a unique chapter in the history of human rights, while making an essential contribution to the security of the free world.

It is not a question therefore of labor's proper role in the political process. There can be no democratic political process without a strong labor role. Every democratic community has a strong organized labor movement. In countries not yet free, such as Poland, labor unions are the leading advocates of a democratic system.

Americans believe that a free people, to be truly free, must also be educated in their political choices. Democracy is not a spectator sport. Every participant is a winner. Only those who fail to participate are the losers. Unions, by assisting their members to understand the issues and the candidates, help this process.

Jack Kemp

The proper role of organized labor in the political process is the same as that of all organizations—to work to promote the best interests of its individual members, of free enterprise, and of our nation. As co-founder and president of the American Football League's Players Association, I helped negotiate the first league-wide pension contract in history. I believe in the sanctity of the contract and the right to bargain—and I also respect and uphold individual rights to choose, free of coercion. I have been fortunate enough to receive the endorsement of many labor unions during my campaigns for Congress, and I have learned first-hand that union members vote the candidate, not the political party. The political diversity among American working men and women and their active involvement in the political process has been good for labor and good for our democracy. I welcome the active involvement of labor in the political process on a bipartisan basis.

Pat Robertson

Organized labor has at its disposal vast sums of money held in trust under a tax free status. This money comes from the dues of hard-working Americans.

These dues are not Democratic money or Republican money, but workers' money.

I feel that unions should have the same rights and privileges in the political process as any other non-profit membership organization. However, never should the leaders of unions use their power or the union dues for any candidate in a primary or general election. Political participation is a precious right that should never be abridged to any American.

George Bush

A democracy can only be as strong as its people. If Americans fail to exercise one of our most precious rights—the right to vote—the United States would be a democracy in name only.

Over the last two centuries, we've had to struggle, and sometimes even fight, to extend the right to vote to all Americans, regardless of race, color, creed, or sex. Now that we have universal suffrage, we must always protect this most treasured of rights.

Communist societies allow their subjects the "right" to vote in theory. Dictators of the left—and the right—ignore what we must never forget: the vital importance of free people voting freely according to the dictates of their conscience.

Like other organized groups, labor unions can play an important role in furthering and strengthening our democracy. By encouraging members and their families to register and vote, and by helping to inform them about the issues and candidates, unions can play a valuable role in strengthening freedom.

Bob Dole

As the representatives of nearly 20 million workers, it is entirely appropriate and desirable for labor unions to play an active role in the political process by registering voters and communicating with union members on issues critical to their interests.

I think, however, the AFL-CIO's decision to attempt to become a force only with the Democratic Party in presidential elections is a grave error that has worked to the detriment of its members. Union members are a politically diverse group, many of whom are proud to be members of the Republican Party. In the last election, 47 percent of union households supported the Republican presidential candidate. Therefore, it is time the AFL-CIO leadership abandoned its partisan Democratic role and adopted a more bipartisan approach that better reflects the views of its members. I would like to see the AFL-CIO work within the framework of both national political parties to advance the agenda that is critical to its membership.

Pete du Pont

I would like to thank Lane Kirkland for the opportunity to share my thoughts with you. The space here is short, and I hope that as I travel around this great nation of ours, I will have the chance to meet and speak with you.

Our Constitution is now 200 years old. It is the bedrock of our liberties, and it gives us all the opportunity to take part in our democracy. Labor unions and other associations have an important role to play in our elections, our economy, and the quality of our life.

I do get concerned sometimes when I see how labor union Political Action Committees tend to throw their support behind so many liberal politicians. Many liberal politicians who receive tens of thousands of dollars from labor unions—money paid by you—vote for a weak America. They criticized America when we liberated the brave people of Grenada. Those liberal politicians who vote against every defense bill are no friends of patriotic, hard-working Americans. I urge you as members of a labor union to take an active role as an individual in choosing just what kind of politicians get our dollars.

U.S. textile-apparel industry struggles to survive

By Gene Zack

The American textile and apparel industry could be extinct in a decade unless the government intervenes to halt the glut of low-wage foreign imports and increase investment in research and technology, the congressional Office of Technology Assessment warned.

Jobs have disappeared, plunging 142,000 between 1980 and 1985 alone, the OTA said. Plummeting wages have depressed the average textile worker's real earnings to 66 percent of those for the entire manufacturing industry while apparel workers earn only 52 percent of the national average. The problem is accentuated by the recent rise in the use of "subminimum" wages and growing employer violations of overtime laws.

At the same time, companies have gone under at an alarming rate, bringing economic hardship not only to local communities but to such supporting industries as transportation, finance, insurance and business services that depend on the health of this once-powerful domestic industry.

All this has taken place even though worker productivity grew at "double the average growth of manufacturing" during the past decade and even though the industry has introduced new technology "at an unprecedented rate," the OTA said.

But the same technological advances are being used abroad by American-owned companies that moved their operations offshore and by mushrooming foreign competition in nations that "pay workers a small fraction of the U.S. minimum wage," the 117-page report said.

The result is that imports grew from 25 to 50 percent of the U.S. market during the past decade—directly linked to what the congressional agency called the total lack of an effective national trade policy.

Federal indifference

"The United States is one of the few nations that has left its markets largely open to foreign sales of textile and apparel, and one of the few that has paid little attention to the research needs of its domestic industry," the OTA said.

"As a result, imports have flooded domestic markets. Unless policy action is taken in the next few years, there is reason to be concerned about the very existence of the many parts of the industry," the report stressed.

Nor does the OTA see any radical change in the import menace resulting from the two-year campaign by the Reagan Administration to devalue the American dollar.

"The recent fall in the dollar's value with respect to the currencies of industrial nations will tend to provide only modest relief," the congressional agency said. "Much of the growth in U.S. imports has come from nations like Korea, Hong Kong and Taiwan, whose currencies are either tied to the dollar or have not changed significantly with respect to the dollar."

Moreover, the report stressed, the global deck is stacked against American textile and apparel firms. At the same time that this country maintained its support for "open markets," the OTA said, "other countries began to close their borders to textile and apparel imports."

Since 1983, it pointed out, the European Economic Community has "strengthened import restrictions significantly," while Japan restricts imports by enormous pressures that include a variety of bilateral restraint agreements. The effect has been to channel the textile and apparel imports of the developing nations into the U.S. market.

A number of developing nations, including China, are using textile and apparel imports to stimulate domestic economic development. What's more, they're "willing to go to extreme lengths to protect domestic industries and promote exports," the OTA said. It noted as an example Pakistan, where "more than half of all industrial employment is associated with" the textile and apparel industry.

Bleak outlook

The outlook for the United States is bleak, the OTA said. Domestic jobs will continue to be lost "even if trade penetration levels return to those of the early 1970s," the report said, and midsize U.S. companies will continue to be squeezed out of existence.

The OTA cited a number of proposals that have been advanced in Congress which it said could save the textile and apparel industries from extinction. They include:

- Tougher enforcement of bilateral trade agreements and the Multi-Fiber Agreement and expansion of MFA to cover fibers not presently controlled.
- An import licensing system to prevent overshipments so that the growth of imports would be linked to the growth of the domestic market as a whole.
- Mandatory retaliation against nations engaged in "dumping" in the United States or engaging in such unfair trade practices as denial of basic labor rights and standards.
- A strong industry commitment to retrain workers displaced from traditional textile and apparel jobs.
- A broad-scale program for research and development to rebuild U.S. technical capabilities, accompanied by federal assistance to encourage investment in innovative technology.
- Establishing programs to facilitate industrywide cooperation and standard-setting to insure a "quick response" to shifting domestic markets.

But time is of the essence, the OTA said, or the industry will drown in the flood of imports. "Without serious action in the near future," the report warned, "long-term strategies for making the U.S. apparel and textile industries competitive may become largely academic."

That's been the cry of the industry and its workers for years. Yet in 1986, the House fell eight votes short of overriding President Reagan's veto of a bill that would have rolled back exports from the major textile exporting countries to the levels of the early 1980s.

Union halls gain exemption from immigration checking

Ending its on-again, off-again approach to the role of union hiring halls under the new immigration reform law, the Immigration & Naturalization Service exempted them from having to verify the citizenship status of workers referred to job sites.

The decision was a victory for the AFL-CIO, its Building & Construction Trades Dept. and other unions which contended the verification requirement extended only to employers and private, for-profit employment agencies.

The INS shifted its ground several times, at one point taking the position that the payment of membership dues to a union or the imposition of nominal fees to cover referral procedures brought hiring halls under the law's provision requiring verification by a "referrer for a fee."

In the end, the government backed off from that ruling. But, as organized labor had urged, the INS left unions and employers free, if they so desire, to negotiate collective bargaining agreements establishing hiring hall verification procedures.

In issuing its final regulations, the INS also heeded the petitions of organized labor, civil rights groups and religious organizations to expand the list of documents that aliens can use to get and keep jobs and to establish their eligibility for citizenship status.

Court settlement

To avoid job disruptions resulting from the government's refusal to continue issuing temporary work permits as it begins the legalization process, these groups won a settlement in the U.S. District Court for the Eastern District of California allowing undocumented aliens to certify to employers that they expect to be granted amnesty. The INS said it would continue this process of "self-issued work permits" until Sept. 1 and pledged that it would take a "flexible" approach to the verification process.

The INS refused labor's request to establish a procedure under which subpoenas or warrants would be issued to inspect business records without an employer's consent. Instead, the new regulations provide that the INS or the Labor Dept. must give an employer three days' advance notice of such inspections.

The new law is expected to grant amnesty to as many as 3 million undocumented aliens who entered this country prior to Jan. 1, 1982—provided they have remained in the United States since then and have put down roots in their communities.

The INS began the massive year-long task of legalization May 5, opening the doors of 107 centers across the country to begin processing applications.

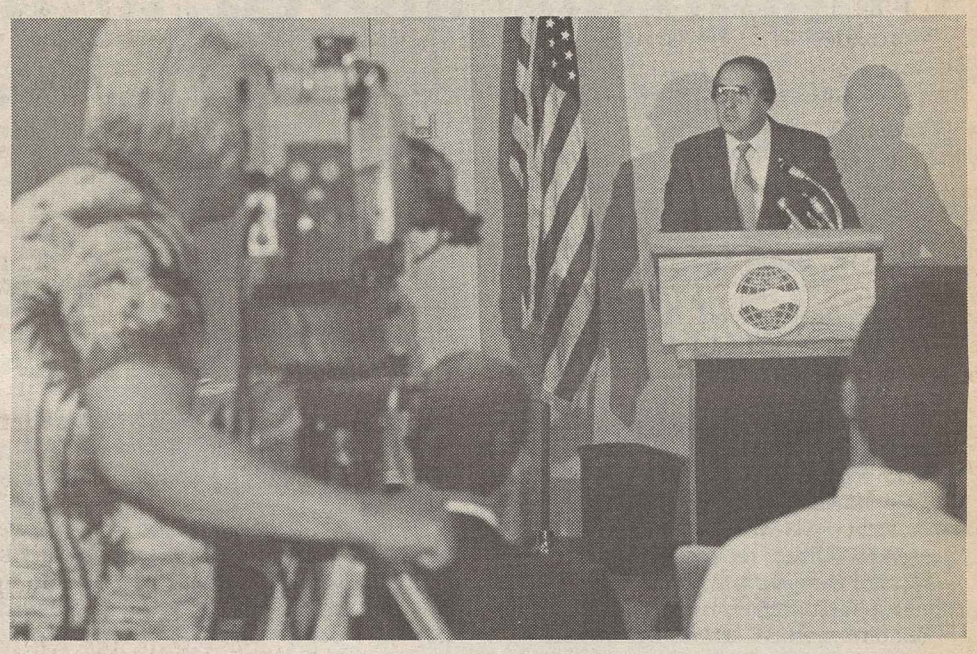
Poland cracks down on Solidarity rallies

Warsaw—The Jaruzelski regime resumed its crackdown on Solidarnosc, disrupting May Day observances by Poland's free trade union movement.

Police rounded up leaders of the underground labor movement and held them incommunicado for 48 hours to prevent their participation in rallies being staged to provide a contrast to the government's massive demonstration supposedly devoted to saluting workers.

The government had denied Solidarnosc's petition for an independent May Day march.

In Wroclaw, 50 Solidarity members were taken into custody when they tried to march under the banner of the outlawed union and a dozen people were seized in Posnan.



Amnesty assistance

President Jack Otero of the Labor Council for Latin American Advancement details outreach campaign to aid Hispanic workers seeking amnesty and legalized status under new federal immigration law. LCLAA, the federation's Hispanic worker support group, has produced a 15-minute, Spanish-language videotape on the law's requirements and published other materials to help undocumented workers with the lengthy application process. The tape and publications will be available to local unions, churches and community organizations.

Los Angeles centers assist aliens

Los Angeles—Organized labor opened six immigrant assistance centers to help undocumented aliens qualify for legal residence status during the next year under the new immigration law.

Local unions contributed more than $100,000 to set up the full-time counseling centers here and in the City of Commerce, El Monte, Mission Hills and Pomona. Processing centers may also be opened in Santa Ana and Riverside if the need exists.

The centers are located at union halls of the Clothing & Textile Workers, Ladies' Garment Workers, Electrical Workers, Laborers, Carpenters and Food & Commercial Workers.

Los Angeles AFL-CIO Executive Sec.-Treas. William R. Robertson said the unions expect to counsel more than 25,000 aliens. He said assistance will also be offered periodically at two dozen other union offices in the area.

"The labor movement is deeply committed to helping immigrant workers and their families become free of the fear of deportation and eventually to become American citizens if they so desire," Robertson said.

The unions have prepared brochures in English, Spanish and five Asian languages to give applicants for legal status the information they need to qualify for amnesty under the 1986 law.

Rise in bank interest rates threaten higher mortgages

Leading banks raised their prime interest rates one-quarter of 1 percent for the second time in a month, pushing the rate they charge their preferred customers to 8 percent.

The increase will ripple throughout the lending industry, forcing up interest rates on home mortgages and other consumer loans.

Financial analysts predicted the prime rate would continue to climb even higher —to as much as 8.5 percent—within a matter of weeks as a result of Federal Reserve Board action to tighten credit in an effort to stem the steep decline in the U.S. dollar.

The White House sent out mixed signals on the action by the nation's giant banks. President Reagan told reporters that "I wish they hadn't done it." But press spokesman Marlin Fitzwater said it should be "helpful in preserving the dramatic gains that we have made against inflation."

In other economic news:

- The productivity of American business and industry rose at an annual rate of 1.8 percent in the first quarter, the Labor Dept. reported.

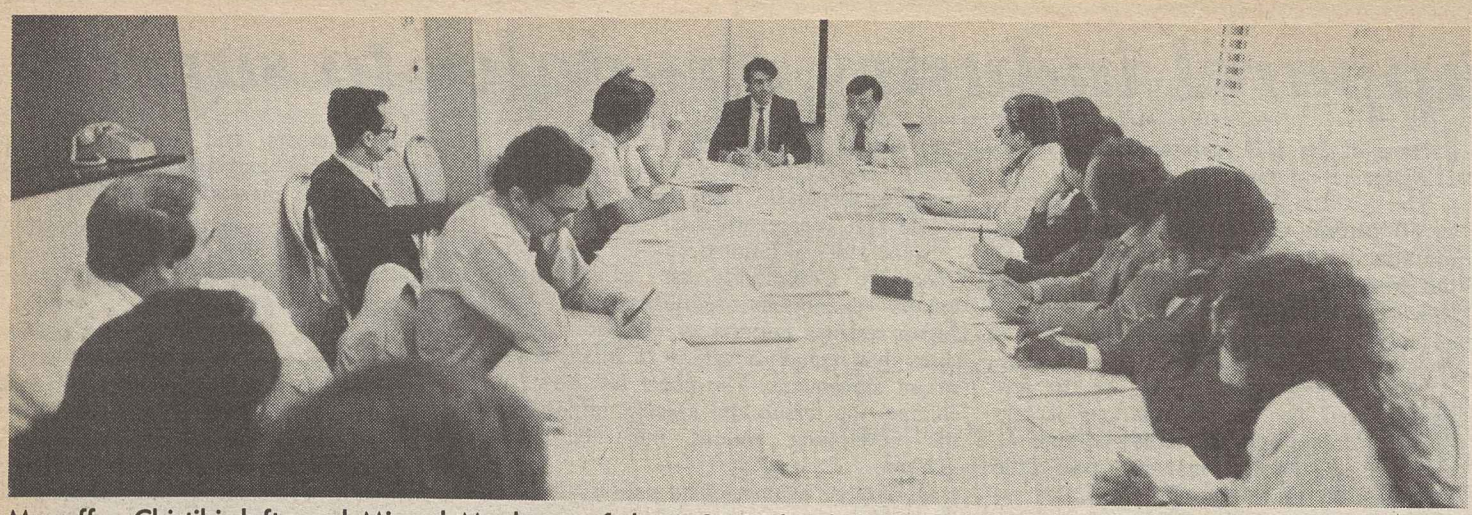
The increase, which followed two consecutive quarterly declines, was accompanied by a sizable reduction in labor costs as hourly compensation rose by the smallest amount in more than a quarter of a century. Hourly compensation edged up at an annual pace of only one-tenth of 1 percent during the three-month period.

Some economists expressed concern, pointing out that the bulk of the productivity gain resulted from a buildup of inventories. If sales don't pick up in the second quarter, industry could end up cutting both production and jobs.

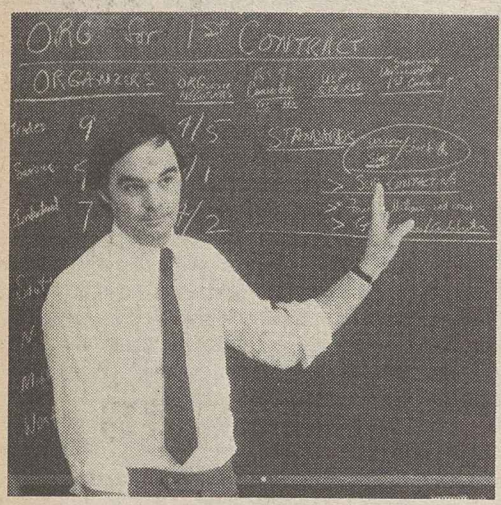
- Commercial and business construction fell sharply in March, pulling down overall construction spending 1.3 percent to its lowest level since December.

Construction of single-family and multifamily homes rose four-tenths of 1 percent during the month, but nonresidental construction plunged 4.1 percent.

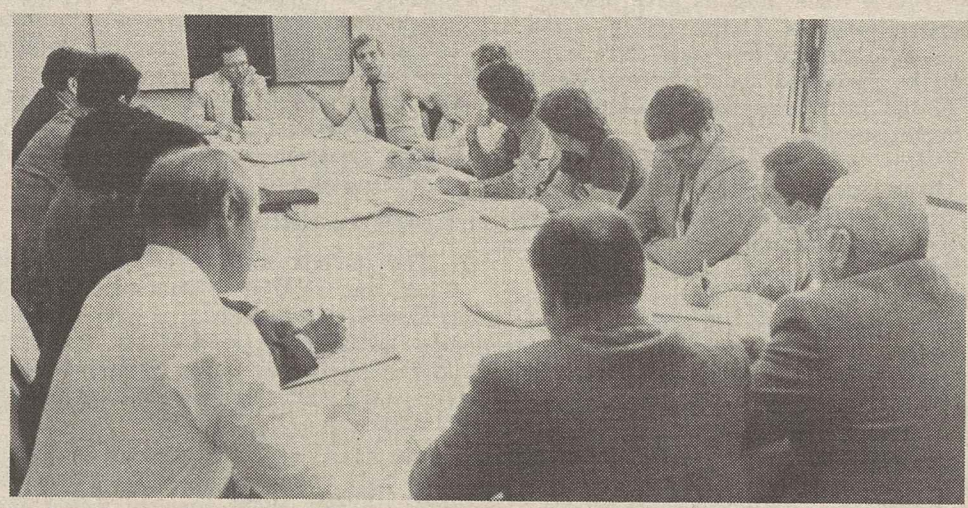
The best hope for the future of the construction industry lies in the expectation that money soon will be disbursed under the $88-billion highway and mass transit bill that Congress enacted into law over Reagan's veto.



Muzaffar Chistihi, left, and Miguel Machuca of the ILGWU lead discussion on organizing immigrant workers.



UFCW's Dan Stewart



Federation Information Director Rex Hardesty talks about media relations.

Organizing moved to front burner

National conference explores new concepts and strategy

By Candice Johnson

Union organizers from Montana to Rhode Island recessed their campaigns to exchange ideas and sort out tactics at the AFL-CIO's national organizing conference.

The four-day session, sponsored by the Dept. of Organization & Field Services, brought together more than 150 participants from 24 unions.

The conference emphasized techniques and strategies to help organizing committees in their fight for a first contract and offered advice on establishing a volunteer organizer program for rank-and-file members. Other topics included running successful campaigns without using the National Labor Relations Board, organizing immigrant workers and using the media.

AFL-CIO Sec.-Treas. Thomas R. Donahue outlined several approaches to organizing that have been adopted by the federation through the efforts of the Committee on the Evolution of Work. These methods include utilizing union members as "volunteer organizers," organizing around key issues in the workplace and community and offering needed benefits and services through the Union Privilege Benefit Programs.

The committee's report also recommended better training for organizers and a broader search for people "who have different backgrounds and disciplines," he added. Donahue also stressed the need to maintain contact with workers "who have enjoyed and benefited by union representation . . . but have moved on to another job" at a nonunion workplace.

Associate memberships

"With the development of an associate membership programs that transcends collective bargaining, unions will be able to take advantage of the goodwill and efforts they have built," Donahue said, laying the groundwork for a later, successful organizing campaign.

The benefits and services available through an associate membership also may attract workers who otherwise might not be interested in joining, he added.

Organizing for the 1980s and 1990s requires "experimentation, new ideas and variations on old techniques" that have worked in the past, Donahue said.

Organizing Director Charles McDonald said that organizing efforts had been put on the "front burner" by the AFL-CIO and its affiliates, with unions looking at new techniques and models for winning members.

In a workshop session on non-NLRB organizing, Stephen Lerner of the Service Employees stressed the need to win community support early in the campaign. He urged participants to learn the financial operations of their industry and how workers are affected by several layers of employers. Citing the building service industry, he pointed out that the purse strings for building maintenance workers were actually held by building owners and not the employing service contractor.

Crucial elements

Dan Stewart of the Hospital & Health Care Employees emphasized the importance of timing when organizing to win a first contract. He suggested that unions plan activities and demonstrations to coincide with bargaining sessions so that most workers could participate.

Mel Stack outlined the Food & Commercial Workers' volunteer organizer program, explaining that after a training session, interested union members join ongoing campaigns, serving from one to two weeks, or longer.

In other sessions, participants examined the role of the clergy in union efforts, discussed organizing in the construction industry, looked at computer needs and studied techniques for corporate campaigns.

House panel approves curb on employer lie detector tests

A labor-supported bill to prohibit most employers from administering "lie detector" tests was approved and strengthened by the House Subcommittee on Employment Opportunities.

The 9-2 vote cleared the measure for action by the full Education & Labor Committee, probably later this month. Some of the issues that divided the subcommittee are likely to be refought there, before the legislation is sent to the House floor.

Rep. Pat Williams (D-Mont.), the bill's chief sponsor, was also the author of the strengthening amendment. It would extend the legislation's restrictions on use of polygraph devices to include written or oral "attitude tests" that some firms rely on to evaluate the honesty of employees and job applicants.

Both sorts of testing, unions contend and experts have testified, are unreliable and depend heavily on intimidation to extract admissions of misconduct.

Preparing a subject for a polygraph test has been likened to readying a condemned person for the electric chair.

Attitude tests, which many employers favor as both cheaper and less controversial than polygraph testing, purport to use psychology to measure employee honesty with a barrage of questions. As an example, one test asks whether "stealing from an employer is different than stealing from a friend."

The subcommittee split along party lines on that issue, with seven Democrats voting for the strengthening amendment and four Republicans opposed.

Williams agreed to a national security exemption in the bill, identical to one of the amendments the House adopted in the last Congress before passing the measure by a 236-176 vote.

A companion bill, carrying bipartisan sponsorship, cleared the Senate Labor & Human Resources last June but was not brought to the Senate floor before the 99th Congress adjourned.

The new bill, as approved by the subcommittee headed by Rep. Matthew G. Martinez (D-Calif.), would prevent employers from requiring employees or job applicants to submit to lie detector tests and from discriminating against those who do not.

Violations could subject employers to civil penalties of up to $10,000, and to damage suits brought by employees or job applicants.

Lie detector tests are defined in the bill to include any written or oral test that is used to detect deception or gauge the honesty of an employee or applicant.

Retirees gain reprieve on benefit rights

Congress staved off a threat to retired workers whose former employers file for bankruptcy law protection by continuing a temporary law preventing the cancellation of their health, disability or life insurance benefits.

The law is due to expire May 15th, but a four-month extension approved by both the Senate and House will give Congress more time to try to reach agreement on permanent legislation. The temporary measure was adopted last year, largely to prevent the LTV Corp. from reducing retirement benefits that had been negotiated by the Steelworkers.

House Judiciary Committee Chairman Peter W. Rodino Jr. (D-N.J.) said a 1984 amendment to the Bankruptcy Act barring firms from unilaterally tearing up union contracts should be clarified to reflect the intent of Congress to include protection for retired workers.

The four-month extension of the temporary law, Rodino said, "buys time" for Congress to adopt permanent legislation.

Bank bill advances

The House also cleared a labor-supported measure to limit the time a bank can take to clear checks deposited by its customers. Many banks now place holds on checks that exceed the time required to clear the deposit, to the disadvantage of customers needing access to their funds.

Senate Democrats united behind a compromise budget resolution that restores $2 billion that an earlier version would have cut from domestic programs. It conditions a $7-billion rise in military spending to presidential approval of separate tax legislation to pay for defense increases.

The trillion-dollar budget calls for $18.3 billion in additional revenues to stay under the Gramm-Rudman-Hollings deficit ceiling. President Reagan has threatened to veto any tax increase.

All but three Republicans voted against the Democratic budget resolution. But Reagan's budget proposal was rejected by a resounding, bipartisan 81-18 vote.

Labor-backed bills

House and Senate committees have a number of labor-supported bills high on their agendas.

The Senate Labor & Public Welfare Committee was scheduled to act on the Civil Rights Restoration Act, which would offset a Supreme Court decision that thwarts enforcement of several laws requiring withholding of federal funds from institutions that discriminate.

In a letter to committee members, AFL-CIO Legislative Director Robert M. McGlotten urged approval of the bill without substantive or irrelevant amendments. Progress in the last Congress was blocked by a controversy over attempts to include language dealing with abortions in the bill.

McGlotten also urged the House Energy & Commerce Committee to approve legislation that would write the fairness doctrine for broadcasting into permanent law.

The Senate has already passed a bill that would prevent the Federal Communications Commission from abolishing the fairness requirement through regulations.

UAW locals ratify Mack Truck pact

Four Auto Workers locals approved a new five-and-a-half year job security contract with Mack Trucks Inc. that guarantees to preserve work at Mack plants in Maryland and Pennsylvania in exchange for wage concessions of $1 an hour. The settlement provides benefits improvements while trimming pay rates to $13.50 an hour.

The agreement runs until Nov. 3, 1992, and covers some 5,500 active and 3,300 laid-off workers at plants in Hagerstown, Md., and Allentown and Macungie, Pa. Mack agreed not to close any plants for any reason other than reduced market demand, pledged capital improvements at the Hagerstown and Macungie plants, agreed not to transfer work to other locations and not to outsource work beyond what had already been announced.

The contract improves life insurance by $6,000 over the term, boosts sick and accident benefits by $50 a week, raises long-term disability payments by $200 a month and provides a $1,000-hike in retirees life insurance.

An early pension incentive of supplemented payments will be provided for those age 55 with a decade of service who retire. A severance formula that provides $1,000 a year for year of service for the first five years and double that after five years' service will pay up to $50,000 to those who choose to leave their jobs.

Pension benefits will be improved by 40 cents a month per year of service in each of the first three years of the contract, by 55 cents in 1991 and 40 cents in 1992. Annual lump-sum payments of $200 will be made in every year of the contract except the fourth year for those already retired.

Employees will retain their 15 annual holidays, but vacations will be cut by a week and three personal days will be dropped.

EDITORIALS

An Obligation to Listen

THE CANDIDATES for the presidential nominations of the Democratic and Republican parties understandably welcome the opportunity to present their views on issues important to American workers to an audience composed of millions of union families.

But it's a two-way benefit, and the AFL-CIO just as heartily welcomes their decision to take part in labor's "Democracy at Work" project.

By their participation, the candidates acknowledge that our concerns as workers, union members and Americans are important and deserving of thoughtful answers. Each has addressed the questions the labor movement asked, and it is our obligation in turn to consider their responses.

We take their candidacies seriously. They deserve from us an open-minded appraisal of their programs and their records.

They will get it.

Union members will listen to what they say, now and in the months ahead as the campaign progresses.

We will consider what they have stood for in the past and where they stand today. We will try to assess both what they have accomplished and what they propose to accomplish.

Whatever our individual or collective judgment on the merits of the various candidates, the interchange can only enhance the democratic process. That's its intent.

Stakeout in the Senate

IF ANY ENTERPRISING reporters had chosen to stake out the hearing room of the Senate Labor & Human Resources Committee between midnight on May 6 and the early hours of May 7, they would have well rewarded for their enterprise.

They would have been able to spot all nine Democratic members of the committee and four of the seven Republicans, entering the room singly and in small groups. The Senate had been in late night session, and they were gathering for an unprecedented post-midnight committee meeting.

The subject: the Civil Rights Restoration Act. That's a bill the AFL-CIO, women's groups and the civil rights movement support. It seeks to repair the damage that a controversial Supreme Court decision did to enforcement of laws prohibiting discrimination on the basis of race, sex, age or physical handicap by institutions receiving federal funds.

Controversies irrelevant to the legislation's intent had blocked action in the last Congress and Chairman Edward M. Kennedy (D-Mass.) was determined that the measure wouldn't be shunted aside this time around.

He was willing to accommodate a Republican opponent who had schedule conflicts that prevented a morning session, but not to the point of delaying action—not even when the Senate stayed in session unexpectedly late.

The bill's committed supporters—nine Democrats and Connecticut Republican Lowell P. Weicker Jr.—came to the post-midnight committee session prepared to stay as long as necessary to get the legislation on track.

The result was a firm agreement for a timetable to deal with pending amendments, to culminate in a May 21 vote on clearing the bill for the Senate floor.

A sleepy but elated AFL-CIO legislative representative passed on the news of the committee session. Reporters, even for the AFL-CIO News, don't generally stay on the job all night—at least not for congressional committee meetings.

But 13 senators did so, and for that we can all be grateful.

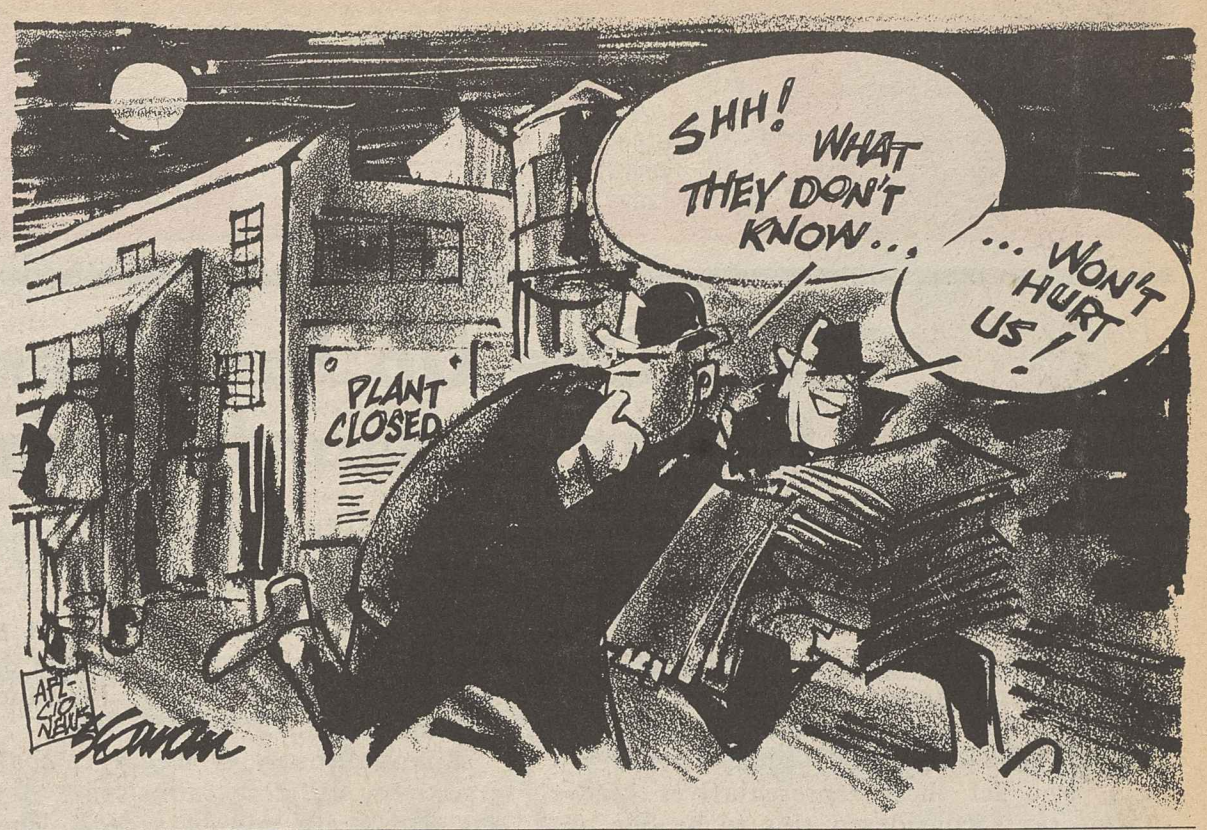
Fueled by Greed

THE ECONOMIC health of the United States is threatened by an epidemic of corporate takeovers. No business, no matter how large or how soundly managed, is safe.

No economic or social benefit has been produced by this frenzied takeover activity. Billions of dollars have been wasted.

The ultimate losers in these matters are workers and their communities.

—From AFL-CIO Executive Council statement on corporate takeovers, May 5, 1987.



Washington Window

Campaign fund needs put Congress in hock

By Press Associates

"Follow the money" was the advice "Deep Throat" gave to the reporters who unraveled the Watergate scandal. Out of that corruption of the political process came reforms in public financing of presidential elections.

"Follow the money" also was a guideline for investigators trying to put together the pieces of the puzzle in the Iran-Contra arms sale scandal. The money trail led to the Reagan White House, where the President met with wealthy supporters to thank them for their financial contributions. In addition to those tax-deductible funds being used in possible violation of foreign policy laws, some of the money may have financed political ads attacking critics of Reagan's Central America policies. And that would be a violation of federal election law.

Just as President Nixon through Watergate unwittingly brought about the public financing of presidential campaigns, it would be ironic if Reagan's current scandal helps spur legislation to publicly finance congressional campaigns.

Integrity restored

Reagan has said he philosophically opposes public financing of presidential elections, yet he dropped by the U.S. Treasury and legally picked up some $90 million for his campaigns in 1976, 1980 and 1984. The President should agree that public financing through the $1 check-off on tax returns has reduced the role of private wealth and restored confidence in the integrity of presidential campaigns.

When Congress set spending limits along with public financing for presidential candidates, it also limited congressional campaign spending, but without public financing. In 1976, the Supreme Court upheld the legislation on presidential campaigns and struck down the spending controls over congressional races. To be constitutional, the high court said, spending limits for congressional elections must be part of a voluntary system that includes public financing.

Absent such controls, congressional campaign spending in the past decade has soared out of sight. One citizens' group, Common Cause, reported that spending in Senate races rose from $38 million in 1976 to $179 million in 1986. In 1975-76, Senate winners spent an average of $610,000; in 1985-86, Senate winners averaged $3 million each in spending.

Spending in House races has more than tripled, rising from $61 million in 1975-76 to $194 millon in 1985-86. Winning congressmen spent an average of just over $87,000 in 1975-76; in the last election cycle, House winners averaged $329,000.

Pax vobiscum

About a third of that money came from political action committees of which there were 608 in 1974. Today there are more than 4,000. PAC contributions to congressional races have jumped from $22 million in 1976 to more than $130 million in 1986.

Observers believe effective reform of congressional campaign financing is needed now. Runaway congressional campaign spending gives big business and the wealthy a disproportionate influence on Capitol Hill. There are reportedly 40 millionaires in the 100-member Senate—no surprise considering what it takes to get elected.

Senate Majority Leader Robert C. Byrd (W.Va.), cosponsor of a reform bill, said senators have to start raising money years before facing re-election. "They all too often become fundraisers first, and legislators second," he said.

A consensus seems to be growing in Congress on the need for reforms. Labor supports a bill sponsored by Byrd, Sen. David Boren (D-Okla.) and 42 other senators, that would provide for partial public financing and limit candidate spending. Labor also favors a spending limit on PACs, wealthy individuals and "independent" groups and a crackdown on devices such as "bundling" and "conduiting" that conceal contributions.

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AFL-CIO news

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AFL-CIO LEGISLATIVE

ALERT!

Chalk One Up For American Workers! House Passes Gephardt, Senate Fight To Follow

Victory In The House

Fighting against tremendous odds, workers across the country won a major victory when, on April 29th, the House of Representatives voted 218-214 to adopt the Gephardt amendment on trade deficit reduction. The vote followed an intensive lobbying campaign by grass-roots activists, who let their representatives know that workers considered this to be one of the most important votes that members would cast during this session of Congress.

In addition to renewing contacts with members who had voted in support of last year's trade bill, the campaign was aimed at new members and others who were thought to be persuadable. Legislative Action Committees (LACs), State and Local Central Bodies and AFL-CIO field staff helped to generate a deluge of letters, phone calls and telegrams. Almost two hundred representatives received personal visits in their districts.

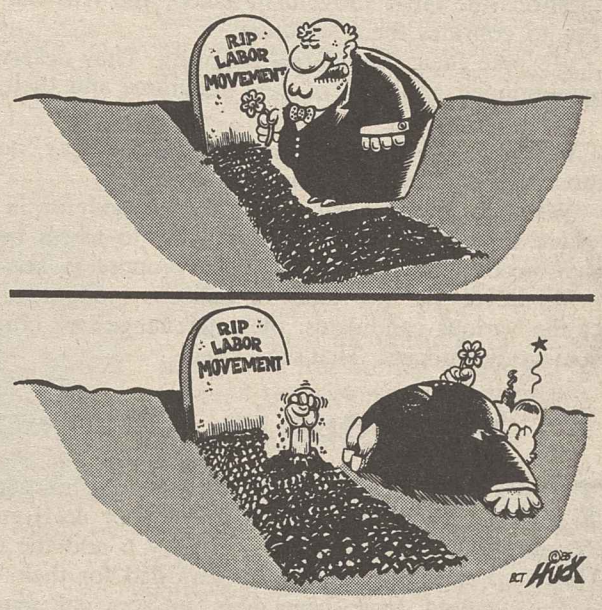
In some districts, April 23 was named as "Call-in-Day", and union constituents were mobilized to make calls to their member's local offices. One district office reported that their telephone lines were tied up all day as over 100 pro-Gephardt calls were logged in. The office also received 39 mail-grams and several hundred postcards. By the end of the day, the representative had pledged his support for the amendment.

Simultaneously, a media campaign was organized, utilizing radio spots, newspaper ads and a six minute video. The video, entitled "The Bottom of the Ninth on Trade," was used in local union meetings and staff briefings on Capitol Hill.

Battle In The Senate

Trade unionists are being asked to continue the campaign -- this time lobbying their senators. The narrow margin of victory in the House means that the anti-fair-trade forces in the Senate might try to minimize the country's support for effective trade legislation. Pressure from the grass-roots will, therefore, be even more important in the coming weeks.

By the time you receive this *Alert*, the Senate version of the comprehensive trade bill (S. 490) should have been reported out by the Senate Finance Committee. On April 30, by a 15-2 vote, the Committee approved an amendment by Sen. Donald Riegle (D-MI) which defines the abuse of basic worker rights as an unfair labor practice. However, as in the House, S. 499, the Riegle amendment which contains a trade deficit reduction enforcement provision, will be decided in a floor fight.



What You Can Do

Write to both of your senators. Tell them that real trade reform is of the highest priority for working men and women who care about their country and their jobs. Tell them that if they are serious about dealing with America's trade crisis, they will support the Riegle amendment when it is introduced on the Senate floor.

Dislocated Worker Aid: Congress Begins Action On Plant Closing Bills

Between January of 1981 and January of 1986, just under 11 million American workers lost their jobs due to plant closings. Often, a company's decision to close its doors is unexpected, leaving workers completely unprepared. Their families' economic security is shattered; their communities gutted.

In many instances, the injuries suffered by workers and their communities could be eased, or avoided altogether, by timely government or union notification. Some contemplated plant closings and mass layoffs are preventable; indeed, less than 10 percent of plant closings are due to bankruptcy or financial insolvency. And where a closing cannot be prevented, its disruptive effects can be minimized by a variety of readjustment measures.

The AFL-CIO maintains that if a company must close its doors, management has a responsibility to notify and, thereby, ease the suffering of its workers and their community. Legislation requiring advance notification of closings, and providing aid to dislocated workers and their families has now begun to move in Congress.

The Senate Labor and Human Resources Committee is expected to finish marking-up S. 538, the Economic Dislocation and Worker Adjustment Assistance Act of 1987, this week. The House version, H.R. 1122, is scheduled to be considered by the Education and Labor Committee on May 20.

What You Can Do - Contact members of the House Education and Labor Committee and both of your senators. Tell them that you would like their support on S. 538 and H.R. 1122. Since a corporate decision to abandon an area is not made in a void, such decisions should take into account their social and economic effects on workers and their local communities.

For The Record . . .

During the April 29th floor debate, many members of the House of Representatives stood up to argue in favor of the Gephardt amendment. The following are excerpts from some of their statements in the Congressional Record:

The policy we have been following has been one that has been long on words, on our side and on the side of our trading competitors. We complain with lots of language and what we get back is language, words. We get press releases, we get good intentions, but we do not get action, we do not get change, we do not get the kind of open markets that I think we demand and need in order to make the world trading system work...

That is what the Gephardt amendment is about. It is a new policy. I think if we can put in place, and we can make it happen; if we can change the behavior, if we can open the markets, then we can turn to the American people with credibility and say that now it is time to make America good again and great again and strong again and do all of the things that we, together, have to do to make that happen.

Gephardt (D-MO)

This is an amendment to open up markets to give Americans jobs and opportunity.

Brown (R-CO)

I am really tired of telling my constituents that they have to become more competitive when I know that, in some instances, no matter how competitive they become, they won't be allowed to compete...

Wolpe (D-MI)

The rhetoric of free trade has been an impediment to the development of a comprehensive, responsible trade policy. It has been an encumbrance, and to those who have lost their jobs because of blind subservience to it, it has been a curse...

Then there is always the GATT. How many times have we heard, wait until the next GATT round? If we stay the course on the good ship GATT by the time the balance of the world manipulates our next group of negotiations, we'll have nothing left in this country we can be accused of trying to protect.

Ridge (R-PA)

I am not prepared to let this Nation roll over and play dead on the trade issue. I will not stand idly by while steelworkers, coal miners, and textile workers hit the unemployment lines.

Bevill (D-AL)

[This] is the key to letting the world know that America means business.

Bonior (D-MI)

American industry and American workers are being subjected to an assault from all sides, and our county's reaction has been anemic. We've adopted a "welcome mat" trade policy. Unfortunately we are the mat and the rest of the world is using us to clean their muddy shoes.

Davis (R-MI)

In the next ten years we will not have one blast furnace left in America. What will we defend ourselves with, styrofoam?

This [amendment] does not go far enough. If it were up to me, I would ship the EPA to Japan, I would send Malcolm Baldrige to Korea, and Clayton Yeutter to Taiwan.

Traficant (D-OH)

South Africa's rulers tighten grip

Black trade unions prepare for new era of oppression

By Gene Zack

South Africa's black trade union movement faces a bleak future in the wake of whites-only elections that strengthened the grip of apartheid forces on the government and sharply reduced the already thin ranks of white moderates.

That's the grim assessment given by Dale Tifflin, research director of the Council of Unions of South Africa/Azanian Confederation of Trade Unions.

The draconian measures taken by President P.W. Botha's regime against labor and civil rights coalitions in the past year "are going to get harsher," warned Tifflin, who was in Washington for a week-long institute at the George Meany Center for Labor Studies.

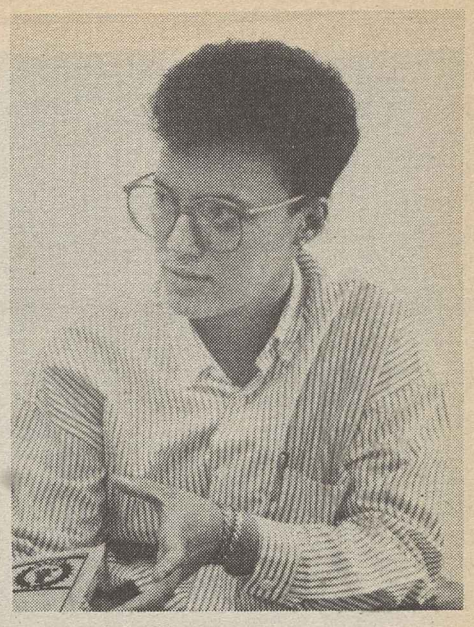
The modest "reforms" put in place last year to quiet world criticism of apartheid "will go down the drain," she predicted. The first change will probably be reinstitution of the onerous "pass laws," which treat black workers as "aliens" and require them to carry identity cards restricting their access to white industrial and commercial centers.

Tifflin expressed concern that labor will have to endure "another blood bath" at the hands of security forces which have systematically harassed unions for opposing the government's racist policies and pressing for workers' rights.

Tifflin, who herself was imprisoned without charges and held incommunicado for 14 days last year, expressed concern that there could be an increase in the number of unionists picked up in police dragnets and jailed for months at a time.

In addition, state security forces have banned union publications, opened and confiscated mail, tapped union phones in open violation of the law and disconnected labor teletype lines at central telephone switching centers to hamper communication

Continued on Page 4



Dale Tifflin

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MAY 16, 1987

MEMO FROM COPE
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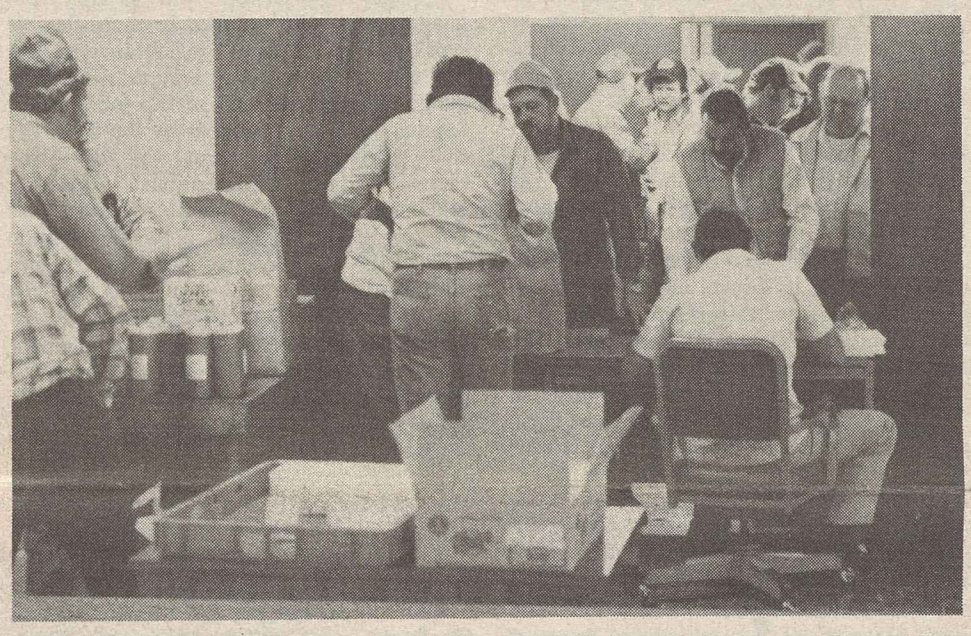

Food for the jobless

Jobless workers in Houston draw emergency food supplies at Pipefitters Local 211 union hall—one of 16 union locals participating in the Harris County AFL-CIO's community services network. Last year, the central body gave out more than 300,000 pounds of surplus cheese, butter, grains, dried milk and other food. The county labor federation's program serves more than 3,500 needy families every month. (Story on Page 6.)

New jobs cut unemployment but push down wage levels

Job gains centered primarily in the service sector pushed the nation's unemployment rate down to 6.3 percent in April—the lowest level since Ronald Reagan came to office more than six years ago.

But the jobless level was still substantially above the 5.6-percent unemployment mark of March 1979—the lowest point reached during the Carter Administration.

The AFL-CIO called April's three-tenths of 1 percent decrease in joblessness "welcome news for American workers." But it added a note of caution.

"Average weekly earnings declined last month and were down from last March in real terms," Federation Research Director Rudy Oswald pointed out. "So more jobs didn't mean more pay" for the nation's workforce.

The decline in real earnings between March 1986 and March 1987 was a sharp 1.1 percent, resulting from a combination of a drop in weekly hours and rising inflation that has robbed earnings of their purchasing power.

Continued on Page 2

Trade deficit tops '86 as imports set record

The March trade deficit of $13.6 billion pushed the U.S. gap between imports and exports in the first quarter 8 percent above the same period a year ago when the nation was enroute to its largest trade shortfall in history.

In the fiirst three months of 1987, the nation suffered a $40.9-billion trade imbalance. That's $3 billion more than the deficit accumulated in the first quarter of 1986.

What's more, March imports climbed to an all-time high of $34.7 billion, eclipsing the previous one-month import record of $34.3 billion set last October.

Government economists estimate that for every $1 billion in domestic sales lost to imports, 22,500 American jobs are wiped out.

The only thing that helped take some of the sting out of that continued import surge was that exports rose $3.6 billion in March to $21.1 billion—the highest one-month level in six years.

The AFL-CIO said that any easing of the deficit was "welcome news." But with the first-quarter deficit running at a faster pace than a year ago, it took sharp issue with Administration claims that the figures mean the trade crisis is over.

Not so rosy

"When imports reach a new record in a single month and when the first-quarter deficit is $3 billion higher than the one we experienced a year ago, it's hard to justify the rosy forecasts coming from the White House," said Federation economist Mark Anderson.

So far this year, Anderson pointed out, the trade deficit is running at an annual rate of $163.8 billion. "That's only a slight improvement over 1986, when we rang up a record $166.3-billion shortfall," he said.

There's little in the figures to suggest that good times lie ahead for workers, industries and communities that have been inundated by the tide of imports that washed over them throughout the Reagan Administration, Anderson said.

The only permanent cure for the continued wide gap between imports and exports, he said, is Senate enactment of the House-passed trade bill that would force other nations to tear down barriers to U.S.-made goods and impose penalties on countries that subsidize exports, exploit workers and target Americans as their primary consumers.

Overly optimistic

"Congress shouldn't be misled by the overly optimistic pronouncements from an Administration that has promised over and over again that the problem would correct itself," Anderson continued. "This Administration has been wrong before, it's wrong now and we have confidence that legislators won't be taken in by these blue-sky predictions."

The March trade shortfall with Japan continued to be the nation's largest. At $4.9 billion, it was a scant $182 million below the February level and was running at an annual rate of $57.6 billion—roughly the same as the 1986 pace.

But the improvement in the trading picture with Japan was more than offset by a sharp rise in the deficit with West Germany. The March deficit of $1.6 billion was up 60 percent from the previous month. That puts the annual rate at $14.8 billion, slightly less than last year's level.

The deficit with Taiwan is running at an annual clip of $17.2 billion, while the annual pace of the shortfall with South Korea is $8 billion. Both rates are well above the levels reached in 1986.

House panel boosts Medicare benefits

By David L. Perlman

The House Ways & Means Committee responded to labor's concerns and approved a catastrophic health care plan for Medicare beneficiaries that will be financed by monthly premiums keyed to ability to pay.

Its benefits are greater than would be provided in an Administration proposal sent to Congress early this year. And the funding mechanism is more equitable than the formula that had been devised by a subcommittee.

It covers unlimited hospitalization and substantially more of the expenses incurred in serious and lengthy illness than Medicare now provides.

The manner of paying for the expanded Medicare coverage was of special concern to the AFL-CIO.

Labor strongly objected to a subcommittee proposal to tax Medicare recipients—including 1.6-million low-income persons who otherwise would owe no taxes—for the value of the Medicare benefit.

Wrong approach

Apart from burdening those least able to afford the cost, the approach appeared dangerously close to the taxation of employee benefits. That's a concept that unions strongly opposed and Congress firmly rejected when the tax reform bill was being considered last year.

The AFL-CIO has a better idea, Legislative Director Robert M. McGlotten wrote members of the Ways & Means Committee. He urged a small premium increase for everyone, with a supplemental premium based on ability to pay.

That's essentially what the full committee adopted.

It voted to raise the Medicare Part B medical insurance premium, which is now $17.90 a month, by $1 in 1990 and $1.50 the following year. Part B insurance covers most doctor bills and outpatient treatment. It's optional but 98 percent of those eligible subscribe to it. Part A of Medicare is the basic hospitalization coverage. It's

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5/16/87

Illinois AFL-CIO President Robert G. Gibson introduces video of presidential candidates at Chicago showing.

Democracy at work

Members screen the candidates

Trade union members across the country are beginning to get the word on where declared and potential candidates for President stand on the issues of concern to workers and their families.

Within days after the AFL-CIO Executive Council previewed videotape presentations by seven Democrats and six Republicans, unions put on screenings in eight cities—Chicago, Detroit, San Francisco, Kansas City, Atlanta, Orlando, Fla., and New Brunswick, N.J.

And that's only the start, according to the Labor Institute of Public Affairs, which has already booked showings in 60 big cities and small towns during the next several weeks.

Single copies of the videotapes have been supplied to all state central bodies. Each AFL-CIO regional director has received six prints, and another 10 prints have gone to each COPE regional director.

Backing up the federation's own political education effort, national and international affiliates have already placed their orders for tapes in bulk—2,000 by the Communications Workers; 1,000 each by the Bricklayers, Operating Engineers and State, County & Municipal Employees; 185 by the Signalmen; 100 by the Maintenance of Way Employees, and 45 by the Flight Attendants, for example. And the orders keep rolling in, with LIPA estimating there will be more than 10,000 videos in circulation.

The Machinists will produce 500 copies of the videos on their own, featuring remarks by President William W. Winpisinger. And the Auto Workers will produce a similar number with a message by President Owen Bieber.

Supplement distributed

Labor's effort to reach out to members and their families in order to stimulate increased participation in the preprimary screening of candidates is being augmented by an eight-page Federationist supplement reprinted from the May 9 issue of the AFL-CIO News.

The widely distributed special section focuses on the candidates' views on foreign trade, the budget deficit, meeting human needs and labor's role in the political process.

In addition, affiliates and state and local bodies plan to reproduce the material in their own union publications to make sure that every trade unionist knows where the candidates stand.

All this is just the first step in a complex process whereby the views of union members and their families will be solicited as to their presidential preferences—a key element in preparing for the meeting of the AFL-CIO General Board, tentatively set for next October, when affiliates will decide what role the federation will take in the presidential selection process.

Another aspect of labor's drive to educate members on the candidates and issues involves inviting presidential aspirants to address union gatherings so that members can hear the candidates in person.

The AFL-CIO Industrial Union Dept. did just that at its annual legislative conference, hearing from three Democratic hopefuls—Sen. Paul Simon (Ill.), Sen. Joseph Biden (Del.) and Rep. Richard Gephardt (Mo.)

The federation's effort is the most comprehensive undertaking by any citizen group in getting out the message as to where the candidates stand on the issues and to get feedback from members on the candidate they want to support in the 1988 primaries and general election.

UAW contract provides full job security

Detroit—The Auto Workers negotiated a landmark job security program protecting all bargaining unit positions at Case IH plants in five states in a new 39-month contract that covers 5,100 workers, including 1,600 on layoff.

UAW President Owen Bieber and Vice President Bill Casstevens said the contract establishes guaranteed employment levels for all current jobs. This is the first time the union has won a "100 percent job security" clause in a major contract—a three-decade UAW goal, Bieber and Casstevens noted.

The contract with Case, a unit of Tenneco Inc., also provides increased pension benefits, Martin Luther King Jr.'s birthday as an added paid holiday, continued cost-of-living protection, annual lump-sum payments, a joint training program and improved health care and sick and accident benefits, Casstevens said.

UAW members ratified the agreement in voting conducted by the eight Case locals.

Company commitment

To gain the historic job security language, the workers agreed to more flexible work rules and changes in job assignments, overtime and bidding and transfer language. The cornerstone of the job security language is a commitment by the company that "active employment will not drop below certain predetermined levels . . . equal to 100 percent of the current active workforce minus future allowable attrition during the term of this agreement." This protections covers reductions for virtually any event, including economic downturns.

Casstevens, the union's farm implement director, explained that all jobs in each bargaining unit, based on the number of active employees as of May 1, 1987, are covered. The company will recall from layoff one worker for every two attritions, due to retirements, deaths or quits.

The new contract covers members of Local 152 in Hinsdale, Ill; Locals 1304, 1306 and 1356, all in East Moline, Ill.; Local 180 in Racine, Wis.; Local 763 in St. Paul; Local 807 in Burlington, Iowa, and Local 1004 in Southaven, Miss.

Case workers will receive a $250 special lump-sum payment within three weeks after ratification and annual payments based on the number of hours worked.

Cost-of-living adjustments totalling $1.24 an hour under the previous contract will be folded into the basic wage rate in 31-cent increments on Oct. 1, 1988, and Jan. 1, Apr. 1 and July 1, 1989. Wages at Case average $15 an hour, the union said.

Pension increase

A five-step increase in early retirees' pensions will lift the maximum monthly benefit to $1,350, Casstevens said. Basic pension rates will also rise in five increments to $23 a month per year of service by Jan. 1, 1990. Pensions for current retirees will go up $1.50 a month per year of service, with $200 lump-sum payments in October 1987 and September 1988.

The union won provisions for a substantial penalty against the use of excessive overtime. Case will pay a $5 an hour penalty on all premium hours in excess of 5 percent of straight-time hours worked. The penalty will be paid based on the total hours worked over the year.

Senate pressed to hold firm on immigration law

There is no reason to delay the timetable for requiring employers to verify the legal residence status of newly hired workers, the AFL-CIO insisted in a letter to senators.

At issue is whether the enforcement date of a key provision of the immigration reform law should be postponed beyond June 1. That's when employers will be subject to penalties if they fail to verify the legal residence status of new workers.

During the first year of enforcement, the penalties on employers are not very painful—a warning for a first offense and a fine for a repeat violation.

Nevertheless, an appropriations bill awaiting Senate Action would delay the start of employer enforcement for four months, until Oct. 1.

Delay unnecessary

There's no cause for delay, AFL-CIO Legislative Director Robert M. McGlotten wrote senators.

He pointed out that Congress spent six years debating employer sanctions before agreeing on immigration reform legislation. Employers know their obligations under the law and there is no reason they can't abide by the terms of the verification process, McGlotten stressed.

Any further delay, he suggested, "could send the wrong message" and encourage violation of the law.

The Senate Appropriations Committee added language delaying the June 1 enforcement date to a supplemental appropriations bill that will soon reach the Senate floor.

When the bill comes before the Senate, Sen. Alan K. Simpson (R-Wyo.), a leading sponsor of the immigration law, has said he will propose an amendment to retain the June 1 verification date. McGlotten urged senators to support Simpson's amendment.

New jobs cut unemployment but push down wage levels

Continued from Page 1

"American workers need both jobs and good pay to support themselves and their families," Oswald stressed.

Moreover, for those on the unemployment rolls, the economic outlook continued to be grim. Although the Bureau of Labor Statistics reported 7.5 million Americans without work, more than 5 million of them—two-thirds of the total unemployed—were without benefits in mid-April.

Since the Reagan Administration came to office, steep budget cuts and harsh eligibility requirements have steadily eroded the historic role of unemployment compensation to put a floor under the misery suffered by the jobless and their families.

The "official" total of 7.5 million unemployed continued to mask the full impact of the present economic situation. There were another 1.2 million "discouraged" workers no longer considered part of the workforce because they've abandoned their search for nonexistent jobs, and an additional 5.4 million "involuntary part-time" workers—people who would prefer full-time jobs but can't find them.

14.1 million victims

This means, Oswald emphasized, that there are 14.1 million Americans affected by the continued troublesome nature of conditions in the nation's labor market.

According to the National Committee for Full Employment, this puts the "real rate of joblessness and underemployment" at a depressing 11.7-percent level.

Manufacturing employment edged up by 14,000 in April to a total of 19.2 million. That's an increase of 1.2 million since the depths of the Reagan Recession in December 1982. But the total is still nearly 2 million below the record high of 21.2 million posted in January 1979.

As has been the pattern throughout the "recovery" period, the biggest job gains were concentrated in the non-manufacturing sector. Service employment was up 100,000, retail trade jobs rose 67,000, government employment increased 60,000, jobs in finance, insurance and real estate field grew by 40,000, there were 30,000 more jobs in health services and an addition of 20,000 in business services.

Construction employment rose 23,000 between March and April, while employment remained static in the mining, oil and gas extraction industry where the BLS said the "long downward slide" in joblessness resulting from fluctuating world energy prices "seems to have bottomed out."

The unemployment situation improved for nearly all segments of the workforce. In April, joblessness stood at 5.4 percent for whites, 13 percent for blacks and 9.2 percent for Hispanics. Although the unemployment situation for blacks showed the most dramatic improvement—declining from 13.9 percent to 13 percent—Oswald pointed out that this was largely the result of blacks dropping out of the labor force.

All for 25 openings

Baltimore—An estimated 2,500 people, many of whom waited overnight, lined up outside a temporary job interview center to compete for 25 jobs at the Lever Bros. soap manufacturing plant here.

The company expected only 400 applicants. Instead, eager job hunters began arriving at 11 o'clock the previous night, standing in line outside a suburban motel until the doors opened at 7 a.m.

The 25 jobs at stake will pay workers $10.73 an hour to operate packaging equipment. Explained one applicant, who learned of the openings from a friend who had been laid off and was watching the want ads, "I can't support myself on $4 an hour."

The latest government statistics showed Baltimore with a jobless rate of 5.9 percent—a level below the national average. But the rush of applicants gave new evidence that counting part-time or low-paid workers in the "employed" category disguises the economic crisis facing workers and their families.

Postal unions challenge motive for rate increase

The U.S. Postal Service Board of Governors recommended hefty across-the-board rate increases, and the timing of its action —at the outset of collective bargaining sessions—drew sharp criticism from postal unions and a bipartisan group of House members.

The proposed hikes—which must go through a protracted 10-month review process before the Postal Rate Commission makes any final determination—contain a mixed bag of increases that could sharply boost the cost of mailing trade union publications.

The recommended increases were announced only two weeks after the USPS opened contract negotiations covering 600,000 postal workers across the nation.

Postal Workers President Moe Biller and Letter Carriers President Vincent Sombrotto charged that the premature action "pollutes the bargaining environment and undercuts the integrity of the rate proceeding itself."

They accused the Postal Service of "thumbing its nose" at a 1984 recommendation by the Postal Rate Commission that such requests be deferred until after the completion of contract negotiations to allow the commission to make a more realistic assessment of its financial condition.

The USPS move triggered an angry protest from Rep. William L. Clay (D-Mo.) and Rep. Frank H. Horton (R-N.Y.), both members of the House Post Office & Civil Service Committee. They urged the commission to withdraw its recommendation until after contract negotiations are concluded.

"Let's retract that proposal until the figures are ready," Horton urged commission members.

The impact of the proposed rate increases on labor publications depends on whether unions use second- or third-class mailing permits, according to Edwin M. Schmidt, the AFL-CIO's postal expert.

Steep increase

The proposal contemplates a 50 percent cut in charges based on weight—a step, Schmidt said, that will benefit only commercial publications "of the telephone-book variety." At the same time, the second-class piece rate—the key cost factor to unions—would rise from 8.7 cents to 12.4 cents. This translates to a 42.5-percent hike.

Unions which send their publications via third-class mail face a 2-percent increase in costs if the new rate system is put into effect in its present form, Schmidt noted.

The postal committee of the AFL-CIO and the International Labor Communications Association is looking into the recommendations to determine what action labor should take in the face of this new economic threat to labor's ability to communicate with its members.

House panel approves plan to boost Medicare benefits

Continued from Page 1

funded through the social security payroll tax on workers and employers.

Most of the funds needed for the catastrophic insurance benefits would be derived from a "supplemental premium" that would be paid by persons covered by Medicare who have taxable incomes over $15,000. Their payments would rise with their income, to an estimated maximum of about $580 a year.

Under the bill, Medicare beneficiaries could also receive up to 150 days of care in a skilled nursing facility, with no requirement for prior hospitalization. Present law has a 100-day limit, with a requirement for hospitalization for at least three days before admission to the nursing home.

Coverage expanded

In both instances, however, the nursing home coverage is for treatment of illness and not for primarily caretaking services. The committee bill would also allow more days of home health services.

States would be required to cover the costs of all Medicare premiums, deductibles and co-payments for elderly and disabled persons with incomes below the poverty line.

While the committee approved the key features of the legislation, there were some blanks still to be filled in before the final vote on clearing the measure for the House floor.

The Energy & Commerce Committee, which shares jurisdiction over portions of Medicare, is also exploring both coverage of prescription drugs and the problem of long-term nursing home care.

The committee bill is similar to a measure introduced by Senate Finance Committee Chairman Lloyd Bentsen (D-Tex.). It, too, combines an across-the-board rise in the Part B premium with a supplement based on ability to pay.

The Administration bill, which the House committee rejected by a 24-11 vote, would raise Medicare Part B premiums by the same amount for all covered persons to pay for a somewhat smaller expansion of benefits.

Presidential support for even a limited catastrophic insurance add-on to Medicare was a victory for Health & Human Services Sec. Otis R. Bowen.

Some White House advisers had contended that protection against catastrophic health care costs would amount to government competition with private firms that sell "medigap policies" to the elderly.

Building Trades President Robert Georgine and Legislative Director Leo Zeferetti, left, at House hearings on changes in Davis-Bacon Act coverage.

Fine-tuned revisions backed on Davis-Bacon protections

Building trades unions are supporting a carefully crafted effort to amend the Davis-Bacon Act by trimming back its coverage but strengthening its enforcement.

Legislation introduced by Reps. Austin J. Murphy (D-Pa.) and Augustus F. Hawkins (D-Calif.) is on the right track, President Robert A. Georgine of the AFL-CIO Building & Construction Trades Dept. testified at House hearings, although it reduces coverage more than unions consider appropriate.

Davis-Bacon, dating back more than 50 years, requires contractors on federally funded construction to pay prevailing wages and benefits to their workers.

Under the Reagan Administration, the Labor Dept. has weakened the law's protections through changes in regulations. And in recent years, repeated attempts have been made in the House and Senate to reduce Davis-Bacon coverage through amendments to bills funding various government programs.

Reasonable changes

It is against this backdrop that Hawkins, as chairman of the Education & Labor Committee, and Murphy, who heads its Labor Standards subcommittee, are seeking to update the Davis-Bacon Act.

The bill they introduced would raise the dollar threshold for construction contracts covered by the law from the $2,000 level set in 1935 to $50,000 for new construction and $15,000 for contracts involving repair or alteration.

Georgine said the building trades could support a rise in the threshold figure to $25,000 for new construction and perhaps $10,000 for repairs and alterations. Exemptions beyond that level, he suggested, would encourage some agencies to split up contracts to stay under the threshold limit.

But Georgine welcomed other provisions of the Murphy-Hawkins bill that he said would "significantly improve" the administration of the law. The plus side, he testified, includes a clear affirmation of the right to sue firms that violate the law and the closing of various loopholes.

Regulations reversed

The building trades welcome the bill's reversal of two regulatory changes made by the Labor Dept., Georgine testified.

One would require the Labor Dept. to include all similar construction projects in area wage surveys, not just non-government projects. The other would tie the definition of "helper" more closely to area practices to assure that workers aren't reclassified and paid at a lower rate.

Labor Dept. Solicitor George R. Salem said the Administration wants the dollar threshold for Davis-Bacon coverage raised to $1 million for military construction contracts and to $100,000 for other federally funded contracts. He said the Administration opposes the concept of a lower threshold for renovation and repair.

Ground workers pick Machinists in Northwest vote

The Machinists won a National Mediation Board representation election covering more than 14,000 ground employees at Northwest Airlines, bringing the IAM's total membership at the carrier to 20,000.

The final tally showed the IAM gathered 55 percent of the ballots cast. The Railway & Airline Clerks drew 45 percent of the votes.

BRAC President Richard I. Kilroy, in a telegram to IAM President William W. Winpisinger, said that while BRAC was "disappointed" over the outcome, "our disappointment is lessened by the knowledge that another strong AFL-CIO union like yours will be representing the interests" of Northwest employees.

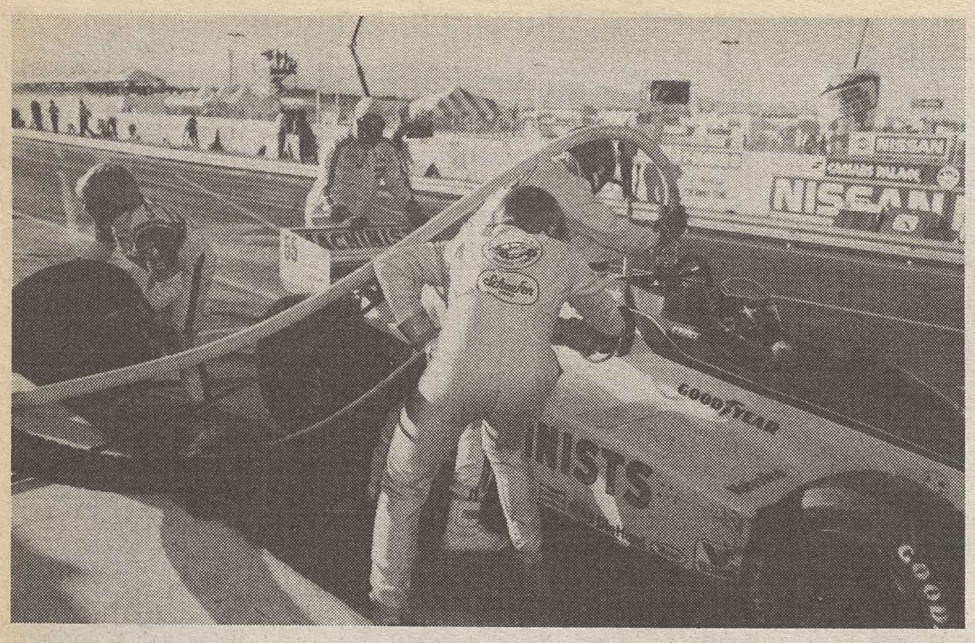
The election was a runoff of a three-way contest two months ago, following Northwest's acquisition of Republic Airlines. Also involved in that election were the Air Line Employees, an affiliate of the Air Line Pilots. Although the IAM received the most votes in the earlier balloting, it didn't win a majority.

Prior to the election, BRAC represented 4,500 clerical, office, passenger and fleet service workers at Northwest; ALEA represented a similar group of 7,500 employees at Republic, and the IAM represented 2,000 equipment service employees in addition to 5,500 mechanics.

It was the second election at the carrier since merger. Earlier, the unaffiliated Teamsters out polled the Flight Attendants for a combined unit of 6,500 flight attendants. The IBT previously represented Northwest's attendants while AFA represented the Republic bargaining unit.

Capitol Hill countdown

Some 300 Machinists hear IAM President William W. Winpisinger detail union's goals at a two-day legislative conference. Participants conducted mock hearings on trade, plant closing and high-risk notification measures, with a number of senators and representatives testifying on the bills. A simulated lobbying session was also conducted before unionists from all sections of the nation made their rounds of Capitol Hill offices.



Machinists pit crew services Josele Garza's racer in Las Vegas race.

Machinists rev up race cars for Indianapolis 500 classic

Indianapolis—The Machinists have two hot contenders ready to roll in the Indianapolis 500.

It may be the union's best chance yet to get in the winner's circle with veteran drivers Josele Garza and Pancho Carter—household racing names.

This year, the traditional Memorial Day race will be run May 24.

IAM President William Winpisinger said that Indy car racing has proven a success. "We wanted to showcase the skills, to refurbish the image of the American worker as somebody who knows how to do something, who understands sophisticated machinery. Indeed, to promote the talent and dedication of workers who spend most, if not all, of their lives on the cutting edge of technology."

The racing team is an advertising tool. "It's gotten us on television, our name is very prominent on the race car, the broadcasters always cover us and the print media has covered us widely—even beyond the locales where we race," Winpisinger said. "From that standpoint, the program has hit our mark that we established when we started racing."

The IAM entered racing in 1978 as a sponsor. In 1980, it jumped into racing by purchasing a car and getting its own sponsors. Garza's car, a 1987 March with a 161-cubic-inch turbocharged Cosworth V-8 engine, will be sponsored by Schaefer Beer. Driver Pancho Carter's car, also a 1987 March, is sponsored by Hardee's Food Systems Inc.

Last year proved the IAM racing team's best as it became one of the few teams in history to put three cars into the Indy 500—finishing 18th, 21st and 28th and winning nearly $250,000. Ten weeks later, Garza captured second place in the Michigan 500—the team's best finish yet—just two seconds behind veteran driver Johnny Rutherford.

The Machinists racing team has won respect among its competitors, and team manager Andy Kenopensky was elected to a three-year term on the Championship Auto Racing Teams' board of directors last November. Kenopensky, 52, has served as national automotive coordinator for IAM's 125,000 automotive members since 1974.

Winning driver

Garza, 25, who has been with the team five years, finished 18th in the last Indy race and this year is in fourth place in the PPG Indy Car World Series points standings—based on a fifth-place finish in the Long Beach Grand Prix on Apr. 5 and sixth place in the Checker 200 at Phoenix International Raceway a week later.

Garza made his debut at Indy at age 19 and won rookie-of-the-year honors for leading the race for 13 laps. He missed four races last season while recovering from a broken left leg suffered in an accident at the Mid-Ohio sports car track.

Carter, 36, has been racing for two decades and entered his first Indy race in 1974—when he earned rookie-of-the-year honors for his seventh-place finish. A year later, he captured fourth place at Indy.

Before driving Indy cars, Carter won the United States Auto Club's national midget championship in 1972 and the USAC sprint car championship in 1974. He won the sprint-car title again in 1976 and the USAC dirt-car championship in 1978. He finished third in Indy in 1982 and won the pole position in 1985.

U.S. workers win cement pacts with global union aid

A coordinated corporate campaign that involved the forging of effective international trade union alliances helped the Boilermakers' Cement Division win a three-year battle for new contracts with American affiliates of two transnational corporations.

The AFL-CIO Industrial Union Dept. and the International Chemical, Energy & General Workers Federation created the Cement World Congress, rallying unions overseas behind the Boilermakers to successfully beat back management's efforts to wring concessions from American workers.

One contract covers 500 workers at General Portland Cement Co. plants in Tampa, Fla., Fredonia, Kan., Paulding, Ohio, Demopolis, Ala., and Dallas, Houston and Fort Worth, Tex. The firm is owned by of Lafarge Coppee, a French multinational. The other covers 125 workers at Missouri Portland Cement Co. in Sugar Creek, Mo., owned by Cementia, a Swiss firm.

The General Portland contract, which runs to May 1, 1990, provides for a 2-percent wage increase on Jan. 1, 1988, and another 2-percent raise on Jan. 1, 1989. It calls for guaranteed supplemental unemployment benefits when layoffs occur as the result of subcontracting, and improves provisions dealing with paid holidays and pension benefits.

The agreement with Missouri Portland, which has the same May 1, 1990, expiration date, provides a $500 lump-sum cash bonus in the first year, a 15-cent hourly wage increase in the second year and a 25-cent-an-hour increase in the third year. It also calls for severance pay in the event of a plant closure, 10 hours' pay weekly for a 13-week period for other layoffs, and restores many benefits the company cut off when it unilaterally implemented its "final offer" in December 1984.

Corporate raiders leave debt-burdened shells

Workers end up losers in shutdowns

Corporate takeovers are undermining America's economy, destroying jobs, pushing down wages and leaving the husks of once mighty corporations burdened with debt, the AFL-CIO charged at House hearings.

Deputy Research Director Henry B. Schechter told a House Banking subcommittee that workers are the losers even when a company is able to beat off an attempted raid.

He cited plant shutdowns and spinoffs of profitable operations in order to raise money to pay off the "winner's" cost of gaining control of a company or resisting a takeover raid.

That's one reason why corporate debt rose some $785 million over the past six years, Schechter noted. The cost of additional debt service payments has pushed up prices of goods and services, threatening inflation and leaving companies less able to remain solvent when a recession hits, he warned.

The higher debt burden has been reflected in a downgrading of the credit ratings for corporate bonds, Schechter pointed out.

In 1986, he noted, only 26 percent of outstanding industrial and utility corporate bonds carried the top AAA rating. Ten years ago, 56 percent were top rated. The riskiest bonds, carrying less than a BBB rating, represented 21 percent of the market in 1986 compared with 9 percent a decade earlier.

'Skyway robbery'

A spokesman for 4,000 Eastern Air Lines union pilots gave the subcommittee a vivid, first-hand account of the impact of what he termed the "skyway robbery" by which Texas Air Corp. acquired Eastern.

Capt. John J. Bavis Jr., chairman of the Air Line Pilots council at Eastern Air Lines, said mismanagement had run down the company but its employees had sought to keep it alive by giving up wages and benefits in return for stock. This "sweat equity," he testified, gave Eastern workers in the various bargaining units 25 percent stock ownership of the corporation.

When the employees sought to buy Eastern in the belief that it could be made profitable with sound management, Bavis testified, Eastern management issued new stock and took other steps to shut out any purchase offer not approved by its board.

Then, Bavis said, Eastern was offered to Texas Air "at a bargain-basement price," in a deal that included "compensation incentives" for board members who had arranged the sale.

As part of the deal, Bavis charged, Texas Air acquired a major airline with assets close to $4 billion for less than $650 million.

Junk bonds

"But that's not all," he testified. "Of the $650 million, $250 million was to be in junk bonds which were to be paid out of Eastern's own profits, years after the sale was finalized."

There was still more. Texas Air didn't have to put up the remaining $400 million of the purchase price in cash. Eastern, already burdened by a huge debt, borrowed additional funds and mortgaged its own equipment to pay $121 million of its acquisition cost.

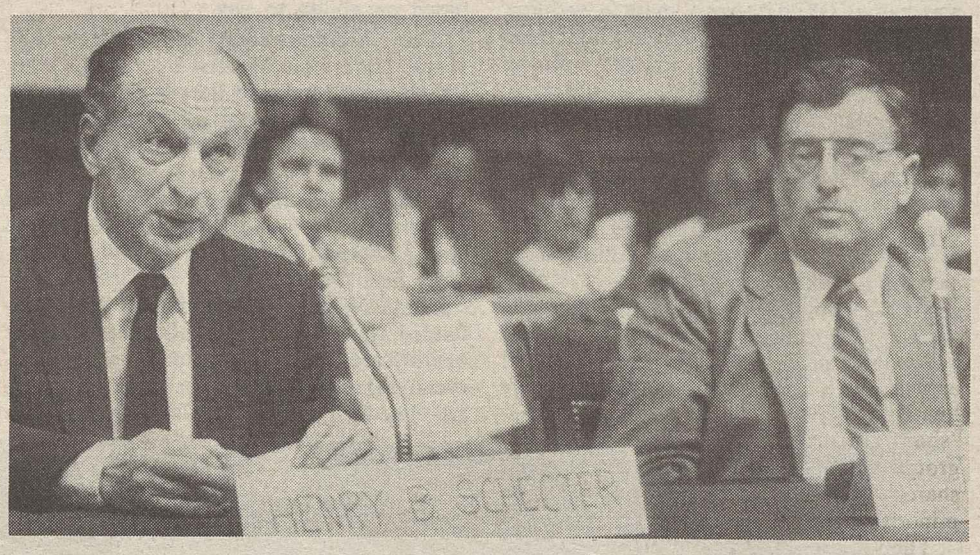
Texas Air had been offered nearly 11 million shares of stock at a substantial reduction from the market price, Bavis testified, and Eastern actually paid Texas Air "a $20-million inducement fee just to make an offer for the airline."

In the end, he testified, Texas Air bought the airline largely with Eastern's own money—and for substantially less than an employee purchase would have realized.

The new Eastern management, Bavis told the panel, is now demanding an additional $500 million in givebacks from the company's 40,000 employees.

The company's weapon, he said, is its threat to shift planes, routes and gates to other airlines it controls—and to use the same pressure on employees elsewhere to keep their conditions subpar.

There is stress in the cockpits, Bavis testified, and in the economy. Mergers can sometimes invigorate an ailing company. But when undertaken to tear down and profit a few, he said, "employees, their families, their local communities and society in general are left the poorer for it."



Henry Schechter testifies for AFL-CIO and John Bavis Jr. for Eastern Air Lines' ALPA members at House hearings on corporate takeovers.

More oppression feared in South Africa

Continued from Page 1

with members and the outside world, Tifflin emphasized.

Last month, six striking members of the South African Railway & Harbor Workers Union died in a hail of police gunfire. Scores of unionists were arrested by whip-wielding police who then ransacked the headquarters of the Congress of South African Trade Unions. The AFL-CIO Executive Council expressed "outrage" over the police brutality, which, it said, "unmasked the violence which is at the root of the apartheid system."

Workers aren't the only ones who have suffered under the iron fist of the white-minority government, Tifflin pointed out. Some 2,000 children, ranging in age from 10 to 16, have simply "disappeared" in police crackdowns. Many have been tortured and beaten and in a "staggering" number of cases, their bodies have later been turned over to their mothers with the cause of death never revealed.

There is "no early solution in sight" to South Africa's racial and labor woes, she said. Workers and their unions can anticipate "more repressive measures" designed to weaken the effectiveness of the labor movement under the guise of what Botha calls "internal security."

Right-wing gains

Not only did Botha's ruling National Party increase its overwhelming parliamentary majority, the CUSA/AZACTU official said, but the extreme right-wing Conservative Party gained added strength at the expense of the liberal Progressive Federal Party which campaigned for an end to the country's segregation laws.

Tifflin expressed concern that the racist regime might institute a nationwide ban against any public demonstrations on June 16, the 11th anniversary of the brutal police murder of students for participating in a protest march in Soweto in 1976. That slaughter led to a 10-month period of rioting and demonstrations that left 600 persons dead.

Tifflin's concerns about the future were echoed in South Africa by moderate leaders of the country's disenfranchised blacks.

Mangosuthu Gatsha Buthelezi, a leader of South Africa's black liberation movement and a past recipient of the George Meany Civil Rights Award, said he was "appalled" at the election outcome and expressed fears that the government may escalate the "spiral of violence" in the coming months.

And Anglican Archbishop Desmond Tutu, winner of the Nobel Peace Prize, said South Africa had entered "the darkest age of its history."

U.S. corporate profits rocket to 3-year high

At a time when management is trying to squeeze givebacks from unions at the bargaining table, corporate America chalked up its most profitable quarter in nearly three years.

In the quarter that ended Mar. 31, after-tax earnings of more than 500 major corporations increased 9 percent from the previous year's level. That's the best year-to-year gain since the second quarter of 1984, when profits zoomed 31 percent as business was reaping the benefits of President Reagan's slash in corporate tax rates.

"Unions were receptive to the concept of concessions at the bargaining table when industry was suffering economic hardship," said AFL-CIO Research Director Rudy Oswald. "That's no longer the case."

The first-quarter leap in profits was spread across many industrial groups—autos, forest products, health care, insurance, railroads, textiles, apparel and tires.

But profits for the oil industry declined in the face of uncertainty about global energy prices. And oil field services, industrial equipment and farm equipment groups—battered by foreign imports—slid into the red.

The Wall Street Journal said most economic forecasters were painting a rosy picture for corporate America in the months ahead, with profits strengthening in each successive quarter this year.

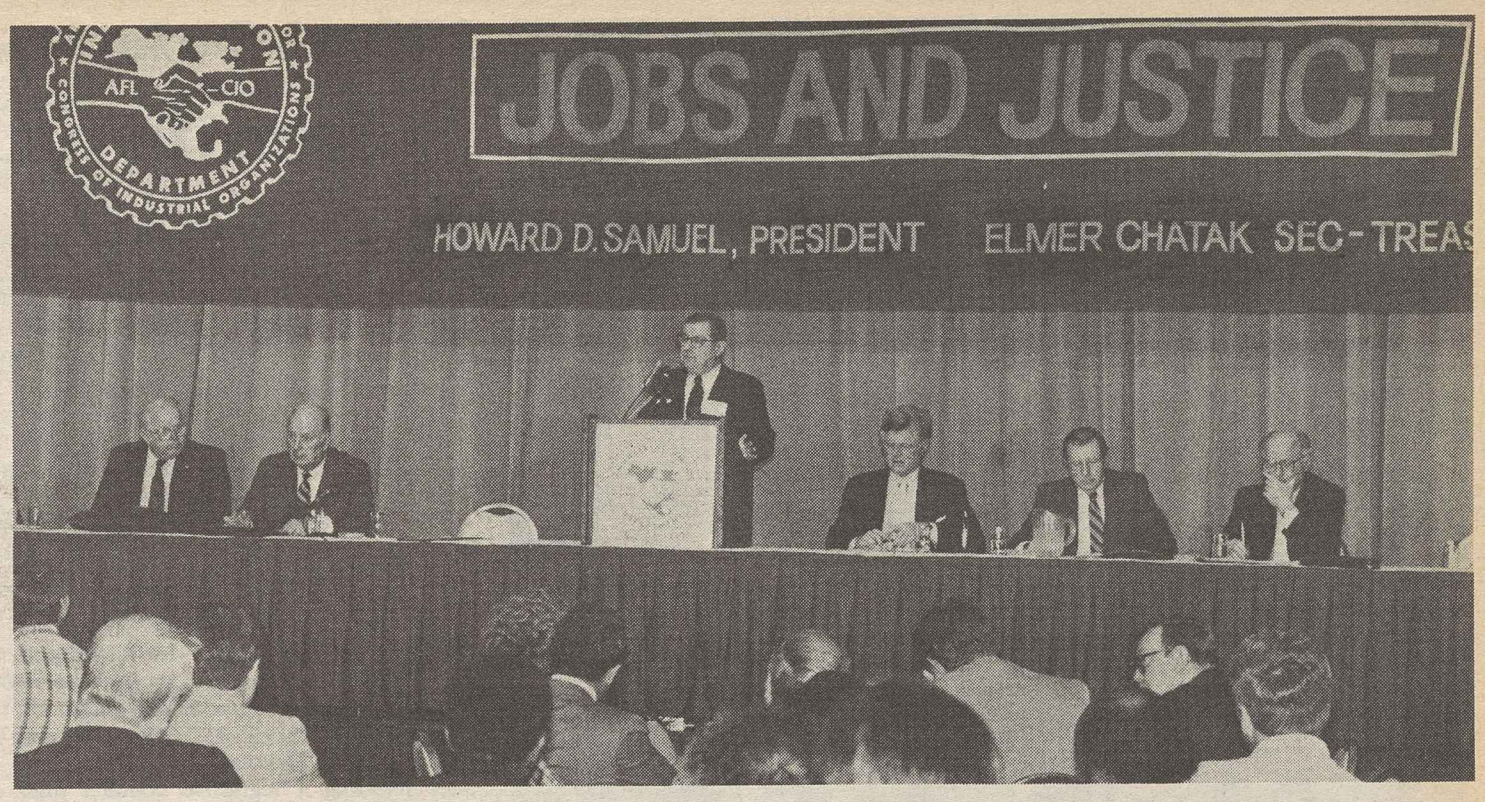
Higher profits

According to the business publication, analysts anticipate an average pre-tax profit gain of 10.5 percent this year.

The reason was explained by Gerd-Ulf Krueger, an economist for the business-oriented Conference Board. "By writing off unproductive facilities, cutting labor and overhead costs and investing in state-of-the-art equipment, companies have generally boosted their underlying profitability."

And the Tax Reform Act of 1986 is going to be of further help. Although the law repealed the investment tax credit and tightened depreciation rules, it also reduced the top corporate tax rate which means an overall gain in after-tax profits.

Total profits rung up by 503 corporations amounted to $31.7 billion this year, compared with $29.1 billion in the year-ago period. The top performers included 12 grocery chains, up 117 percent; 10 apparel firms, up 58 percent; five instrument makers, up 118 percent, and 11 nonferrous metal producers, up 2,749 percent.



IUD President Howard Samuel spells out labor agenda at department's legislative conference.

IUD pushes trade, plant closure bills

1,000 legislative conference delegates carry message to Hill

By Candice Johnson

Determined to fight back at job-destroying imports and plant closures, delegates to the AFL-CIO Industrial Union Dept.'s legislative conference discussed these critical problems and took their call for action to Capitol Hill.

More than 1,000 participants from 15 unions attended the two-day conference which featured panels and question-and-answer sessions on trade, pensions, plant closings and legislative and political action. The union leaders also heard from some of the candidates for the Democratic Party's nomination for president.

Many of the conference speeches and discussion focused on three measures labor is pressing in Congress—fair trade, plant-closing legislation with advance notice of shutdowns and notification for workers who are exposed to disease-causing substances on the job.

IUD President Howard Samuel declared that "we are finally getting places on the issues of greatest importance" to workers and their families and urged delegates to "make their voices heard loud and clear" on trade reform and the plant closing and high-risk notification bills.

"Congress should hear from us on the need to raise the minimum wage," Samuel added, as well as on legislation outlawing polygraph testing, secret monitoring of employees and "double-breasted" contractors in the construction industry. Other concerns of labor include family and medical leave policies, pension protection for retired workers and greater opportunities for federal workers to participate in the political process.

Sen. Edward M. Kennedy gave delegates a progress report on the high-risk notification bill approved by the Senate Labor Subcommittee.

Working men and women have a right to know whenever their jobs create risk of serious diseases, Kennedy declared, because "what you don't know can kill you." Any worker "exposed to such a risk has a right to management help in avoiding the danger and to medical help in dealing with the risk," he added.

Advance notice

On plant-closing legislation, Kennedy—who supports a provision that requires advance notice of a shutdown for workers and communities—compared the measure to benefits and protections afforded business under the Taft-Hartley Act. "If business has a law on its side to delay a strike for a cooling-off period, then workers deserve a law on their side too, for a cooling-off period before a factory is closed," he said.

Another sponsor of plant closing legislation, Sen. Paul Simon (D-Ill.), noted that two million workers lose their jobs every year as a result of such shutdowns, with most nonunion workers generally receiving less than two day's notice.

Simon, a candidate for the Democratic presidential nomination, earlier called for negotiations between labor and management to reach agreement over the advance-notice issue. The talks involve a panel that includes Kenneth Young, executive assistant to AFL-CIO President Lane Kirkland, IUD's Samuel, and vice presidents Frank Doyle of General Electric Co. and O.F. Wenzler of Johnson & Johnson.

Sen. Joseph R. Biden, Jr. (D-Del.), another presidential hopeful, declared that the nation must stop unfair trade practices that are hurting American workers and industries.

Rep. Richard Gephardt (D-Mo.), who also is seeking the presidency, echoed that theme, noting that the United States negotiates differences with its trading partners while other countries take unilateral action and retaliate against American goods.

Myopic fix

In a panel discussion on plant closings and dislocated workers, Electrical Workers President John J. Barry blamed a "short-sighted fixation" with the bottom line that has encouraged industry to "chop off" and throw away components whose earnings do not reach industry's expectations.

As an example, he cited an electrical goods manufacturer that is converting its operation from production to finance, calling it "a great short-term move for investors, a tragic long-term disaster for workers and a catastrophic event for America."

Presidents Milan Stone, Rubber Workers; Joseph Misbrener, Oil, Chemical & Atomic Workers; Frank Martino, Chemical Workers; Morton Bahr, Communications Workers; William Winpisinger, Machinists; Owen Bieber, Auto Workers; Lynn Williams, Steelworkers; William Bywater, Electronic Workers, Jay Mazur, Ladies' Garment Workers, and James Norton, Graphic Communications Union, also addressed the participants.

Other speakers included IUD Sec.-Treas. Elmer Chatak; Sec.-Treas. Jacob Sheinkman, Clothing & Textile Workers; Executive Vice President John Sturdivant, Government Employees; Sen. John F. Kerry (D-Mass.), and Democratic Representatives William Ford (Mich.), Pat Williams (Mont.) and Tony Coelho (Calif.).

Following each morning session, trade unionists fanned out over Capitol Hill, meeting with their congressional representatives and making plans for future face-to-face talks in their home districts.

IBM active in South Africa despite 'withdrawal' claim

New Orleans—Denouncing International Business Machine Corp.'s much-heralded "withdrawal" from South Africa as a "sham," union, civil rights and religious groups called on the corporate giant's shareholders to sever all ties to the white-minority regime in Pretoria.

The Communications Workers and two international coalitions of IBM workers—IBM Workers United and the National Black Workers' Alliance of IBM—passed out informational leaflets prior to the annual shareholders' meeting.

They also submitted a resolution calling on the corporation to end its tacit support of apartheid and to give its 400,000 global workers a fair shake and the right to trade union representation.

Although the resolution was voted down by a 5-to-1 margin, it drew 21 million votes cast at the meeting—evidence that a significant number of stockholders are at least uncomfortable about the continuing South African connection.

CWA's Rick Braswell, the union's IBM campaign coordinator, accused the company of spending millions of dollars annually "to create the image of itself as a paternalistic, 'good-guy' employer." But, he said, the "sham withdrawal" from South Africa demonstrates management's "arrogance toward the public and total disregard for the rights and welfare of its workers and the world community."

Braswell pointed out that a number of IBM directors have held top policy and political positions in the United States government. He said the company enjoys "powerful influence" in the financial community through interlocking directorships, and in foreign affairs "often acts like a political entity unto itself."

He branded the company's "anti-labor policies" worldwide as a "disgrace" and said the company had failed the test of international responsibility.

Earlier this year, union leaders from 24 countries met in London to sponsor a global organizing drive under the joint sponsorship of the Postal, Telegraph & Telephone International, the International Confederation of Commercial, Clerical, Professional & Technical Employees, and the International Metalworkers Federation.

Role in oppression

At that session, CWA President Morton Bahr released the text of a confidential letter from the multinational's South African director, offering an "unequivocal" pledge to continue to serve its clients—including the police and military forces which have been used to bust unions and impose harsh restrictions on dissent against the government's racist policies.

Copies of that document were distributed to stockholders here.

Joining with the union groups were representatives of the Interfaith Center for Corporate Responsibility, American Committee on Africa, TransAfrica, American Baptist Churches and the Louisiana State Committee Against Apartheid.

Panel acts to protect airline workers

A labor-supported bill to protect the rights of airline workers caught up in corporate mergers and takeovers was cleared for a quick legislative takeoff by the House Subcommittee on Aviation.

It is identical to a measure the House passed by a 375-27 vote in the last Congress. That bill was grounded in the Senate's adjournment rush last October by a 49-49 tie vote on a procedural issue. But it has strong bipartisan support despite Administration opposition.

The legislation is needed because Transportation Sec. Elizabeth Dole has consistently refused to require that airline merger agreements give the maximum possible protection to the jobs, pay, working conditions and seniority rights of workers affected.

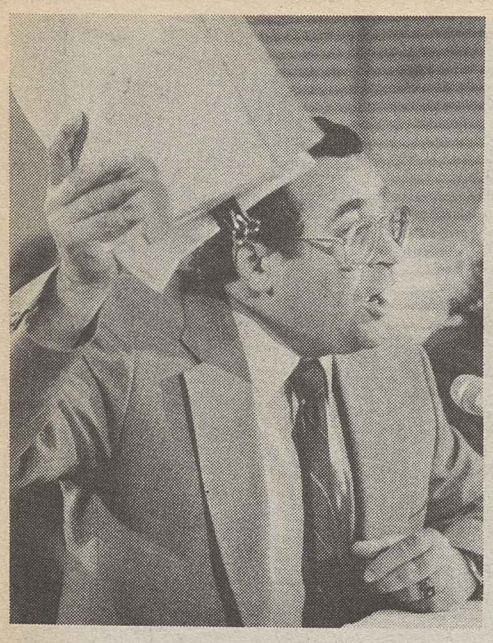
That used to be standard procedure before deregulation and Congress specifically authorized continuation of the practice in the Airline Deregulation Act and in the legislation that abolished the former Civil Aeronautics Board.

The bill, sponsored by Subcommittee Chairman Norman Y. Mineta (D-Calif.), would make such labor protection provisions, known as LPPs, mandatory rather than optional.

Two other important labor-sought bills are awaiting expected committee approval in the House and Senate.

The House Education & Labor Committee has scheduled action on the high-risk notification bill, which sets out a procedure to locate workers whose health may have been impaired by the work they did and to offer them medical counseling.

The Senate Labor & Human Resources Committee was near completion of its markup of a bill requiring advance notice of plant closing and expanding job training assistance for displaced workers.



UFCW's William Schmitz.

Federation's Margaret Seminario.

IBP Chairman Robert Peterson responds to questions on packinghouse injury records from subcommittee Chairman Rep. Tom Lantos (D).

IBP violations scored

Hands-off policy leads to rigged injury logs

By Arlee C. Green

The Occupational Safety & Health Administration should abandon its misdirected policy of exempting workplaces from full-scale inspections based on faulty employer-maintained injury logs, union witnesses urged at congressional hearings.

Food & Commercial Workers Local 222 President William J. Schmitz told the House Subcommittee on Employment & Housing that he had asked OSHA Administrator John Pendergrass to expand a current investigation of fraudulent recordkeeping at IBP Inc.'s Dakota City, Neb., plant to cover all the meatpacker's facilities.

Some 2,800 Local 222 members were locked out at Dakota City in December after rejecting a regressive contract offer. The local later voted to strike IBP.

This was the second subcommittee hearing into underreporting of worker injuries that centered on IBP. Schmitz presented evidence that IBP restricted workers' access to the OSHA injury and illness logs and charged that "there has been a concerted, massive and secret effort underway at IBP to redo, recreate and restructure much of the health and safety information, especially the OSHA 200 logs, at all IBP plants."

Expanded probe

As a result of the hearing, subcommittee Chairman Rep. Tom Lantos (D-Calif.) wrote OSHA requesting it to expand the probe of recordkeeping fraud. Lantos said he was skeptical of the company's explanation of why it altered OSHA logs at its Emporia, Kan., plant. The congressman said the revision of the logs may be a cover-up of fraudulent records, for which OSHA could have fined the firm $10,000 for each instance.

AFL-CIO Safety Director Margaret Seminario told the panel that underreporting of accidents by IBP and the John Morrell Co. cheats workers out of their right to safe workplaces.

She said the practice is occurring in all sectors of the workforce due mainly to OSHA's inspection exemption policy. "The result is carte blanche for employers to ignore health and safety problems that injure and disable American workers," Seminario said.

The meat processing industry has the highest injury rate of any industry with more than 58,000 workers injured each year, Seminario pointed out. Despite this, IBP, a subsidiary of Occidental Petroleum, tried to convince OSHA that its injury rate was far below the industry average.

The fraudulent reporting practices uncovered at the Dakota City plant by the UFCW in January are apparently part of Occidental's corporate policy, Seminario testified. She cited a recent revision of the injury log at IBP's plant in Emporia, where the company had listed just 63 injuries among its more than 1,500 workers. The new log shows 109 injuries—nearly double the earlier version which would have qualified for an OSHA inspection exemption.

Other OSHA fines

Occidental Chemical, another of the conglomerate's subsidiaries, was cited two months ago for fraudulent recordkeeping practices and fined $210,000 by OSHA.

Under the threat of being subpoenaed, IBP Chairman and Chief Executive Officer Robert L. Peterson and Vice President Dan Foley testified at the subcommittee hearing. Peterson downplayed the omission of some 1,600 injuries from the logs during a three-month period, calling them "some honest mistakes," even though they included severe knife cuts, dislocated wrists, back injuries and illnesses like carpal tunnel syndrome that can cripple workers.

Foley complained to the subcommittee that the union's charges were unfounded and tied to its strike against the company. Foley admitted the injury logs at the Emporia plant had been altered, but only as an effort to update them.

Schmitz rebutted the company's testimony at the hearing and stressed that his letter to Pendergrass included sworn affidavits detailing how IBP restricted worker access to OSHA injury logs by making workers sign release statements stipulating they "agree to keep the contents of the OSHA 200 log . . . confidential."

He reported that IBP redid at least five years' worth of logs at Emporia. One affidavit was from a janitor who said he disposed of garbage bags filled with many hundreds of medical records. Another was from a temporary worker who said she helped redo the OSHA logs and aided in identifying medical records that detailed injuries and illnesses.

Japanese forklift dumping triggers government probe

The Commerce Dept. agreed to investigate charges by the Machinists and Allied Industrial Workers that five Japanese manufacturers of forklift trucks engaged in dumping.

They accused the foreign manufacturers of selling trucks in the United States at a lower price than in Japan.

The two unions had joined an anti-dumping petition filed with the International Trade Commission by the Hyster Co., a major forklift manufacturer, and its unaffiliated employee organizations—the United Shop & Service Workers and the Independent Lift Truck Builders.

The IAM represents 237 workers at the Caterpillar Inc. plant in Dallas, Ore., and the AIW represents 263 Clark Equipment Co. workers in Battle Creek, Mich.

ITC decision

As a result of the Commerce Dept.'s ruling, the International Trade Commission must issue a determination on the dumping complaint by June 8, outlining the extent to which American workers and manufacturers were injured by the illegal practice and setting a remedy and possible penalties. At the same time, the Commerce Dept. will continue its investigation, with a final decision to be issued by Sept. 29.

The five Japanese manufacturers—Toyota, Nissan, Komatsu, Toyo Umpanki and Mitsubishi—have been selling forklift trucks in the United States at less than half the cost of the product in Japan, the petition charged.

AIW Communications Director Ken Germanson said the number of workers in the lift-truck industry has declined drastically since 1982, when Clark shut down most of its Michigan operations after foreign producers began selling the trucks at below the cost of their home markets.

Of the major domestic fork lift manufacturers—including Allis-Chalmers, Baker, Caterpillar, Clark, Hyster, Pettibone, Taylor and Yale—only three maintain production facilities here, with Clark and Caterpillar set to phase out operations this year.

Although U.S. law technically bars foreign companies from taking over U.S. markets by dumping, "Japanese producers have used exactly that approach during the past several years to acquire more than 50 percent of the largest segment of the U.S. market," Hyster chairman William B. Kilkenny said, noting that lift truck imports have more than doubled since 1983.

"By the end of this year, Hyster may well be the last major company to domestically manufacture any lift trucks" in the 2,000-to-15,000-pound range, he warned. "Just a few years ago, there were eight manufacturers in that market," he said.

The Hyster chairman said the company's productivity and manufacturing technology were "second to none" and pointed to anti-dumping actions taken against the Japanese manufacturers by European countries. "Although we are not able to gain access to Japanese markets, we do compete well in Europe where action was taken" against dumping, he said.

Texas unions roll up sleeves to feed 3,500 needy families

Houston—Every month, 3,500 needy families turn to the Harris County AFL-CIO for help in feeding their children and stretching their dollars.

The central body is one of just four organizations in the county that distributes surplus food to unemployed workers and their families under a contract with the Dept. of Human Resources. The food is purchased by the federal Agriculture Dept. through the commodities subsidy program and must be stored or sold on the common market.

Harris County AFL-CIO Sec.-Treas. Don Horn said 16 local unions participate in the distribution network, with families receiving a one-month allotment of emergency food. In addition, the central body distributes food on a weekly basis, and in some hardship cases, on a daily basis, he added.

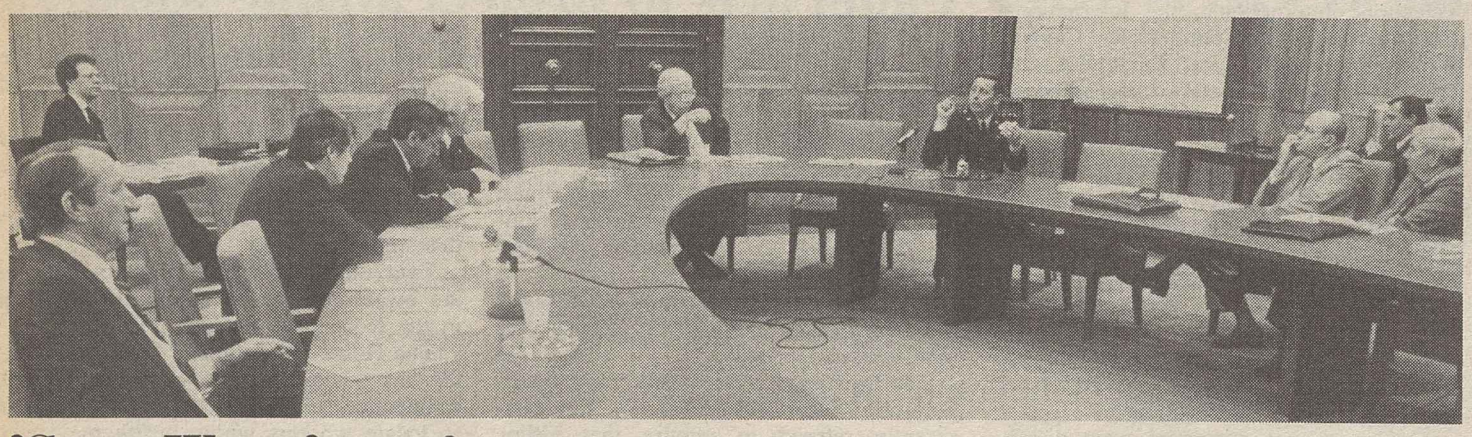
The distribution program has been operating for about two years, Horn said, setting up shop after the Reagan Administration was forced to begin distribution of tons of surplus food that was in storage.

$300,000 food giveaway

Both union and nonunion families are served by the program, he noted, adding that "sometimes 100 families a day" come to local union halls for emergency provisions. Last year, the county labor federation distributed more than $300,000 worth of food to needy families. All families must meet government eligibility guidelines, Horn said, but nearly all unemployed workers in the area qualify for the benefit.

Horn said that the labor federation tries to supplement the government surplus goods—butter, cheese, cornmeal, flour, dried milk and rice—with special purchases bought through labor fund-raising drives.

One problem with the government aid program is the uneven distribution of surplus goods by the Agriculture Dept., he said, with the central body not knowing whether it will receive enough staples to meet families' needs. The Harris County AFL-CIO is working with Congress and the state legislature to better regulate the flow of surplus food.



'Star Wars' project review

Newly reconstituted AFL-CIO Committee on Defense hears a technical assessment of the planned Strategic Defense Initiative from Lt. Gen. James Abrahamson, the Pentagon's SDI director. The committee is looking into implications of the so-called Star Wars project for America's defense, arms controls and global strategy. From left are Vice President Frank Drozak, International Affairs Director Tom Kahn and Vice Presidents Vincent R. Sombrotto, Chairman John T. Joyce, William W. Winpisinger and Charles H. Pillard.

EDITORIALS

The Road Back

LOW WAGES are not the key to the "competitiveness" that everybody talks about.

There are good reasons why the newest, most sophisticated high-tech industries are gravitating to high-wage states with strong unions—states with the will and the buying power to provide public services.

They're doing it because they've found out that they can't get along without the health care, first-class schools and universities and reliable public services that they find in Michigan and the other industrial states, and they can't get along without the highly trained and versatile workforces that go with them.

You can't separate a strong labor movement from the equation because it's the trade union presence—educating, organizing, agitating, decade after decade, on behalf of a better life for all—that has raised the standards of the whole society.

If America is going to get back to the job of improving the human condition rather than reducing it to the lowest common denominator, the journey back is going to start here in Detroit, and not along the Mexican border.

THE PEOPLE who control this economy have forgotten what it's for. The point of any economic enterprise is to make or do something of value that creates jobs and generates money that can be exchanged for things other people make.

Billions of dollars are being squandered on the buying and selling and restructuring and demolition of companies by people who have no idea of producing a dollar's worth of goods.

To such people, great productive enterprises exist to be captured like gambling chips and dissolved into cash, or loaded with debt and stripped of all possibility of survival.

We are calling on Congress to halt the epidemic of corporate assassinations and sudden-death plant closings, to give some protection to the stockholders and workers and communities who are victimized.

THE ADMINISTRATION has not merely permitted these destructive assaults on the American economy; it's leading the way. Nobody has ever saddled any enterprise with so great a load of debt as Ronald Reagan. Every month, there's a record-breaking budget deficit and a record-breaking trade deficit.

Deficits are the noose that Mr. Reagan uses to strangle social and domestic programs, to prevent investment in people, investment in the future.

The federal balance sheet is a ringing indictment of the Administration's mismanagement of the government. Having taken on a staggering load of debt, the Executive Branch has no plan except to sell off the nation's assets and cut back even more on goods and services to the people.

When company managers do that, we are told they're setting themselves up for a hostile takeover. We're opposed to that as a rule. But in this case let's make an exception. Let's lead the biggest hostile takeover of them all on Election Day 1988.

—From remarks by AFL-CIO Sec.-Treas. Thomas R. Donahue to Michigan AFL-CIO convention, Detroit, May 13, 1987.

The Skyjackers

MY ONCE PROUD airline, Eastern Air Lines, was sold to Texas Air Corp. at a price far less than the recognized value of its assets, and Eastern wound up paying more than 51 percent of its own acquisition. It was skyway robbery.

Our new management is whipsawing our pilot group against the others under its control—threatening to move more of our planes, routes, gates and schedules to other carriers unless we further cut our salaries.

This same management tells the other pilot groups that they will get job security only if they allow the company to set the price of their worth.

"A rising tide raises all boats." But the reverse is also true. An ebbing tide lowers all boats.

—From testimony by Capt. John J. Bavis Jr. for the Air Line Pilots.

Washington Window

Packinghouse job: long days of toil, pain and humiliation

By Press Associates

Recent congressional hearings on alleged underreporting of worker injuries at IBP Inc.'s meatpacking plant in Dakota City, Neb., revealed more than problems with Occupational Safety & Health Administration forms.

Chicago attorney Peggy A. Hillman told the House Subcommittee on Employment & Housing that the quest for larger and larger profits in the meatpacking industry has led to "intolerable" working conditions that risk workers' safety and rob them of their humanity.

Hillman went undercover to learn firsthand the problems she had heard about from some of her clients who worked in meatpacking operations.

A 30-second "interview" landed her a job at a meatpacking plant in Kansas. Assigned as a "knuckle puller," her job was to cut a small bone out of 8-to-12-pound pieces of meat.

Training consisted of watching the worker next to her to try to figure out what he was doing—he didn't speak English and she didn't speak his language.

"I soon learned that life on that assembly line, or disassembly line as they call it, is a form of servitude which I had never before endured," Hillman said. "You have to think each time you use the knife and meat hook. You have to watch each piece of meat . . . there was no opportunity even to stop and blow your nose. I was weary. After work, I had no desire to read, to talk to anyone, or to do anything," she said.

Paralyzing pain

Hillman said that her left hand, in which she gripped a hook to bring the meat within her range, soon became swollen and painful. Her right knife hand become numb. During the second week of work, her hands became paralyzed with pains shooting up each arm.

It got to the point where Hillman had to physically push the fingers on her left hand around the meat hook and leave it in that position for the rest of the work period, she said.

Hillman said most of her co-workers had the same problem. She complained to the plant nurse about the condition and was told "to endure it." Later, the nurse told her to "grin and bear it" when she inquired about filing a workers' compensation claim.

Hillman testified that the lug soles on her boots didn't save her from constantly slipping in the grease, which was "everywhere." Although a cleaning worker was supposed to spread salt on the floor to reduce the hazard, "he rarely did," she said, so her partner got the salt, even though this violated work rules.

Humiliating work

When Hillman was assigned to unload boxes of scraps, her back started aching from bending over the boxes to pick up bones. She asked the foreman for a shovel, but the "request was denied without explanation . . . I had to claw at that mountain of scraps with my hands . . . I was humiliated. There was no reason to make me grovel like this."

She said that hazards in meatpacking can be reduced with new designs for knives, work breaks and job rotation to reduce muscular stress, and different material for shoe soles.

Hillman charged that employer inaction in correcting hazards is part of an "employment strategy" intentionally designed to make employee turnover a "corporate profit center." She said turnover rates of 500 percent are not uncommon in the meatpacking industry.

Employees don't stay long enough to qualify for wage hikes or health benefits, Hillman said. They're discouraged from filing workers' comp claims for the most common on-the-job ailments related to repetitive motion. So that gives employers a workforce at a low entry-level wage rate, without complicating expenses, she said.

"I am not exaggerating when I say that the day-to-day existence of a new breed of packinghouse workers is subhuman. It is simply a crime that the economic system of turnover, which characterizes the meatpacking industry today, is flourishing by making the living and working conditions of these workers intolerable."

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MEMO FROM COPE

For Many Democrats, Pride Replaces Self-Flagellation

Democrats have stopped their hang-dog act.

They are talking with concern about Democratic programs again—schools, health, jobs, housing, fair trade. It's very refreshing.

Both in Congress and among those seeking the 1988 presidential nomination, there is greater willingness to embrace their party's past and less eagerness to flee from it. Pride has replaced self-flagellation—for many of them anyway.

They are not sure it's chic to praise assertively the achievements of the 40 years leading up to Ronald Reagan, but they're certain it's at least respectable.

Suddenly, the Democratic "move to the right," so pronounced just after 1984 elections, has abruptly stopped. It appears the long agony when President Reagan and other Republicans (and some of their own) could pick up political points bashing Democrats as the "tax and tax, spend and spend crowd" is over.

What emboldens Democrats to talk and act like Democrats again—and to cap the gusher of apologies—are the diminished personal ratings of the President and his policies' plummeting popularity.

Polls show it

This reflects sharply in the polls. The loosening of Reagan's personal grip on public esteem as a result of Who's-in-Charge-Gate is documented almost weekly. Even more radically, surveys demonstrate a strong pulling away by the public from the President's domestic policies.

On major people-serving programs that Reagan cut when he took office, and on which he had demanded and continues to demand further slashes, the public wants *increases.*

Following are results of a recent poll which posed the question: "Should government spending be increased, decreased, or kept the same in the following areas?"

	More	Less	Same
Health programs for elderly	78%	2%	18%
Environment	73	5	19
Aid to homeless	71	5	21
Health services for needy	71	5	22
Nutrition aid for mothers and infants	55	6	34
Low/moderate income housing	54	11	32
College loans/grants	52	15	29
Food stamps	33	24	36

On all issues but food stamps, more than half the public supports increased spending. And on that one issue, there is a substantially higher percentage for increases than for cuts.

Some of the figures within these figures are even more eye-popping. Poll respondents identifying themselves as *Republicans* by large percentages have abandoned the President's cut-cut-cut approach to social programs. On more spending for health programs for the elderly, 64 percent of Republicans say "go for it;" on environmental clean-up, 67; on aid to the homeless, 57; on health services for the needy, 55.

Yet more surprising, when asked if they'd support increased spending for social programs even if it required an increase in taxes, 49 percent of GOP respondents said "yes."

Simultaneously, more and more Americans back strong trade legislation to safeguard American jobs and industries, restraint in the growth of defense spending, additional selective taxes on corporations and wealthy individuals. And more Americans, too, now claim the Democrats as their party of choice, sharply reversing the trend that had brought Republicans close to even a couple of years ago.

The people look at the bills mounting up for Reagan policies and decide they're too high: The 500 percent increase under Reagan in our national "bill," the federal deficit, and the "bills" from unemployment, unfair trade, reduced health and education aid, elimination of public housing, overnight plant closings, slashed nutrition programs.

Democratic office-holders and would-be office-holders feel the rumblings from "out there" on their political seismographs. And that's why they rediscover virtue in their party's record and programs and suddenly invoke them again, rather than run from them.

The South Rises on Super Tuesday

Super Tuesday, as political buffs know, comes next Mar. 8, when voters in 20 states will take part in Democratic presidential preference elections. All but four will also be choosing delegates to the Republican convention.

It's been billed as a southern regional contest, and it will be largely perceived as that. The South's political leaders have worked in concert to set a stage where a candidate can gain an early lead in the drive for the nomination by demonstrating a vote-getting ability in an area that was once the Democratic Party's firm base. Now, the region is very much a two-party battleground and has been more likely to vote Republican than Democratic in recent presidential elections.

Super Tuesday is also presidential primary day for Hawaii, Idaho, Massachusetts, Missouri, Nevada—and even American Samoa, which elects convention delegates even if its people can't vote for President.

Narrowing the field

Four years ago, Super Tuesday was a smaller battlefield, with five primaries and as many state caucuses. But it narrowed the field to the three Democratic candidates who held on until the convention—Walter Mondale, Gary Hart and Jesse Jackson.

Ohio Sen. John Glenn and former Democratic presidential candidate George McGovern dropped out of the primary race at that stage. With President Reagan unchallenged for renomination, there were no Republican battles.

With so many candidates in the race, and with such a diversity of electorates, it is unlikely that Super Tuesday will wrap up the presidential nomination battles—and almost certainly not among the Democrats. But as in 1984, there will probably be fewer candidates left in the running after the votes are counted and the campaign debts added up.

Odds 'n Ends

RIGHT ATTACKS GOP—which is something rare—as Conservative Coalition sends out fund-raiser lambasting Republican Senatorial Campaign Committee for fat bonuses paid to staff and consultants last year despite deep GOP Senate losses at polls. Letter starts out, "Dear Sucker," promises funds sent to Conservative Coalition "will not be spent on salaries, bonuses or consultant fees," slams GOP Senate committee leaders for "lining their own pockets."

RIGHT ATTACKS DEMOCRAT—which is something common—as National Conservative PAC runs negative ad campaign against freshman Sen. Jeff Bingaman (N.M.). This, even though there's no GOP candidate yet challenging him in 1988. NCPAC shells out $32,000 for two-week anti-Bingaman radio blitz, but has to scrap TV campaign when major stations reject ads as too negative. NCPAC was first to go whole-hog on independent negative campaigns and in 1980 helped sweep in batch of right-wingers to Senate, most of whom got dumped in 1986. In recent years, NCPACs smear jobs lost their punch with voters.

UNIFORM POLL CLOSING proposal makes its way through Congress, though passage is no certainty. It would require polls in all states to close by 9 p.m. Eastern Standard Time on presidential election day. Its purpose is to prevent election results in the East from affecting voter turnout in the West. There have been complaints in recent presidential elections that early declarations of a winner by the networks discourages westerners from going to the polls, since the presidential race appears already settled. While the impact on the presidential result is negligible, it can be substantial on U.S. House, Senate, gubernatorial and other elections. The uniform-closing proposal passed the House last year but died in the Senate.

FINAL FIGURES from Federal Election Commission reveal $450 million was spent in 1986 House and Senate contests. That's twice the amount 1978 congressional elections cost. Political action committees accounted for $132.2 million of the spending, 28 percent of the total, up slightly from the 26 percent of the 1983-84 election cycle.

GOP Funding: Still Big, But Less Big

Don't cry for Republican Party fund-raising committees, they're not on the dole yet. But the cash flow is slowing up some.

The National Republican Senatorial Committee, which raised more than $11 million in the first six months of 1985 alone, says its equivalent period this year will run well behind. Donors who responded ardently and generously to direct mail appeals now, the committee says, "quite frankly are tired."

At the Republican National Committee, the $10.99 million collected the first three months of this year—while no small potatoes—is substantially off the $14.01 million hauled in during the equivalent period in 1985. The GOP's National Congressional Committee also expected to collect less money this year than in 1985.

Two Democratic committees, meanwhile, are gaining in comparison with the same period two years ago. But they still trail Republican collections by a far piece. The Democratic Senatorial Campaign Committee pulled in $975,000 in the first quarter of 1987 compared to $586,000 in 1985, and the House Campaign Committee is up from $1.2 million two years ago to $1.5 million this year. The Democratic National Committee is down slightly, from $2.1 million to $2.05 million.

(GOP Senate and House committees are expected to get a huge boost from the recent President's Dinner in Washington that was said to bring in more than $6 million, the biggest political fund-raising event on record.)

Winner by Four Votes Ends Up Loser by Three

Democrat Ray Christensen took his seat in the Illinois state legislature recently, six months after apparently losing the election last November. Republican Gerald Weller had to vacate the seat, six months after apparently winning it.

Weller came out of election night with a 14,217 to 14,213 victory, four votes out of 28,430 votes cast, in the 85th state legislative district.

However, all kinds of mix-ups had occurred in the voting process. After straightening out which votes were countable and which were not, a lengthy recount began.

The recount was completed in April. The result: Weller's four-vote victory turned into a three-vote defeat. Christensen was the winner 14,224 to 14,221.

One vote counts!

AFL-CIO news

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House dumps anti-union rig in defense bill

A right-wing Republican scheme to scuttle a building trades contract and turn construction of a "Star Wars" facility in White Sands, N.M., over to nonunion employers was soundly defeated in the House.

The sneak attack on the collective bargaining agreement was engineered by Rep. Manuel Lujan Jr. (R-N.M.) in the form of an amendment to the Defense Authorization bill. Lujan's proposal would have prohibited the contractor, Fluor Constructors Inc., from honoring its contract with the New Mexico AFL-CIO Building & Construction Trades Council.

Under that bargaining agreement, signed on Feb. 19, subcontractors are required to use union hiring halls as the source for the estimated 2,500 jobs involved in constructing the multimillion-dollar project at the White Sands Missile Range.

Lujan contended that the sole purpose of the amendment was to open subcontracting work to small business in the state, although the practical effect would have been to breach the union agreement by turning huge hunks of the project over to low-paying, nonunion operations.

Claiming that it was merely a "noncontroversial, technical amendment," the New Mexico congressmen won agreement from House Armed Services Committee Chairman Les Aspin (D-Wis.) to tack the provision onto the pending legislation.

A legislative task force from the federation's Building & Construction Trades Dept. reacted quickly, charging that, far from being "noncontroversial," the amendment was a blatant union-busting scheme.

Continued on Page 2

Workers' agenda gets green light from lawmakers

Congressional committees responded to labor's legislative agenda by clearing bills vital to America's workers for House and Senate action.

The week's output includes Senate committee approval of the plant closing notification bill and House committee approval of curbs on double-breasting by construction firms and a program to track down and counsel workers exposed to high-risk occupational disease.

The list includes Senate Labor Committee endorsement of a bill to close loopholes in civil rights enforcement opened by a Supreme Court misreading of the intent of Congress. And it includes support of a parental leave bill by two House subcommittees.

None of the measures has clear sailing. Most face opposition by both employer lobbyists and the Reagan Administration. But the early committee action will make it harder for opponents to sidetrack bills they don't have the votes to defeat.

The Senate plant closing bill cleared the Senate Labor & Human Resources Committee by an 11-5 vote—supported by all the committee Democrats and two of the seven Republicans.

It would require firms to give workers and communities advance notice of a shutdown or major layoff affecting 50 or more workers. The minimum notice would be 90 days if less than 100 workers are threat-

Continued on Page 3

Parental leave bill advances in House

Extends needed protections for working mothers and fathers

Two House subcommittees agreed that workers of either sex should have the right to take unpaid time off to care for a new baby without risking their jobs or losing health insurance coverage.

A labor-supported parental leave bill, applying to firms with 15 or more workers, was cleared by an Education & Labor subcommittee. A section of the bill dealing with federal employees was approved intact by a Post Office & Civil Service panel. The chairmen of the two subcommittees, William L. Clay (D-Mo.) and Patricia Schroeder (D-Colo.) are cosponsors of the measure.

The parental leave bill would allow up to 18 weeks of unpaid leave on the birth or adoption of a child or during a child's illness.

A separate provision would allow up to 26 weeks of unpaid leave for a seriously ill worker.

Clay is pressing for House action by this summer. A similar bill cleared the committee in the last Congress but never reached the House floor.

Meanwhile, Senate hearings continued on a companion bill introduced by Sen. Christopher J. Dodd (D-Conn.), enlivened by controversy over employer cost estimates.

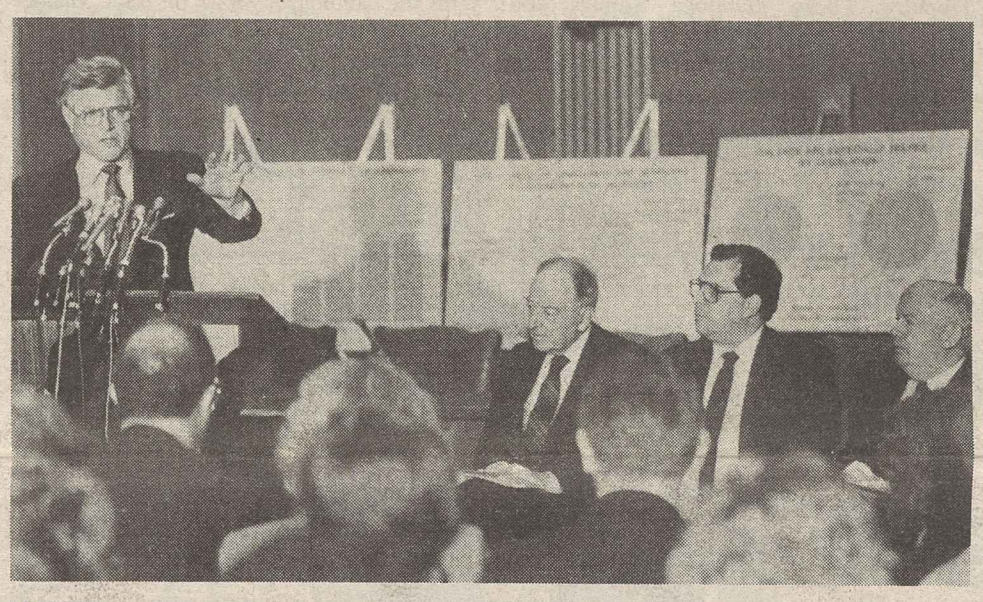
Exaggerated cost

The Chamber of Commerce had initially testified that the parental leave portion of the bill would cost businesses $16.2 billion a year in lost productivity, the expense of hiring temporary replacements and the cost of maintaining health insurance for workers on leave.

When pressed for documentation, the Chamber acknowledged in a letter to Dodd that its estimate was based on a "worst case scenario" which ignored the fact that most medium-sized and large businesses already provide various parental leave benefits.

If it is also assumed that only about half those eligible would take the payless-leave option, the Chamber said, its "refined" cost estimates for parental leave shrink to $2.6 billion.

The Institute for American Values, one of the organizations supporting parental leave, has suggested that a further "refining" of the Chamber's figures would show that the benefits resulting from reduced turnover and improved employee morale might outweigh the actual dollar cost to employers.



With Sen. Kennedy at news conference on health insurance are former Health, Education & Welfare Sec. Arthur Flemming, UAW Social Security Director William Hoffman and Service Employees President John Sweeney.

Health care coverage proposed as job right

By David L. Perlman

A legislative proposal requiring employers to provide health insurance protection for workers and their families was unveiled at a crowded Capitol Hill news conference that included statements of support from a broad spectrum of organizations.

It moves in directions the AFL-CIO has urged by establishing minimum levels for health care benefits as a condition of employment, just as the Fair Labor Standards Act sets a floor under wages and a ceiling on hours.

Its chief sponsor is Sen. Edward M. Kennedy (D-Mass.), chairman of the Senate Labor & Human Resources Committee. Kennedy predicted committee approval during July and signalled the priority status of the legislation by holding the first hearing immediately following the news conference.

Service Employees President John J. Sweeney, who heads the AFL-CIO Health Care Committee, termed the measure "a crucial first step" in assuring that all Americans are protected by health insurance. About two-thirds of the 37 million Americans who are without health insurance are workers and dependents who would be covered by the Kennedy bill.

The legislation will be cosponsored in the House by the chairmen of three key subcommittees sharing jurisdiction—Reps.

Continued on Page 3

Economy sags amid fears of new recession

By Gene Zack

Rising producer prices and interest rates and declining factory output, plant utilization and home construction combined to paint a picture of further weakening of the U.S. economy.

These gloomy developments brought warnings from some business economists that the nation could tumble into another Reagan Recession in 1988.

Here's what a wide range of economic data revealed:

- The government reported that producer prices shot up seven-tenths of 1 percent in April—the largest increase in 18 months. This works out to an annual rate of 8.9 percent.

In the weeks ahead, the April rise in wholesale prices will work its way down to the retail level, where consumer prices have already been taking a licking. They went up at an annual rate of 6.2 percent in the first quarter of this year, compared with 1.1 percent for all of 1986.

- As prices of finished goods shot up, the output of the nation's mines and factories fell four-tenths of 1 percent in April—the second monthly drop in a row.

Imports take toll

Much of the decline centered in the import-threatened automobile industry where production was cut back sharply to reduce a glut of unsold cars.

- With production on the downtrend, utilization of the nation's industrial capacity dropped four-tenths of 1 percent in April. Only 78.7 percent of capacity was in use last month. That's the lowest level since December 1983.
- For the third time in six weeks, the nation's biggest banks raised their prime lending rate one-quarter of 1 percent. This means that preferred customers who were paying 7.5 percent at the beginning of April now face interest rates of 8.25 percent.
- Even before the latest hike in the prime, the housing market was taking a beating, as interest rates on home mort-

Continued on Page 10

Supreme Court sets hearing on food stamps for strikers

The Supreme Court agreed to rule on the constitutionality of a 1981 law denying food stamps to families of striking workers.

The Reagan Administration challenged a 1986 decision of the U.S. District Court for the District of Columbia that withholding food stamps violated the equal protection and due process provisions of the constitution.

The original case was filed by the Auto Workers and the unaffiliated Mine Workers. They pointed out, and the court agreed, that the 1981 amendment to the Food Stamp Act faced workers with three unacceptable choices—abandon the strike, abandon their families or abandon their fellow unionists by scabbing.

In its petition for review on behalf of the Agriculture Dept., the Justice Dept. contended the amendment was a constitutionally permissible attempt by Congress to cut the cost of the food stamp program by providing food stamps only to needy persons who lack job opportunities. Extension of aid to strikers and their families, the Administration claimed, would breach government neutrality in labor disputes.

The UAW and UMW, in briefs filed

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The American Federationist

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Productivity gains provide key to spreading jobs

New York—Rising productivity should be used to reduce the amount of time workers spend on the job, clearing the way for employing new entrants into the workforce between now and the end of the century, AFL-CIO Sec.-Treas. Thomas R. Donahue proposed.

Speaking at a conference on "The Next American Revolution: Crisis in Employment" sponsored by Cornell University's New York State School of Industrial & Labor Relations, Donahue rejected the suggestion of an impending crisis stemming from the fact that 80 percent of those entering the workforce over the next 15 years will be minorities, immigrants or females.

These are the ones, he said, who "have historically been disadvantaged in the workplace" and who may need basic education and skills to adapt to a changing world and move up the economic ladder.

But "just because the labor force will become less male, less white and less English-speaking," he asked, "does that necessarily mean that there will be a crisis?"

He emphasized that any problems in the workplace will be the result, not of the quality of the people entering the labor force, but with "the quality and quantity of the jobs available"—not just for new workers but for those being displaced because of technology, productivity and foreign competition.

Since 1979, Donahue pointed out, the nation lost 2 million manufacturing jobs that pay average earnings of more than $400 a week, while gaining 10 million jobs in services where earnings average $269.

The result has been a 4.5-percent decline in the buying power of the American family between 1979 and 1985, he stressed. And the drop would have been more severe if it hadn't been for the "huge increase in the number of two-income households."

Donahue warned that the nation is "moving toward a split-level economy with high-pay, high-skill jobs for executives, scientists, engineers, professionals and managers at the top, and more low-pay, low-skill, part-time, temporary, high-turnover jobs at the bottom, but with fewer mid-level, good-paying, permanent full-time jobs—the kind of jobs that offer hope and opportunity and entry into the mainstream of American life."

Shorter work periods

Noting that the 11.3 million jobs created over the past six years were not enough to meet the needs of the 11.7 million people who entered the workforce—to say nothing of those whose jobs were shot out from under them because of trade, fiscal and monetary policies—Donahue said new technology should be harnessed to decrease "the number of hours in a workday, or the number of days in the workweek, or the number of workweeks in a year, or the number of years in the workforce."

Donahue called for an education plan "open to all and meeting modern needs," an employment program aimed at providing jobs for everyone, and a plan to maintain an infrastructure of housing, health, highways, communications "and all of the other underpinnings of a modern, egalitarian society."

Such a multi-pronged program, he emphasized, will remake the face of a society "increasingly divided by education, employment and wealth."

Labor videotapes: Front-row seats for presidential race

Thousands more union members in 19 cities got their first close-up look at the major presidential candidates through the AFL-CIO's continuing "Democracy at Work" political education effort.

In videotapes prepared by the federation's Labor Institute of Public Affairs, seven Democrats and six Republicans who are declared or potential candidates spoke directly to union members about how they would lead the country and conduct the nation's highest office.

The Democrats who prepared special messages for workers and their families include former Arizona Gov. Bruce Babbitt, Sen. Joseph R. Biden Jr. (Del.), Massachusetts Gov. Michael S. Dukakis, Rep. Richard Gephardt (Mo.), Sen. Albert Gore Jr. (Tenn.), Rev. Jesse Jackson and Sen. Paul Simon (Ill.)

Republicans participating in the political outreach program include Vice President George Bush, Sen. Bob Dole (Kan.), former Delaware Gov. Pete du Pont, former Sec. of State Alexander M. Haig Jr., Rep. Jack Kemp (N.Y.) and Rev. Pat Robertson.

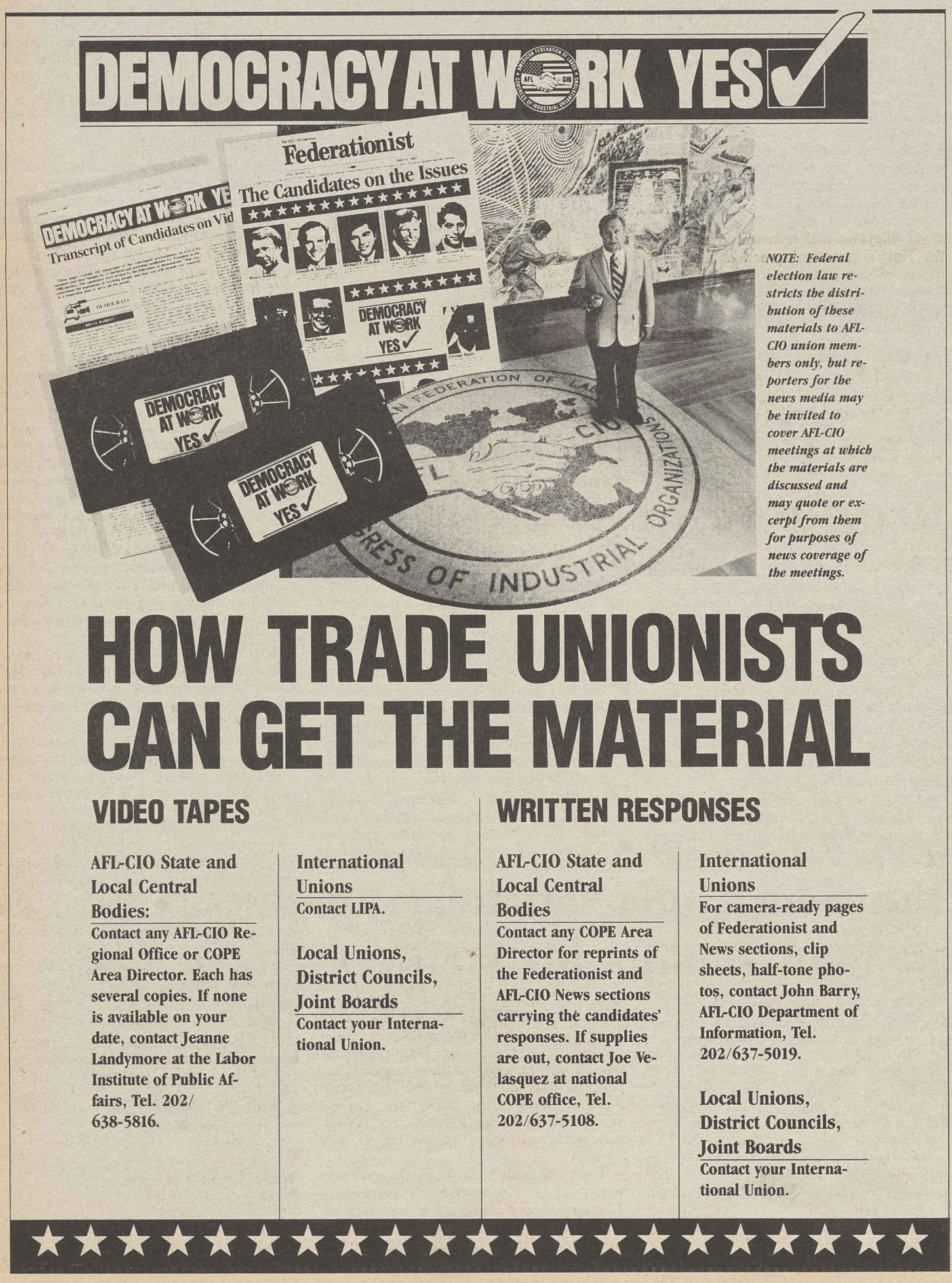
Union premieres

Screening of the videotapes of their views took place at union halls in six major cities—New York, Los Angeles, St. Louis, Milwaukee, Boston and Syracuse.

Other showings were held in Yonkers, Dunkirk, Olean, Saratoga Springs and Troy, N.Y.; Bloomfield, Cherry Hill and Burlington, N.J.; Anderson, Ind.; Madison, Wis.; Traverse City, Mich.; Jefferson City, Mo., and Springfield, Ill.

Meanwhile, federation affiliates continued plans for mass showings for their own members, with orders for quantities of the videos coming into LIPA from the Food & Commercial Workers, Steelworkers, Government Employees, Allied Industrial Workers, Teachers, Electrical Workers and the Oil, Chemical & Atomic Workers.

The federation's drive to let members know where the candidates stand is being augmented through massive reprintings by international unions of a special eight-page American Federationist supplement. It contains the candidates' views on trade, budget deficits, human needs and labor's role in the political process.



NOTE: Federal election law restricts the distribution of these materials to AFL-CIO union members only, but reporters for the news media may be invited to cover AFL-CIO meetings at which the materials are discussed and may quote or excerpt from them for purposes of news coverage of the meetings.

Union foes routed in move to destroy construction pact

Continued from Page 1

Labor's supporters in the House, led by Rep. David E. Bonior (D-Mich.), forced a separate floor vote on the Lujan amendment, defeating it by a 324-93 vote.

BCTD President Robert A. Georgine hailed the House action overturning the proposal, calling it a significant decision by Congress to preserve the integrity of the collective bargaining process.

Although some Republicans sought to paint the contract as illegal because of its hiring hall provisions, Col. A. J. Genetti Jr. of the Corps of Engineers, which is in charge of the project, flatly disagreed.

In letters to House members, Genetti called the agreement "legal, enforceable and not in breach with Fluor's contracts with the Corps."

The building trades agreement with Fluor, he wrote, "maximized opportunity for local participation by union and nonunion subcontractors, while promoting labor harmony."

Any subcontractor can compete, the Corps official emphasized, and while all of them must sign the project agreement, they "are not required to sign local union agreements."

The purpose of the standard agreement, the BCTD task force and the AFL-CIO Dept. of Legislation told Congress, is to assure reasonable and equitable wages and fringe benefits and to require subcontractors to compete on the basis of "managerial skill and ability and not on the basis of their ability to pay low wages."

The House approved the final $289-billion defense authorization measure 239-117.

Abe Zwerdling dies, veteran labor lawyer

Abraham L. Zwerdling, former general counsel for the State, County & Municipal Employees and a longtime labor lawyer, died of leukemia May 17 in Washington. He was 73.

AFL-CIO President Lane Kirkland and Sec.-Treas. Thomas R. Donahue said in a letter to Zwerdling's wife Thelma that "the labor movement gained immeasurably from Abe's counsel." They praised Zwerdling as a "tough, no-nonsense litigator" who used his talents to champion the cause of working men and women.

Prior to moving to Washington as AFSCME general counsel in 1971, Zwerdling was associate general counsel and adviser to Auto Workers President Walter Reuther in Detroit. Elected president of the school board in 1969, he developed a plan to integrate Detroit schools.

Shipbuilding crippled

Reagan policies sink U.S. merchant marine

By Arlee C. Green

The Reagan Administration has done more to cripple America's shipbuilding industry and the viability of its merchant fleet than the nation's enemies could ever hope to accomplish, the AFL-CIO Metal Trades Dept. charged.

In testimony before the Commission on Merchant Marine & Defense, the MTD offered 15 recommendations for restoring vitality to both the shipbuilders and the merchant marine.

MTD President Paul Burnsky scored the Administration's "fuzzy-minded idealogues who have done more to help cripple our shipbuilding industry . . . than all the military planners in the Kremlin could hope to accomplish." He declared that these "amateur mariners and their text book economic theories" killed construction and operating subsidies and want to scuttle a program which requires that ships financed with federal loan guarantees be built by American yards.

Burnsky detailed the risk to the nation's security posed by the increasing use of foreign firms to provide key components of U.S. weapons systems, ships, tanks and other military items. Last year, some $9 billion in contracts were let to foreign firms.

Runaway construction

He explained that a "massive amount of offshore defense procurement is largely accomplished by the use of 'memorandums of understanding' with 17 countries, mostly within the NATO alliance."

What the nation's shipbuilding industry and merchant marine need to survive, he stressed, are a strict cargo preference policy, curtailment of Defense Dept. awards of purchase and research and development contracts to overseas suppliers and restriction on the use of agreements that require the U.S. to buy equipment from "friendly countries" in amounts equalling their purchases of American arms.

He recommended a minimum of 20 percent of international trade cargoes be carried on U.S.-owned and manned ships. Further, he urged that all military goods and government-impelled cargoes, such as surplus farm commodities, be carried on American-flag vessels.

Burnsky also recommended:

- Negotiating bilateral shipping agreements with major trading partners to assure a fair share of cargoes for U.S.-flag vessels.
- Preserving the existing shipbuilding loan guarantee program.
- Giving proper weight to overall U.S. losses resulting from the Pentagon's preoccupation with "price competition" in defense contracting, not just the short-term impact on Pentagon budgets.
- Reviving the "build-and-charter" program to serve military sealift needs and provide new construction opportunities for U.S. shipyards.
- Enforcing the letter and spirit of the 1936 Merchant Marine Act by reinstating construction and operating subsidies.
- Encouraging diversification in U.S. shipyards to preserve sites and manpower supply, possibly aiding in rebuilding the nation's aging infrastructure.

Burnsky was accompanied at the hearing by Sec.-Treas. Clarence E. Briggs of the Pacific Coast Metal Trades District Council and Machinists Rep. Ronald Ault of the Norfolk Naval Shipyard.

Briggs urged strengthening of apprenticeship training programs, noting that the shipyard workforce is aging, especially the journeymen. And he suggested that federal tax incentives be designed to "permit the introduction of new equipment, machinery and innovative plan layout that are essential to more efficient operations."

Ault told the commission of the need to improve the operating efficiencies of U.S. naval shipyards and recommended revising the Navy's personnel practices, increasing tenure of shipyard commanders, reforming "contracting out" practices and modernizing labor-management relations.

Metal Trades President Paul Burnsky testifies with Ronald Ault of the Machinists on the crippled American shipbuilding and maritime industries.

Kennedy bill would mandate health insurance coverage

Continued from Page 1

Henry A. Waxman (D-Calif.), who heads an Energy & Commerce Committee panel, and William L. Clay (D-Mo.) and Austin J. Murphy (D-Pa.), who chair Education & Labor subcommittees.

All three joined Kennedy at the news conference, along with Sen. Lowell P. Weicker (R-Conn.) and representatives of a range of health-related and public interest groups endorsing the bill.

A policy statement adopted at the February meeting of the AFL-CIO Executive Council expressed alarm at the sharp increase since 1980 in the number of Americans without any health insurance. Millions more have inadequate insurance, it noted.

Sweeney told the news conference that mandated health insurance is a needed addition to other conditions of employment set by law, including unemployment insurance, the minimum wage and social security.

Sixty percent of employees without health insurance coverage work in service jobs, the fastest-expanding segment of the economy, Sweeney pointed out.

Auto Workers President Owen Bieber, whose union has been a leader in the campaign for national health insurance, joined in urging prompt consideration by Congress.

The bill would set minimum benefit standards for employer-provided health insurance, including coverage of all medically necessary hospital care, physician charges, diagnostic tests, prenatal care and wellbaby care.

Benefit floor

It would provide catastrophic health insurance so that expenses for serious illness could not exceed $3,000. For ordinary coverage, deductibles would be limited to $250 a person or $500 a family and copayments could not exceed 20 percent of the cost of any service.

Employers would be required to pay a minimum of 80 percent of the premium cost, and the full amount for low-wage workers.

Nothing in the bill would reduce more comprehensive health benefits, fully paid by their employers, that many workers now receive. As with the minimum wage, the proposed standard would merely set a floor under benefits.

Two members of the Service Employees, each the sole support of their children, were opening witnesses at the Senate committee hearings.

Jackie Davison is a nurses' aide at an Elyria, Ohio, nursing home. Nina Pettiford is a janitor for a Pittsburgh building maintenance contractor. Neither is covered by health insurance. Both are in debt to doctors and have been unable to afford needed treatment for themselves and their children.

Personal accounts

Their personal accounts added flesh and blood to the testimony in support of the bill from two panels of expert witnesses from universities and from organizations such as the American Hospital Association and the Catholic Health Association.

Kennedy said in an opening statement that "employers have been required since 1938 to pay a minimum wage—and in 1987 it is time to insist that they provide minimum health insurance, too." All Americans should have the right to a health care system "that is adequate for their needs and affordable for their pocketbooks," he declared.

Opponents of mandated health insurance coverage have protested that small businesses couldn't afford the added cost. Kennedy noted that smaller employers would save on premium costs by being able to buy insurance as part of a larger purchasing group.

The cost would actually drop for most small firms that already provide health insurance, he suggested. The bill would allow new firms with less than 10 employees to provide only catastrophic coverage for their first two years in business.

Both the National Association of Manufacturers and the U.S. Chamber of Commerce announced their opposition to the bill, contending it would make businesses less "competitive."

House sponsors of the bill noted that most employers already provide health insurance for workers, including firms most likely to be competing in world markets.

Labor's legislative blueprint makes headway in Congress

Continued from Page 1

ened, 120 days for larger numbers of workers, and 180 days for shutdowns costing 500 or more jobs.

Experience has shown that advance notice reduces the duration of unemployment, allows time for retraining—and sometimes results in an agreement to stay in business. But a similar bill was narrowly defeated in the House in the last Congress and never came to a vote in the Senate.

The same Senate committee also approved the Civil Rights Restoration Act, refusing to get diverted into a battle over abortion curbs that most supporters of the legislation consider irrelevant to its intent. The bill would make clear that institutions receiving federal funds cannot discriminate on the basis of race, sex, age or physical handicap.

House committee action on double-breasting and high-risk notification is covered in the Page 8 Legislative Alert, and progress on parental leave in a separate story. There were also these developments:

- The Senate Finance Committee neared completion of its version of trade legislation amid continued White House grumblings of "protectionism" even though the bill lacks any equivalent of the Gephardt Amendment that labor considers the heart of the House-passed trade bill.
- President Reagan signed a stopgap four-month extension of a temporary law that bars firms filing for bankruptcy reorganization from cutting off health and life insurance coverage for retirees. House and Senate committees are trying to shape permanent legislation.

Hungary's unions hailed for freedom fight

Sandor Racz, who spent seven years in prison for leading a 1956 workers' protest against the totalitarian regime in Hungary, arrived in the United States for a two-month visit as a guest of the AFL-CIO.

Federation President Lane Kirkland welcomed the leader of the Budapest Workers' Council, hailing him as an "unbowed and unbroken" advocate of the principles of free trade unionism and workers' rights.

Racz was sentenced to life imprisonment for leading a massive strike that paralyzed Hungary after the 1956 Soviet invasion of that country. Released in 1963, he was forbidden to travel outside Hungary until this year, when he received a visa after a prolonged campaign waged on his behalf by the AFL-CIO, human rights organizations and U.S. Ambassador Mark Palmer.

Kirkland praised Racz and his fellow unionists for rejecting "the coercion of Communist tyranny" and for recognizing "the gap between rhetoric and practice, between the workers' paradise and the forced labor camp."

It is Racz and not Sandor Gaspar, leader of the Communist-controlled SZOT labor federation, "who is fit to lead Hungary's working people," Kirkland stressed.

Unions only by name

The Hungarian union official—who many have likened to Solidarnosc's Lech Walesa in Poland—branded Hungary's government-controlled worker organizations as "trade unions in name only. They do nothing to defend worker interests."

Racz painted a grim picture of the problems facing Hungary's workers. The economy is worsening and unemployment is on the rise as "a direct consequence of the government's failed economic policies," he said.

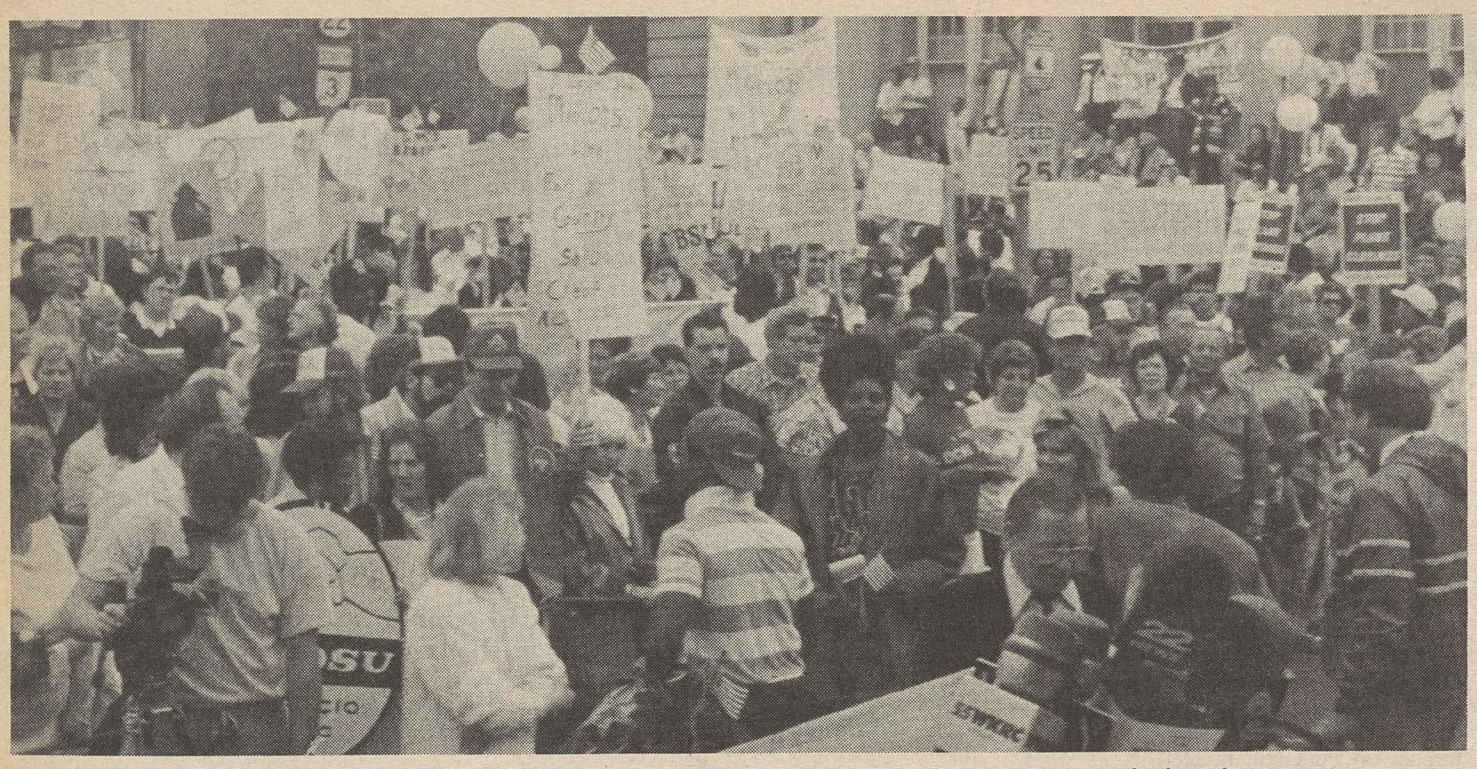
Disagreeing with the news media's portrayal of Hungary as a more "mild" or "liberal" form of communism, Racz cited harsh government control of the media, repression of dissidents and denial of basic workers' rights.

"A leash is a leash, whether it's held loosely or tightly," he declared, pointing to the "chilling presence" of some 250,000 Soviet troops on Hungarian soil.

Calling for worldwide labor solidarity behind members of free trade unions in his country, Racz emphasized that "Hungarian workers want what American workers want. They want the freedom that American workers have to do and say as they wish."

Racz will meet with American trade unionists under the federation's auspices in Chicago, New York, Boston, Los Angeles, San Francisco and Atlanta to speak about the struggle for workers' rights and human dignity in Hungary.

President Kirkland welcomes Hungarian union leader Sandor Racz.



Cincinnati area union members rally in import-battered Norwood, Ohio, for strong trade legislation.

Leading the fair trade march are, from left, Auto Workers Regional Director Charles Bolling, Sen. Howard Metzenbaum (D-Ohio), civil rights leader Rev. Fred Shuttlesworth, Ohio Lt. Gov. Paul Leonard (D) and Cincinnati AFL-CIO Executive Sec.-Treas. V. Daniel Radford.

Cincinnati unions march in support of tough trade law

Norwood, Ohio—Some 5,000 Cincinnati-area union members rallied outside city hall here in support of a tough House-passed trade reform measure, and denounced the flight of American industry to low-wage countries abroad.

The demonstration followed a march through the industrial section of this import-battered community that faces the loss of millions of dollars in payrolls because of trade-related plant shutdowns.

Union members paraded under banners protesting the Reagan Administration's efforts to lure American assembly operations across the Rio Grande to the "maquiladora" sweatshops in Mexico and assailing the legacy of shut down plants, reduced work forces and deeply slashed wages and benefits. Their route led them past General Motors Corp.'s massive plant here which is scheduled to close in August, throwing 4,300 Auto Workers out of their jobs.

"We're here today to protest the jobs that are being lost to foreign countries because of unfair trade practices," Cincinnati AFL-CIO Executive Sec.-Treas. V. Daniel Radford told the cheering crowd.

He assailed corporations that "invest in their foreign competition and move plants abroad." Radford accused them of having "no loyalty to the employees or the communities which made them what they are."

Reagan's failures

Americans are "fed up" with the Administration's failure to "protect our jobs and our way of life," Radford declared as he called for trade legislation that would stem "the massive destruction of our economy."

Union members shouted their support for the measure by Rep. Richard Gephardt (D-Mo.) to crack down on countries that build up huge trade imbalances by subsidizing exports, exploiting workers and denying them the right to form unions.

They received strong words of encouragement from Sen. Howard Metzenbaum (D-Ohio), who predicted that a similar measure would pass the Senate, despite Reagan's threat to veto it because it is "protectionist" and runs counter to his "free-trade" philosophy.

"There is nothing free about free trade in America today," Metzenbaum said.

Banking bill backed to curb deceptive ads

Banks and savings institutions should be required to give prospective depositors full information on interest rates, yields and early withdrawal penalties, the AFL-CIO testified at House hearings.

Henry B. Schechter, director of the federation's Office of Housing & Monetary Policy, endorsed "truth in savings" legislation that he said would help clear up the confusion resulting from "a bewildering array of oftentime non-comparable advertising."

The labor-backed bill, introduced by Rep. Richard H. Lehman (D-Calif.), is cosponsored by Rep. Fernand J. St Germain (D-R.I.), who heads both the Banking Committee and its Financial Institutions subcommittee.

Schechter noted that the Federal Reserve Board assured the committee last year that a pending updating of regulations would deal with many of the concerns of the legislation.

The promised new regulations have still not been issued, Schechter noted. Passage of legislation is the best way to assure that prospective depositors get the information they need to make a decision, he said.

Schechter suggested that the bill be tightened to require that advertisements or promotions for certificates of deposit include disclosure of the penalty for early withdrawal of the money.

He pointed to three bank advertisements in a recent issue of the Washington Post quoting interest rates on certificates of deposit. What the ads did not reveal, he said, was that each of the banks imposed a different penalty for early withdrawal of the funds.

Schechter also suggested a less sweeping exemption of broadcast advertisements from the disclosure requirements than the bill would provide.

Novelty Workers' convention votes changes in bylaws

Atlantic City, N.J.—A special convention of the Novelty & Production Workers approved major revisions of the union's constitution.

Sixteen of 18 proposed changes were adopted unanimously by the 100 delegates. The revisions, according to NPW President Julius Isaacson and Sec.-Treas. Donald E. Terlap, will streamline the operations of the 23,000-member union and enable it to meet the challenges ahead in collective bargaining and organizing.

Among the changes is a reduction in the number of executive board members from the present 31 to 21, which will be accomplished by attrition.

The constitutional changes will also give the international union a stronger role in organizing and bargaining and makes available to the international more information on local union members.

The new constitution "strongly reinforces the principle of trade union democracy that has long been a tradition of this union," Isaacson said, underscoring the unity of the delegates in adopting nearly all the amendments by acclamation.

On another concern to the delegates, Issacson said the executive board would strongly consider establishing a pension program for local union officers.

Bakery Workers win election as anti-union campaign flops

Shelby, N.C.—A vicious anti-union campaign concocted by local business leaders and politicians failed to intimidate 90 Bost Baking Co. employees from voting in the Bakery, Confectionery & Tobacco Workers.

The Bost operation, bought by Ralston-Purina's Continental Baking Co. in 1984, was the only one of Continental's 44 plants that was nonunion and not represented by the BCT. The union organized a Bost sister plant in Thomasville, N.C., last fall.

Continental pledged to remain neutral in the BCT organizing drive and agreed to recognize the union based on a majority of workers signing representation cards.

Local business leaders, however, paled at the idea of workers voting to take away the town's nonunion status. Using fullpage ads in the local papers, the anti-union business leaders urged "the citizens of Cleveland County" to tell the Bost workers "we don't want our fine community infected with the Bakery Workers union."

The uproar from the local Chamber of Commerce and the union-busting Western Carolina Industries trade group was enough to get Bost to ask to be let out of its pledge to honor a card count. The BCT agreed and the union and company joined in asking the National Labor Relations Board for an expedited election..

Balloting was scheduled within two weeks after the petition was filed. But the anti-union forces persisted in sticking their noses into the bakery's internal affairs.

Another full-page ad explained the business leaders' motive: "We have a healthy economic climate in Cleveland County. Companies want to locate here because we have no industrial unions and no union influence. This means that . . . working people in Cleveland County have a cooperative attitude."

Propaganda ignored

That cooperative "yes, boss" attitude, which had long held down wages and benefits, went out the window when the workers voted 45-39 for the BCT. They were buoyed in part by a letter to the editor written by Janet Manicelli, a "proud member" of the Communications Workers, and published in the local paper.

Manicelli wrote that she was "appalled and offended" by the anti-union ad. She pointed out that "paying union dues does indeed guarantee employees a myriad of privileges that would be unthinkable in a nonunionized workplace." Her letter closed by urging the Bost workers to think of the future and "accept this opportunity to ensure a better way of life for you and your families."

Even after the workers had voted, the town's anti-union forces tried to delay certification of the union. A Chamber of Commerce leader threatened to "work doubly hard" to keep unions out of the area. The NLRB threw out the challenge and the union was certified.

Claude McCue dies, AFTRA regional head

Santa Monica, Calif.—Claude L. McCue former Western regional director of the Television & Radio Artists and past executive-secretary of its Los Angeles local, died of heart failure Apr. 25 at Santa Monica Hospital. He was 79.

McCue, a recipient of AFTRA's George Heller Memorial Gold Card for outstanding service to the union spanning 36 yeras, was also a lifetime member of the Musicians. At the time of his death, he was president of Theatre Authority, a clearinghouse for worker benefits established by performing arts unions.

On with the show

Atlantic City, N.J.—The 42nd AFL-CIO Union-Industries Show will open June 19 for a six-day run at the convention center. Produced and managed by the federation's Union Label & Service Trades Dept., the show highlights the skills, services and products union members provide to consumers.

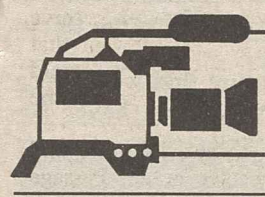
This year's presentation will feature some 300 exhibits, displayed by 70 international unions, and constitutional and federation departments. There is a larger display space available this year to handle the many new and expanded exhibits, said ULSTD Sec.-Treas. John E. Mara.

Some 200,000 visitors are expected at the event where more than $100,000 in gifts and free samples will be given away, ranging from boats and appliances to food and television sets.

DEMOCRACY AT WORK YES

Transcript of Candidates on Videotape

These pages contain the transcripts of the videotaped presentations to AFL-CIO members and their families by 13 declared and potential candidates for President in the 1988 election. The candidates were invited by the federation to demonstrate "that you understand the aspirations of working people, and that you will include our concerns in a leadership plan to serve all the people."



DEMOCRATS

BRUCE BABBITT

My name's Bruce Babbitt. I was the Governor of Arizona for nine years and I'm a Democrat. I'm running for President of the United States. And I'd be proud to run with your support.

In the introduction you just heard, your representative starts off in front of the White House and then walks across Lafayette Park, up 16th Street, to the AFL's headquarters.

When was the last time the President of the United States took that walk?

When I'm President, I will take that walk across Lafayette Park on one of my very first days in office. And I'll listen to what your representatives have to say.

We may not agree on every point.

But I'll say this: if I move into that White House, I won't forget that workers helped me put America back in charge of its economic agenda.

Look around today and ask yourself a question: "Is our nation—is America—better off as a result of the leadership we've had in Washington?"

We have arms merchants in charge of our diplomacy, terrorists in charge of our security, the KGB in charge of building our embassies, Japanese traders in charge of our markets, embezzlers in charge of Wall Street, bigots in charge of our social policy, and amateurs in charge at the White House.

I want to see America in charge again. I want to see an America where families can look to the future and say that things will get better.

We've got to begin with the economy—with an explosion of productivity that creates good jobs and healthy industries.

There's only one way to do it—we'll give workers a piece of the action. No more givebacks while corporate executives are handing out bonuses up in the board room.

Then we'll put America back in charge of its trading accounts. We'll say to our competitors that if you won't import as much as you export, then the United States of America will help balance your accounts for you with across-the-board tariffs.

And it's long past time to begin enforcing the labor laws of this nation. That means a higher minimum wage. That means no cheating on the Labor Relations Act, even if we have to go back to Congress and fight for the labor law reform bill that we lost a decade ago.

I believe that government can be on the side of people who need help. And on the top of that list is children.

One child in four in America lives in poverty. That's unacceptable.

What kind of future can we expect if our kids are too hungry to learn and too sick to dream of a better life?

We've got to provide doctors and medicine for every kid in poverty. We've got to make day care affordable for working parents. We need massive improvements in education.

That's what I'd do as your President.

But let me be blunt. For some of you, the only thing you know about a guy named Babbitt is that he called out the National Guard during a copper strike in 1983.

I did that because I held a 3-year-old girl in my arms who had been shot in the head—a victim of random violence. Her mother asked me what I would do to make sure that she was the last victim. And I had to do what leaders do. I said, public safety comes first.

But let me tell you how the story ends. Last year, three years after that copper strike, labor and management were deadlocked again—same industry, same unions. They couldn't agree on much. But when the time came to choose a mediator, they agreed that just one person would do—Bruce Babbitt.

I've demonstrated over the years—through vetoes of union-busting legislation, through successful mediation of those copper talks, and through my vision of an America in charge of its economic destiny—that I deserve your support.

I hope I get it. And I thank you for listening.

JOSEPH R. BIDEN JR.

I'm Joe Biden. And I'd like to talk to you—not just as women and men of labor but as concerned Americans. And I'd like to tell you why I'd like to be the next President of the United States of America.

I believe that during the next President's term, America will be presented with the most fundamental and phenomenal opportunities of any time since World War II. For I think we are at a watershed period in our history—changes are happening all around us.

Take arms control. The next President's term will determine whether or not we have the most significant arms control breakthrough in history, or whether or not we're going to nuclearize the heavens. Either man the scientist or man the statesman is going to prevail.

We face another watershed in education. In the next few years, we're either going to continue to drift toward a dual system—one with one kind of education for the brightest and the wealthiest among us, and one for the rest—or we're going to totally reform education.

And I think we've got to make some fundamental changes: longer school days, longer school years, tougher standards, and paying our teachers like real professionals as we hold them up to professional standards.

Drugs: we face an epidemic of drug use among our young. In the next Administration, we will either conquer drugs, or they'll consume us all.

And the same can be said for health care—unless we begin to control costs, we're going to end up with one system of quality care for the rich and another for the middle class, one that fails to cover even their most basic needs.

And the most fundamental choice we face as a nation is whether we are going to continue to be held hostage to every other economy in the world, with an economy that creates only service jobs paying less than $7,000 a year. Or, whether or not we will rebuild an industrial economy that's second to none in the world. For nothing less than the American way of life is at stake.

We must begin with a trade policy that's both tough and smart—putting an end to unfair trade practices abroad while recognizing the disaster that a new trade war would be for working women and men in America.

And labor, too, faces some watershed choices. For the last six years, the Reagan Administration and business groups have launched an all-out assault on the labor movement. And during the next President's term, labor will either continue to be in a period of retreat, or labor will begin to grow again and contribute as it always has to our economic future.

But if we're going to prevail on this issue or any others I've mentioned, nothing less will suffice than a wholesale commitment by our entire society. For the central social, as well as economic, challenge of our time is to reclaim the tradition—the tradition of community in our society. For only by recognizing that we share a common obligation to each other in our country, can we ever hope to maximize our potential, as a nation and as individuals.

We also need a new Presidential leadership, a leadership that recognizes that the role of the presidency is not just to preside over government, but to lead our society. Not just merely to say what it promises Americans, but what it will demand of Americans. A President who declares that equal justice, equal rights, equal opportunities—that these are the overriding issues that this country faces in 1988, 1989 and beyond. A presidential leadership that's prepared to tell the hard truth and lead this country.

And most importantly, a President who understands that America cannot be a nation of the status quo. We must be a nation of innovation, experimentation and change.

You know, in our youth, we changed America. Not by our votes, but by our ideals and our ideas. Whether it was civil rights, the women's movement, preserving the environment, or ending the war in Vietnam, we profoundly altered the face of this nation. We changed attitudes. And we have to change attitudes again. It was a soaring sensation, and I remember it every time I hear that hymn in my church—the one based on the 91st Psalm. And it goes like this:

And He will raise you up on eagle's wings,
And bear you on the breath of dawn,
And make the sun to shine on you.

Well it's time to raise America up on eagle's wings again, for that's the only way we're going to move this country.

Thank you very much.

MICHAEL S. DUKAKIS

Hi, my name's Mike Dukakis. I'm in my ninth year as Governor of Massachusetts, and I'm a candidate for the presidency of the United States.

I'm the son of Greek immigrants who came to America with the dream of a better life. The dream came true for my parents, as it has for Kitty and for me and for our three children. Now, you and I must decide whether the dream lives on. We must decide what working people have a right to expect of America and what America has a right to expect of you.

I believe you have a right to expect good jobs—jobs with a future in a vibrant and growing economy. And that means not only good jobs, but good schools and good skills for everyone no matter who you are or where you come from or what the color of your skin.

I believe the working men and women of this country have a right to live in an America that is caring and compassionate and concerned about all its citizens. A country where the homeless are housed and the hungry are fed, and where every citizen has the opportunity to become independent

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and self-sufficient.

I believe we have a right to a foreign policy that reflects American values. We don't deserve a shooting war in Nicaragua; we deserve a war against poverty and injustice in Latin America. We don't deserve secret wars cooked up by armchair Rambos; we deserve a foreign policy that reflects the Constitution. We deserve better than the sight of Wall Street insiders being led off to jail in handcuffs. And we deserve a President who knows what he's doing and knows what's going on, whether he's meeting with foreign leaders or with his own staff.

Now, we can't possibly predict all of the problems and challenges that will land on the next President's desk. But we can know the character and the competence of each person who wants to sit in the Oval Office.

I welcome those tests of my integrity, of my values, of my record. And so, as you examine the presidential candidates, ask more than what we're going to do, ask what we've already done. Listen not only to what I say about terrorism, but what I've done to crack down on drug pushers, and tax cheats, and drunk drivers and polluters. Judge more than my promise to fight apartheid in South Africa, judge my performance in fighting racism and injustice in America. Look at my plan to rebuild our nation's economy, but also look at what I've done to rebuild my own state's economy—how we took a state with over 11 percent unemployment and reduced it to less than 4 percent.

Ask Tommy McIntyre, a bricklayer whose union is working in a partnership that has built affordable housing for 30,000 families. Ask Ruby Sampson, a former welfare mother, on welfare for 14 years, and she is now working as a surgical technician at a major hospital in the city of Boston. Ask Chuck McDevitt of the UAW about how we saved a GM plant . . . and 4,000 good jobs. Ask M.L. Carr and Kevin McHale and the other members of the Boston Celtics about the thousands of kids that we've met with in the fight to make our schools drug free.

Growing up, I heard many, many times at the dinner table that America was the land of opportunity. My father came to this country with $25 in his pocket and he spoke very little English. He became a doctor. My mother was the first Greek girl in Haverhill, Massachusetts, ever to go beyond high school. She became a teacher.

When they arrived in this country, my parents could not possibly have dreamed that their son would someday be a governor and now be running for President of the United States. So, opportunity is the story of my life and of my record as governor. Creating opportunity for every American—that will be my first and most important job as President.

I'm a union member, and I've had the support of organized labor throughout my entire political career. I hope to win your support. I need you, and the nation needs you.

Thanks very much.

RICHARD GEPHARDT

I often think back to my early years growing up in St. Louis where my mom was a secretary and my dad was a milk truck driver. All their lives my folks worked hard and saved so my brother and I could get the education and have opportunities they never had. I remember sitting with them on the front porch of our home on warm summer nights. They talked with us about working hard, being honest, doing good, aiming high. The air was hot and muggy, but it was full of dreams. America was on the move.

I share the concerns of working people—always have, always will. I want to see America on the move again and to see new generations not just dreaming those dreams, but making them real.

We hear people talk about "competitiveness." To me that means just one thing, one simple four-letter word—jobs. The Gephardt Jobs Plan puts people first. We'll make America first again by making human resources our highest priority. The Gephardt Plan calls for an unprecedented federal commitment to education—all the way from public schools to higher education with equal opportunity for all. The Gephardt Plan sets a national goal of wiping out illiteracy by the year 2000. Old industries are falling behind, but we must help all workers move ahead. Job training and retraining are essential.

We must not turn our backs on basic industries—steel, rubber, textiles and autos. The nitty-gritty of our economy must be restored while we build the industries of our future—high-technology, services and agriculture. We need more research and development, and a federal commitment to both. Our aim in all of this is to create jobs for the unemployed and better jobs for those who work.

I have a record of proven results on issues that really help people: Bradley-Gephardt, the tax bill that let taxpayers keep more of their own hard-earned dollars; the Gephardt Amendment, a turning point for U.S. trade policy.

I think government has a responsibility for the safety and security of all its citizens, including their economic security. We must make this nation secure again by helping those who are uneducated, ill-housed, ill-clothed, ill-fed and unemployed or underemployed.

The Gephardt Plan will make America first again by getting Americans back to work again. We've got to build a government with the same solid values we turn to to build our lives—honesty, integrity, fairness and perseverance. We've got to reach up to our government and pull it back to the people.

That's what Harry Truman did when he promised and gave all people a Fair Deal. No plan will work that doesn't start pulling people together. We need to get executives to come down from the board room and listen to the workers on the shop floor. The new workplace should emphasize shared responsibility. For too long, we've been asking people to work like machines on production lines, turning bolts and acting like robots. Now we've got to let people be people again.

I make no bones about the fact that I would welcome the support of the American labor movement. I'd be proud of it. I'm never going to forget the hard work my parents put in to provide me with the opportunities I've had in life. I want that same kind of country for my children and yours—proud of its workers and where hard work yields fair rewards and opportunity.

That's what my campaign is all about.

ALBERT GORE JR.

I'm Senator Al Gore. And I appreciate this chance to speak with members of the AFL-CIO.

I am running for President because I believe very strongly that America can find its way again, and that together you and I can get America moving forward again.

Not so long ago, our country knew where it was going and how it could get there. We were young and eager and impossible to stop.

Well, you and I still feel that way. Deep in our hearts, we know that America is ready now for a fresh start. Together we can make America young in outlook and energetic again.

Americans have grown up with the promise that life will keep getting better. Now we're frequently told, "Just wait, and things will work out on their own eventually."

But times have changed in ways that we had not planned. Many Americans are still waiting for life to get better and being told to place their hopes on hold and leave their troubles for someone else to solve.

But working people know that America cannot wait any longer. In fact, we will not wait any longer because we've come to a fork in the road with this election. Now is the time for critical choices.

America is ready now to meet the challenge of the future. We are ready, for example, to fight our way out of this trade crisis and prove once and for all that we will not tolerate a declining standard of living. We're ready to create more jobs and better jobs. We're ready to control the arms race in a way that enhances our national security. We're ready to reduce the budget deficit fairly and responsibly. We're ready to give Americans the new tools and new technologies and training that this country needs to compete. We're ready to invest in people for a change, by creating the best schools in the world and much better job training and retraining programs.

We're ready to clean up our environment, ready to guarantee every American the right to shelter and the right to affordable health care. We're ready to tell some on Wall Street to keep their hands off worker pension plans and stop using funny money to toy with jobs and the lives of our communities. We're ready to make it easier for Americans to build strong families, by providing quality child care for working parents and meaningful programs against crime and drug abuse.

We're ready to set clear goals for our nation—milestones toward a vision of our future that most Americans already share.

For example, we ought to have a national goal of 100 percent literacy by the year 2000. We should lead the world in finding cures for diseases that American families fear, like Alzheimer's and cancer, AIDS and heart disease. We should make life better for the elderly by standing up for social security and improving long-term health care. We must widen the doors of equal opportunity—the ones we fought so hard to open together in the first place.

And most important of all, we must not rest until we find a job for every American who wants to work. That's not rhetoric, that's a commitment.

These kinds of goals can serve as milestones toward a prosperous America in a world at peace.

It's not too late to make democracy work again, with a government that looks where it's going and does its job right for a change. I've spent the last 11 years fighting to put government back on track.

Since I came to the House and Senate, I've worked closely with organized labor. And I've held more than 1,600 open meetings in towns throughout my home state because I believe the job of leaders is not just to sit back and talk, but to help every citizen make a difference. That's what unions do—help democracy work the way it's supposed to, by harvesting ideas at the grass-roots level. That's why I went into public service—to join with working men and women to build us all a better future.

America didn't come this far by waiting for others to do that job. This nation's founders and our parents worked hard to make their dreams for us come true.

It's time now to build the future that we've been waiting for and that we know we can have. Together, we can do it.

JESSE JACKSON

Thank you, President Kirkland, for this opportunity.

In the last three years, I have traveled across this country talking with, meeting with, and marching with members of organized labor. And everywhere I've gone, the issues are the same. Working Americans tell me they're concerned about the future of our nation and their families. We're talking about not just the loss of jobs, but the loss of pride and self-respect. Not just the closing of a factory, but the slow death of the community. Not just a loss of hope, but fear.

That's why the central theme of my message today is the same message I bring all around this country—the crime of economic violence and the need for economic justice.

That's why I'm committed to a policy of investment—of investing in America, of taking the resources we have today and putting them to work for our needs tomorrow. Investing in America means an economic policy that invests in people, as workers, as students, as home buyers, as farmers. Investing where we live, in our jobs, in school, in good health care. Investing in vital projects like roads and bridges and affordable housing and good transportation systems and good anti-pollution systems.

We must have a fair trade policy that protects our national interest, our vital industries, our jobs. An effective national trade policy includes aggressive federal initiatives to increase American exports abroad. Fair trade agreements that are truly mutual and beneficial, insisting that our trading partners live up to their word.

And, furthermore, American workers can never compete with slave labor markets, and we should never have to.

When the pension funds of American workers are used to invest in sweatshop factories overseas where regulation is non-existent and labor organizing is illegal, then our pension funds are being used against our own long-term interests. It's like buying the rope to hang yourself. Wouldn't we be better served by investing in new projects right here at home in America? When American workers' pension funds are invested in the dictatorships of Latin America and the racist society of South Africa, we're told this is fiscally prudent. But these colonels cannot long survive against the will of their own people. When they collapse, who will be responsible then?

Investing in America means investing more in education, not less. A functioning, vital and alive democracy presupposes an educated population. A nation that competes in today's world economy must have a well-educated workforce. We cannot afford Ronald Reagan's budget cuts at the expense of our children's future.

Already the number of minority students in college has dropped drastically. Working class, low-income students are forced to drop out of school, taking dead-end jobs with no future, costing us as a nation their skills, their talents, their best efforts.

Too many of our young people are losing faith in their future. You read reports of teenage suicides, of drug taking, of increased racial violence. These are the acts of people without hope, who have lost

their faith in the American dream. But these are our children.

I know we can do better. If we as a people do not take the lives of our children seriously, how can they? If we do not, as a nation, invest our resources in their future, what can they look forward to?

Above all, investing in America means getting our priorities straight. It means reclaiming our country from the merger maniacs and the trickle-down tricksters whose greed and wastefulness have brought us unprecedented deficits.

It means fighting back. It means fighting together. We will not fight against each other, we'll fight with and for each other.

The victims of economic violence and corporate rape cannot be passive. We cannot get change through resolutions and memos. We cannot be passive. We've got to fight back.

Let's fight back, not in the pizza parlor in New York or a lonesome road in Georgia. Let's fight together at the plant gate. Fight together at the farm auction. Fight together at the shipyard and stop goods made from slave-labor markets that take away our jobs. Fight together at the picket line.

We must turn to each other and not on each other. We must never surrender. Don't let them break our spirits. They say cut back, I say fight back.

PAUL SIMON

Thank you for the opportunity for this visit. I'm the one candidate for President not ashamed to run representing the Democratic tradition of Roosevelt, Truman and Kennedy—the tradition of representing American working people.

Of all the candidates for President, I've had the highest COPE rating for each of the past four years, and I'm proud of that. That tells you the kind of President I'm going to be. The top COPE ratings for all of my years in Congress have one message: Paul Simon knows where he stands.

I'm not looking for new ways to make my party acceptable to the country club set. I'm where I've been my entire life—on the side of the American working people.

As a boy, I remember my father defending the right of retail clerks to strike. Early in my life, I joined the International Typographical Union and, later, became a charter member of an American Federation of Teachers' local. Those are my roots, and I'm proud of them.

One reason I'm running is that I've seen too many Democratic candidates move away from our commitment to working families. I do not join those who want to shift our party's base to become more acceptable to the wealthy and powerful. If we do that, we will lose our soul and do a great disservice to our nation. I'm glad there's a Republican Party in America, but one Republican Party is enough.

As President, my priority will be getting America back to work. That includes getting tough on trade. Subsidized imports are the most serious threat to American jobs since the Great Depression. No other country would allow such destruction of its basic industries and its family farms. And I'm no Johnny-come-lately to this issue. I co-sponsored the textile and domestic content bills before trade was a popular issue. And today I'm fighting to pass the Riegle-Simon bill—the toughest trade bill in the Senate.

But trade legislation is not a substitute for a President who understands what is happening and acts. We're in a trade war, and we're losing. With your help, I intend to win it. Tough action on trade is just one step in putting America back to work.

As President, I'll fight to guarantee a job opportunity to every American. It's time to restore our nation's commitment to caring and to public service. And those who serve as our public employees should have the same rights as all citizens and be paid fairly.

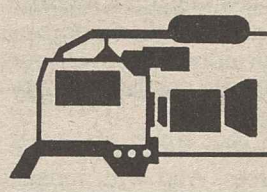
We must rebuild our decaying roads, harbors and bridges. My Administration will fight to see that this work will not be done by union-busting, double-breasted companies. We also must recognize the rights of women and minorities in the workplace. We must move ahead on parental leave, increased minimum wage and child care. Prosperity in America must be prosperity for all, not just the few.

In the last decade, we've seen tax rates for millionaires cut from 70 percent to 28 percent. And I'm the only candidate in this race who has voted against every one of those tax rate cuts for the wealthy. I haven't tried to do what's temporarily popular or fashionable, but what's right for the working men and women of this nation.

To become more fashionable, some people tell me, get rid of my bow tie and my horn-rimmed glasses and most of all to change my views. Well, Harry Truman wore a bow tie and horn-rimmed glasses, and he didn't knuckle under to pressure to change his views as he fought for working Americans—and neither will Paul Simon.

The time is here once again—not for a slick packaged-product candidate, but for the real thing.

To build that better future, I want your help. I need it to win. I need it to govern effectively. We live in a good and a great country. And working together, you and I will make it a better country.



REPUBLICANS

GEORGE BUSH

First, let me salute Lane Kirkland. He is a patriotic American, a friend.

Our subject today—who should lead this country into the next decade. America will be looking for change and for leadership built on experience.

I don't want to gloss over the differences we've had in the past, but I do want to tell you—the members of the AFL-CIO—how I would lead America to meet these challenges of the 1990s.

A major challenge is enhancing the peace. (I won my pilot's wings at 18—was shot down at 20.) Because I fought for our country in combat, I have this visceral feeling about keeping America strong; about standing up for our country; about never apologizing for America.

I believe I would be the best President to build on our record of peace through strength.

In 1984, I laid on the table in Geneva a treaty to ban all chemical weapons. I want to see that treaty enacted. I want to see further reductions in those big intercontinental missiles—those nuclear weapons that could destroy our country. But I want treaties where we know the Soviets are keeping their word, and that means ironclad verification.

American labor has been long on patriotism, long on defending the need to have a strong military.

My experience in combat, my experience in serving our country as Ambassador to China and at the U.N., and, yes, my experience heading the CIA make me confident that I can best protect the national security interests of our great country.

In 1988, we should elect a President who can build on the recovery this country has had.

We need to see that those who have not benefitted in this, one of the longest peacetime expansions in history, do benefit.

I oppose straight protection, frankly. What's the use of protecting one job when retaliation is bound to follow and your neighbor, who is making something to sell abroad, gets thrown out of work?

The answer for the future is to build new markets and to be tougher in guaranteeing fair trade.

Furthermore, I will fight to keep taxes down. We've brought your taxes way down, we've brought interest rates way down, we've brought deadly inflation way down, but there is much more to be done.

We need job retraining. America is changing—the working men and women of America need education to meet those changes.

Above all, we need an economic climate in which everyone has a place at the starting line, and where those who have worked long and hard see their pension rights protected and their social security system sound.

I urge you to set aside party labels for a moment and try to decide which candidate has had the most experience in the real world—which candidate has had both private and public sector experiences that add up to leadership.

I served in Congress, but I've done much more than that with my life.

I've seen my roommates killed in combat, and I've lived in a communist country.

These experiences heighten my commitment to protecting our precious freedoms.

I believe in a growing economy with jobs, jobs, jobs.

I've built a business—I've known the thrill of putting people to work and the anguish of laying people off.

I believe in the family values that you all hold dear.

I believe in peace through strength. In negotiation, yes, but negotiation with our eyes wide open.

I have had the experience. I have led. Now I want to be your President, to lead this country into the exciting decade ahead.

BOB DOLE

I appreciate the opportunity to speak to my friends of the AFL-CIO. Lane Kirkland and I have been friends for a number of years, and we've worked together on some issues. Even if we've had our political and legislative differences, we remain friends. And I know we agree on one point—keeping our doors open: to Democrats, Independents, Republicans, or whatever group comes calling.

And I also believe we agree on the goals for America and for the world: freedom and justice. Those two themes re-occur across the board in the programs the AFL-CIO espouses and those I've been fighting for throughout my life—on the battlefield, on Capitol Hill and now on the campaign trail.

On the domestic front, we want freedom from high deficits, unemployment and inflation, and we want a system of economic and social justice—opportunities for everyone to achieve his or her maximum potential, fairness in receiving compensation for hard work, and of course a helping hand for the disadvantaged.

In the international arena, we want free trade or—maybe better—fair trade, but we also want trade justice. We want to compete on a level playing field. We're not going to be patsies, and we're not going to roll over. The U.S. has made many, many sacrifices over the years on behalf of our allies and friends around the world. We've helped them achieve their current prosperity by providing a defense shield around them, by providing them aid and technology. Now it's time for them to play fair and play by the same rules that we do. And that's really all we want.

Now, freedom and justice are also international goals—for all people. We, Bob Dole and the AFL-CIO, want to see freedom's frontiers expanded. We want to see justice done in communist countries. We want labor organizations, whether in the Soviet Union, Nicaragua or South Africa, to have the freedom to prosper. We are together on these goals.

And of course, none of this, whether domestic or international, is going to be achievable unless America is strong. We both put a top priority on a strong America. We understand it costs; we are adamant that there be no waste, but we are willing to pay the fair cost.

I understand that many of you may be Democrats. But I'm asking you to take a good look at Republicans. The challenges awaiting the next President are awesome, and no party—and no party—can claim to have a lock on qualified candidates. When I fought in Italy in World War II, I wasn't a Republican or Democrat. I was just a young American defending freedom and justice. Those were the values I learned growing up in a small Kansas town. And they go hand-in-hand with the values of faith and determination that I learned from my parents, whose hard work kept our family going through the dark days of the Depression.

That's why I'm very comfortable—more than that, at home—addressing you and why I feel at home asking for your consideration and your support.

Thank you.

PETE du PONT

My name is Pete du Pont, and I'm running for President of the United States because I believe there's some urgent changes that must be made in this country if you and I and our children and grandchildren are to have the opportunity that is the promise of America.

I was Governor of Delaware for eight years and I had a chance to create opportunity in our state. We cut taxes 30 percent for every working family in Delaware and we increased job opportunities 20 percent. That's right, one job in five in Delaware today was created in our eight years. Now those changes didn't come about by tinkering with programs at the margins. They came about by doing the things that had to be done to create prosperity.

I think there's some things that have to be done to create prosperity in America too, and let me mention three of them.

First, something that's destroying opportunity for hundreds of thousands of youngsters every year is drugs. Drugs are in our schools, are in our classrooms, are on our playgrounds, and I think we have to stop them. I believe we ought to say to the teenagers of this country, "Look, drug use will kill you. It'll destroy your opportunity." We ought to say, "If you use drugs, you won't drive, because we won't give you a driver's license. That's right, you have to be drug free to get your driver's license."

Now that would create a need for some random testing in our schools, but I believe if you can vaccinate a youngster before he comes to school, you can do some random testing while he's in school. I believe that every mother and every father in America have a right to send their child to a safe school and one that's drug free.

Another change that needs to be made is in our agriculture programs. You know, we've increased agricultural spending in the Reagan Administration nine times faster than defense spending, and it has brought poverty to our farms—more farmers in bankruptcy than at any time in my lifetime. Small-time farmers gone big time, full of debt and going under. I believe the American farmer needs opportunity. He can out-plant and out-harvest and out-sell any farmer in the world if we'll give that opportunity to him.

So, let's phase out farm subsidies over five years and let the American farmer compete in the marketplace that's served everyone else so well. That will bring opportunity back to the farm, and that will save taxpayers $26 billion a year.

And talk of failed programs, what of our welfare program? Over the past decade, we've spent $300 billion sending checks to people on welfare through the mail. There are eight million more Americans in poverty today than when we began. Welfare destroys families, destroys the work ethic, breaks up the values that we hold dear in this country.

Let's replace welfare with work. I don't believe the welfare system in this country can be fixed. I believe it has to be replaced. And the policy of this country for able-bodied people ought to be: if you don't work, you don't get paid. And if you can't find a job in the private sector, we'll give you one in local government. Everybody can do something. It's always better to give someone a paycheck than send them a welfare check. Let's bring opportunity back to an awful lot of Americans who don't have it.

Well, my campaign's not for the faint-hearted. But if you agree with me that we ought to replace welfare with work, that we ought to phase out farm subsidies, that we ought to get drugs out of our schools, come join our campaign. It's a campaign for change. It's a campaign to bring opportunity to everyone in America—to every farm and every village, to every city and every family. Opportunity, after all, is the promise of this great country.

ALEXANDER M. HAIG JR.

Members of the AFL-CIO and, indeed, all Americans should ask, what is this election of 1988 all about?

First, this election is about leadership.

How does a President lead? When he realizes that running for office and running the government are different things and sometimes require different advisers. When he remembers that inaugural day is not the first day of creation. When he knows that not every problem can be resolved, but every problem must be managed. When he understands that the presidency rests on three pillars of trust: trust that he acts in the interest of all the people; trust that he speaks the truth as he knows it; trust that he offers direction to meet the challenges of the day.

Finally, a President leads when he remembers that he was elected for his character, not simply for his views. His conscience must be his ultimate guide.

The White House is no kindergarten for the inexperienced. After serving seven Presidents over my 30 years of public service, I can tell you that every President learns the truth about presidential leadership for himself—or events become his teacher.

About 1988, where should this country go?

First, we should adhere to the principle that less government is better than more government. But what government does do, it should do well. We do have a social compact to observe that just cannot be abrogated by flights of ideology. We have responsibilities to the future generations as well as obligations to our elderly.

True leaders must understand that justice, not just good economic sense, dictates that we move to reduce now the horrendous deficits mortgaging our future and distorting our present. Justice, not just good economic sense, dictates that we rescue the family farmer from the chaos not of his own making, so that he, too, shares in the bounty he produces; that we deal with the plight of displaced workers; that we level the playing field of our increasingly global economy. Justice dictates that we achieve free and fair trade, through budget deficit reduction and by getting our industrial house in order. I am convinced that on a level playing field, Americans and American workers can compete with the best.

Second, we must expand the concept of individual freedom to encompass social responsibility. Our youth deserve not just the skills to earn their living, but the civic, ethical and moral character to strive for excellence in all things. To do so, our leaders must understand that America is about excellence, not simply opportunity or the bottom line on Wall Street; America is about responsibility, not just the freedom to destroy life with the excesses of drugs or sex.

Third, we should redouble our efforts to achieve a more peaceful world in which necessary change occurs under the guidance of law—against international terrorism, wars of national liberation and Soviet-supported violence. Today more than ever, our leaders must be able to deal with the increasingly sophisticated Soviet leadership.

I believe in the promise of better times. We have the talent. We have the resources. And with renaissance of the American spirit, we have the will.

So ask yourself these questions about 1988. Who has the experience, the understanding to lead? Who knows the world we live in, the global economy, how to deal with other nations? Above all, ask yourselves, who should sit across the table from Mr. Gorbachev as we defend freedom in a world too often hostile to democracy?

JACK KEMP

Thank you, Lane Kirkland, for this opportunity to speak to the working men and women who make up the AFL-CIO. As one of the co-founders of the American Football League's Players' Association in the 1960s and who served as its president for five terms, I understand the importance and indeed the sanctity of collective bargaining, of contracts and the participation in the political process by working men and women.

I'm running for President because I believe America can do better. We can do better than 7 percent unemployment, factories only operating at 80 percent of capacity. I believe there is nothing wrong with this country that can't be fixed; that there are no limits to our future if we don't put limits on our people.

I see three great challenges for America: the defense of peace and freedom; the defense of our family and our children; and a national commitment to full employment without inflation—a job for every working man and woman who wants to work in this country.

I'm proud to have authored historic legislation that lowers the burden of taxes, creates greater opportunity; legislation that will raise the personal exemption for every family to $2,000 per member, cut the tax rate to 15 percent for more than eight of every ten working families, and remove the working poor from the tax rolls completely.

Now, there's an awful lot of people in Washington who believe the answer to whatever ails us begins with raising taxes. I don't. I have and will continue to oppose any plan, by any person, in either party, that raises taxes on the working men and women of America.

The real problem of the deficit is too much unemployment, too little growth, interest rates that are too high, and too much waste in government. Rather than destroying jobs with higher taxes and higher interest rates, I believe we can create more jobs at decent wages—with incentives for both labor and capital to work together to improve our output, our plants, our machinery. We can develop our inner-city economies, and we can expand our export markets.

These efforts, however, would be in vain if we don't meet our second great challenge: the defense of America in a world at peace. I want to tell our children and our grandchildren that we have found the way to protect America by moving away from the doctrine of mutual assured nuclear destruction to a safer world of strategic defense. With our own safety protected, we can reach out, much like the AFL-CIO does through its Institute for Free Labor Development, to those who struggle for freedom and justice and democracy throughout the world.

Just as we decide whether America will be defended, we must also decide what kind of a people we'll be, what kind of an America we'll defend.

Our third great challenge then is to strengthen the bedrock of our Judeo-Christian values: the family. I believe America needs a rebirth of respect and compassion for the dignity and sanctity of human life, both young and old. We must restore and reward excellence in our schools and honor the values of honesty, hard work and patriotism. We must protect and preserve the retirement benefits of our senior citizens who have worked hard and have earned the right to live in dignity. I am the only candidate for President in the Republican Party committed to guaranteeing the full cost-of-living adjustment to senior citizens.

I remember a story about George McGovern recently in Time Magazine. He was addressing a convention of the United Rubber Workers in 1972. He said that if he were elected President, he would increase inheritance taxes on American people. To his shock, he was roundly booed. He forgot, I guess, the one dream of every family in America is to provide a better future for our children, and for their children. We work, we save, we look to the future, not just for ourselves, but for our precious children. That's why I'm running for President, why I believe so strongly in helping in getting America growing again.

God bless you.

PAT ROBERTSON

I was in a steel mill in Buffalo recently. And as I talked to one of the workers, I said, "Tell me about yourself." He said with pride, "I make $50,000 a year." I said, "How do you do it?" He said, "I produce."

About an hour later, I went by the giant Lackawanna steel mill. It used to employ 25,000 workers. Now it stands empty—a ghost of itself.

And we're going to have an America—one or the other. Either the booming factories and men and women at work, or we're going to have poverty and misery because of unemployment.

Now what's the difference?

Ladies and gentlemen, I believe that in our factories we must listen to the workers, because I don't know anyone who knows more about how to produce quality than the folks that are on the line making the products. That means that the vice presidents and the managers are not the bosses and the lords of the labor, but they should be the servants to listen and lead by example, not by domination. And that there shouldn't be a hatred and a bitterness between labor on the one side and management on the other and government on the other. But they should work as a team, because we're all Americans and we're in this thing together. And it's my feeling and my dream as I look at a new vision for America that the time is going to come in the not-too-distant future when the term "Made in America" will be synonymous with "the very best in the world."

Now, ladies and gentlemen, we're in a trade war, if you will, all around the world. I don't believe that we should erect tariff barriers because they'll come back to haunt us. But I do believe this: that if people don't deal fairly with America, that we will say to them, "Either you open your doors to the products made in America, or we will shut our doors to the products made in your country." We believe in free trade, but trade needs to be fair.

Now, one of the clouds on the horizon of the vision that I see for America is the quality of education. I believe we must have our children educated in crime-free and drug-free schools. But I've been around the nation in the major cities—Watts, the south side of Chicago, Bedford-Stuyvesant, the inner city of Philadelphia, the inner city of Houston. And I've found that 50 percent of our kids are graduating without knowing how to read and write or they're dropping out. They don't have hope and they're lacking dignity, and they're saying, "What future is it for me?" We must improve and guarantee to our young people quality education.

Now there's something else—drugs. A $120-billion-a-year industry that is sapping the very vitals of America. It is destroying our young people and everything we believe in. And this country has to go to war on an invasion worth $120 billion of narcotics coming into this country. And after all, how can you produce if the person on the right or the left of you in a factory is somehow involved, right then, with some kind of narcotic?

Ladies and gentlemen, in my opinion, the foundation of America is not the federal government, not the state government. The foundation of America is the American family. And we're seeing an unprecedented breakup of families in America. It seems like to me as a nation we must dedicate ourselves to support the American family, to hold it together. Because the heartache and the suffering and the misery of men and women who are torn apart is just more than this nation could endure over a long period of time.

Now can we make it into the 21st Century? We sure can. This is the greatest nation on the face of the earth, and I see a vision of America as the strong, undisputed leader of the free world. And yes, I see us once again pulling together in all parts of the country, in all walks of life, until we truly can say, "This is one nation, under God."

Thank you, and God bless you.

Supreme Court upholds enforcement of union rules

Federal labor law gives unions the right to fine members who take supervisory positions with employers not under union contract, the Supreme Court ruled in a 6-3 decision.

The court upheld a finding by the 9th Circuit U.S. Court of Appeals that the National Labor Relations Board misapplied a provision of the Taft-Hartley Act designed to prevent unions from "coercing" members who take supervisory positions in which they represent the employer in grievance and bargaining matters.

That section of law doesn't apply, Justice William Brennan wrote for the majority, when union members take supervisory posts with "employers with whom the union neither has nor seeks a collective bargaining relationship."

When there is no contract between the union and the employer, Brennan said, the union has no "incentive to affect a supervisor's performance" of his duties. The law, he continued, was designed only to "prevent a union engaged in a long-term relationship with an employer from dictating the latter's choice of representative or the form that representation would take."

The case stems from a 1981 dispute between Electrical Workers Local 340 and the Sacramento Valley, Calif., Chapter of the National Electrical Contractors Association with which the IBEW had negotiated a series of collective bargaining agreements.

The union struck the 19 NECA members in June 1981 after contract talks collapsed. Three months later, the IBEW dropped the multiemployer approach and filed petitions for separate representation rights at 17 of the contractors. It did not attempt to organize or bargain for employees at the two other firms—Royal Electric Co. and Harold E. Nutter, Inc.

Union charges

In 1982, the IBEW filed internal charges against two members who took supervisory positions at Nutter and Royal in violation of the union's constitution. A union tribunal subsequently fined one of the men $8,200 and the other $6,000. Nutter and Royal filed charges with the NLRB, contending that the fines constituted Taft-Hartley violations.

The labor board ordered the union to withdraw the fines but the 9th Circuit rejected the NLRB's contention that the IBEW had violated the provision of law designed to shield members loyal to the employer from the pressures of union discipline.

The Supreme Court agreed that the NLRB was in error, holding that the IBEW had "nothing to gain" because it couldn't "coerce" supervisors in grievance or bargaining cases when it didn't even have a contract with the employer.

The constitutions of a number of construction unions contain similar bans against members working for contractors not under contract. The intent is to curb the practice of jumping around from jobs as skilled workers to positions as supervisors with nonunion contractors.

In another labor case, the court split 4-4 on the issue of dealing with the determination by trustees of multiemployer pension plans concerning the financial obligations of employers who withdraw from the plan.

The tie vote let stand a ruling of the 3rd Circuit U.S. Court of Appeals that it was unconstitutional for arbitrators to automatically assume that trustees' determinations are valid, leaving the employer with the obligation to disprove trustees' findings.

Because the high court divided evenly on the case, its decision sets no legal precedent and leaves unchallenged rulings in five other federal appeals courts affirming the constitutionality of the trustees' liability determinations.

Expanded protection

Meanwhile, in a key civil rights decision, the court held that laws guaranteeing equal rights for newly emancipated blacks—enacted during the Reconstruction Era more than a century ago—also protect Arabs and Jews from racial discrimination.

In separate cases—one involving an Arab denied tenure at a Pennsylvania college and the other involving the defacing of a Jewish synagogue in Silver Spring, Md.—the high court ruled that the 1866 statute intended to guarantee equal treatment for all persons, without regard to race or color and that its provisions naturally extend to those "who are subjected to intentional discrimination solely because of their ancestry or ethnic characteristics."

Wilbur J. Cohen remembered as ally in labor's battles

Wilbur J. Cohen, who helped draft the nation's social security law more than half a century ago and who is widely regarded as the "father" of Medicare, died of a heart attack May 18. He was 73.

The former Secretary of Health, Education & Welfare was stricken in his sleep in Seoul, Korea, after preparing an address he was to have given the following day to an international conference on the problems of the elderly.

In a letter to his wife Eloise, AFL-CIO President Lane Kirkland and Sec.-Treas. Thomas R. Donahue praised Cohen as "a friend and ally of the labor movement and of working people everywhere" because of his "deep sense of understanding of the basic needs and aspirations of human beings in every walk of life."

Union members will remember Cohen's "contribution to the improvement of the lives of all Americans," they said. His friends in organized labor "will miss his kindly good humor, his staunch dedication to principle, his wise and vigorous leadership and his unfailing never-say-die spirit."

Health insurance pioneer

Cohen came to Washington in 1934, fresh out of the University of Michigan. He helped draft the Social Security Act of 1935, became the first employee of the newly created Social Security Administration and was the central figure in a 30-year quest for a national health insurance plan.

He left government service in 1956 to teach at the University of Michigan, but was brought back to Washington in 1961 by President Kennedy to serve as HEW under secretary, and was named to head that Cabinet department by President Johnson in 1968.

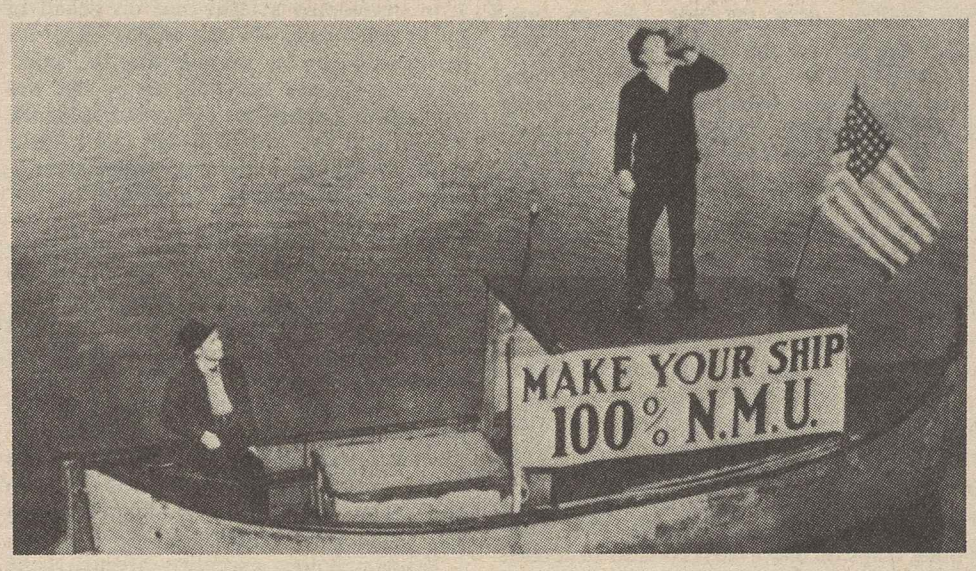
Cohen was awarded the AFL-CIO's 1968 Murray-Green award—named for former CIO President Philip Murray and former AFL President William Green. At the Community Services program in his honor, he was hailed for his deep involvement with "all the legislative developments in social security, public assistance and child health programs" during his long years of public service.

Since 1969, Cohen taught both at Michigan and the Lyndon B. Johnson School of Public Affairs at the University of Texas in Austin.

But he retained his ties with Washington, helping to create Save Our Security, a labor-backed coalition that led the successful battle to fend off attacks on social security and Medicare. He co-chaired the coalition with Arthur S. Flemming, who headed HEW during the Eisenhower Administration.

Cohen also served on the board of trustees of the George Meany Center for Labor Studies.

Besides his wife, he is survived by three sons, Bruce of Silver Spring, Md., Stuart of Ann Arbor and Christopher of Chicago, five grandchildren and a brother.



Founding NMU President Joseph Curran spreads the union message to merchant seamen along the waterfront in a 1936 organizing campaign.

NMU hoists birthday flag after 50 years on the seas

By Candice Johnson

The National Maritime Union is marking 50 years on the seas this month.

The union represents unlicensed seamen aboard deep sea merchant marine ships, crews that man Great Lakes, harbor and river vessels and workers who maintain the Panama Canal. NMU members also include cannery workers, support staff on military bases, taxi drivers and other technical and professional employees.

Seamen on the west coast had won the eight-hour day, union hiring halls and other victories after a long strike in San Francisco in 1934, but sailors who shipped out of Atlantic ports—members of the Seamen's Union—had yet to win similar benefits.

The turnaround came on the SS California in 1936, when led by Joseph Curran, the NMU's founding president, sailors occupied the vessel and refused to allow the skipper to cast off until their demands for better pay and working conditions were met.

Curran continued to work with the Seamen's Union, heading a rank-and-file organization called the Seamen's Defense Committee. In the fall of 1936, sailors on both coasts "hit the bricks," joined on the picket lines by licensed seamen—including mates, engineers and radio officers. After ten weeks, the shipowners agreed to wage increases averaging $10 a month, overtime pay and preferential hiring through the union hall, with 41 companies signing the pact.

In May 1937, Curran was elected president of the new NMU. More than 203 delegates representing 35,000 members attended the founding convention in July and within a year, membership rolls exceeded 50,000, with organizing efforts concentrated on the Gulf and Atlantic coasts.

Wartime service

Under Curran's leadership, NMU members maintained the supply lines to American troops during World War II and the Korean and Vietnam wars. The seamen also gained the 40-hour workweek, paid vacations, pensions and medical coverage.

Under President Shannon Wall, who was elected in 1973, the NMU continues to grapple with technological changes and government policies that have resulted in the disappearance of two-thirds of all seamen's shipboard jobs over the past 20 years.

The NMU, with a membership of 25,000, is holding merger discussions with the Marine Engineers Beneficial Association District 1.

Community network puts labor on the air

Harrisburg, Pa.—Union members in central Pennsylvania soon will be able to tune in labor-oriented programs on a new community television network.

The Jobs and Career Network—an instructional television fixed service hookup—is a project of the Pennsylvania AFL-CIO, the Labor Institute of Public Affairs and three AFL-CIO affiliates—Service Employees, and Steelworkers, as well as vocational-technical schools and community colleges.

The "narrowcast network" is intended to promote job training and to stimulate industrial growth in the area. Programs slated for the system include AFL-CIO videos on health care cost containment and the right to know about chemical hazards.

Notables applaud plan for teaching democracy values

Leaders in education, labor, religion, government and the arts called on the nation's schools to teach children the value of democracy.

A blue-ribbon assembly of 150 citizens—including former Presidents Jimmy Carter and Gerald R. Ford and AFL-CIO President Lane Kirkland—signed the "Education for Democracy Statement of Principles," drafted by the Teachers, the Educational Excellence Network at Columbia University and Freedom House, a civil liberties organization.

The document calls for a core of studies in history and the humanities to serve as the centerpiece of a restructured high school curriculum.

Educators should cover "the whole sweep of democratic civilization from ancient times to the present," the report found, as well as provide information on "how democratic ideas have been turned into institutions and practices."

Specifically, the group advocates:

- A more substantial social studies curriculum that includes the history of the United States and democratic civilization and the study of American government, world geography and at least one non-Western society.
- History studies that emphasize the struggle of peoples to win and preserve freedom.
- Broader instruction in the humanities.
- Greater attention to world studies, focusing on the comparative study of politics, economics, culture and ideology.

AFT President Albert Shanker stressed that "democracy will only survive if future generations remain committed to it" adding that the schools have a special responsibility to promote its understanding.

The report also included results of a survey of 5,000 high school seniors in eight cities which found that one-quarter could not identify Mexico as the country that borders the United States on the south and that 39 percent of the students in Boston could not name the New England states.

Signers of the statement included AFL-CIO Vice Presidents Frederick O'Neal, William Wynn, John Sweeney, Frank Drozak, Owen Bieber, John Joyce, Lynn Williams, Morton Bahr, Robert A. Georgine, Gene Upshaw and Lenore Miller, as well as President Bayard Rustin of the A. Philip Randolph Institute and President Jack Otero of the Labor Council for Latin American Advancement.

Midwest regional conference May 29-30

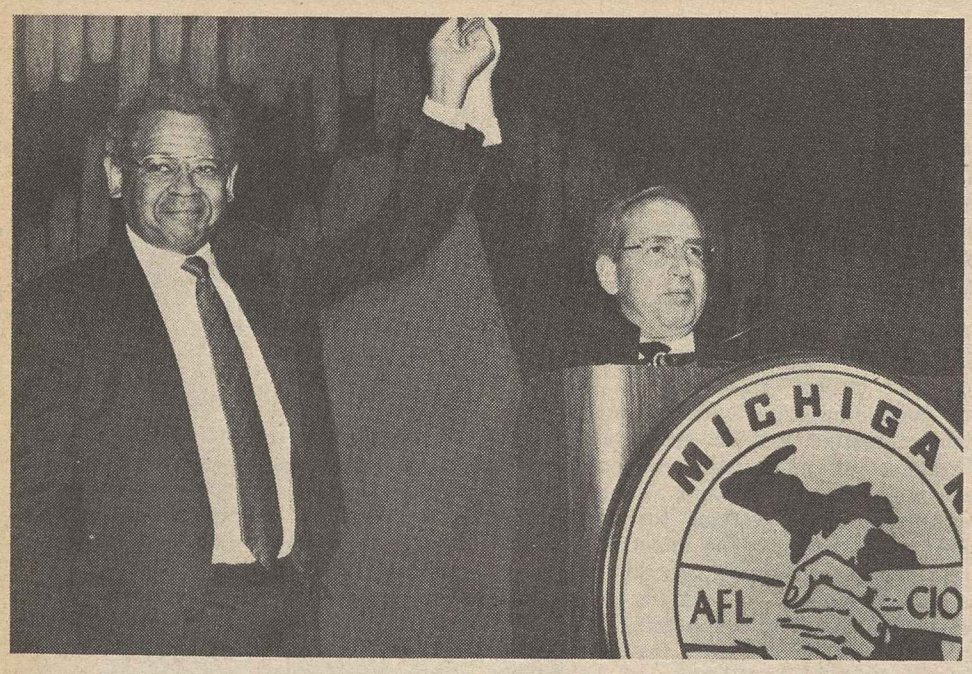
Trade unionists from 12 Midwest states will meet in Chicago May 29-30 for the third of four 1987 regional conferences.

The AFL-CIO conference agenda will focus on:

- Labor's "Democracy at Work" campaign to inform union members and their families on positions taken by presidential candidates.
- Foreign trade issues.
- The effect of mounting budget deficits on employment and the nation's economy.
- Labor's goals to meet workers' needs.

The 12 states involved in the Chicago conference are Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota and Wisconsin.

The final regional conference will be held June 5-6 in New Orleans for 12 southern states.



Michigan Fed President Frank Garrison, right, and Sec.-Treas. John Elliott.

Michigan leaders press fight for job-saving trade measure

Detroit—The Michigan AFL-CIO installed Frank Harrison to a full four-year term as president along with John Elliott of the Teachers as the new secretary-treasurer.

The 1,000 convention delegates elected Garrison by acclamation. Garrison, 52, who comes out of the Auto Workers, had been filling out the term of Sam Fishman, who died last November.

In his keynote speech, Garrison told delegates that although the "Reagan Administration and their friends like to paint themselves as proponents of upward mobility, they are, in fact, the architects of destruction of the middle class in this country."

He scored the President's trade policies, saying: "To Ronald Reagan, 'free trade' means countries are free to dump their products here while other countries are free to refuse ours . . . Ronald Reagan has shipped our jobs overseas and left our jobless here."

Garrison blasted corporate America for the epidemic of plant closings, saying that "if they think the labor movement is going to sit idly by while they undercut the American workers' standard of living . . . they're sadly mistaken. We're going to fight like hell to stop plant closings and the export of good-paying jobs." The key to restoring the American dream for millions of workers is to put a "friend" in the White House in 1988, he emphasized.

Elliott, 55, president of the Detroit AFT local, out-polled Karl Mark Pall of the State, County & Municipal Employees District Council 25. He takes over for Walter L. Oliver, who held the post since 1981 and did not run for re-election.

AFL-CIO Sec.-Treas. Thomas R. Donahue told the convention of the need to press for Senate adoption of the House-passed trade measure, complete with the Gephardt amendment that puts teeth in it, and then to get both houses to override the already threatened Reagan veto. Donahue explained that the veto is "now the last refuge of those who preach that we should stand tall militarily while lying down and dying economically."

Donahue scored the squandering of billions of dollars "on the buying and selling and restructuring and demolition of companies by people who have no idea of producing a dollar's worth of goods and services. To such people, great productive enterprises exist to be captured like gambling chips or dissolved into cash or loaded with debt and stripped of all possibility of survival."

Takeover mania

To combat this, Donahue said, "We are calling on Congress to stop the epidemic of corporate assassinations and sudden-death plant closings, to give some protection to the stockholders and workers and communities who are victimized by these assassins."

Convention delegates adopted a fair trade resolution that urged strengthening of U.S. trade laws to deal with foreign subsidies and dumping of imports on the American market, support for domestic auto content legislation, and trade adjustment assistance programs to aid workers whose jobs are lost due to imports.

Delegates pressed for plant closing legislation, particularly important in Michigan which has suffered extensive shutdowns and relocations during the Reagan years, and urged Congress and the states to work together in providing job retraining for workers thrown out of work by plant closures.

In other resolutions, the delegates called for a higher minimum wage and "pay equity" through collective bargaining and legislative efforts, and opposed Labor Dept. attempts to weaken or eliminate restrictions on homework in the apparel industry.

High court to rule on strikers' right to get food stamps

Continued from Page 1

with the Supreme Court, argued that the district court "properly concluded that Congress cannot constitutionally deprive strikers and their households of food stamps simply by virtue of a household member's participation in a strike."

The unions insisted that the Constitution doesn't "countenance governmental denials of benefits which burden or penalize" workers exercising their constitutionally protected right to strike.

In another case, Solicitor Gen. Charles Fried and National Labor Relations Board General Counsel Rosemary Collyer joined with organized labor in urging the Supreme Court to uphold the legality of agency shop agreements and the use of such funds by unions for purposes other than collective bargaining.

The high court is weighing whether or not to hear a Communications Workers' challenge to a decision of the 4th Circuit U.S. Court of Appeals which held that workers can sue a union for a rebate of that share of agency fees spent for purposes not related to collective bargaining.

The government's brief said that the 1947 Taft-Hartley Act permits agency shop agreements, doesn't put any limits on the purposes to which unions devote these fees, and doesn't give "any employee, union member or not, the right to pay less than the full amount of regular dues and initiation fees charged to all other workers."

Union lawyers explore issues affecting workers

San Francisco—The challenges facing unions on such widely divergent fronts as on-the-job health hazards, corporate campaigns, pension benefits, group legal services and the entire range of collective bargaining issues came under scrutiny at the annual AFL-CIO Union Lawyers Conference.

More than 650 attorneys representing affiliated local and international unions across the country took part in 15 workshops exploring key labor issues. Prior to the two-day session, the federation's Building & Construction Trades Dept. held a separate conference to deal with legal problems in that industry.

Sandra Tillett, associate administrator of the federation's Occupational Health Legal Rights Foundation, told conferees that millions of workers have been exposed to toxic substances in the workplace that threaten their health and lives. In many instances, as in exposure to asbestos, the threat extends to workers' families and the community at large, she warned.

In developing a legal case on behalf of union members, Tillett emphasized, it's necessary to prove not only that the worker has a disease but that he or she was exposed to a substance that could cause the disease and that the exposure "took place in the workplace under circumstances sufficient to have triggered the disease."

Hazard standards

Tillett reminded delegates that standards issued by the Occupational Safety & Health Administration require chemical manufacturers, importers and suppliers to provide basic hazard information. As a result of a labor lawsuit, the standard is scheduled to be extended next year to non-manufacturing employers. In addition, she said, many states have enacted right-to-know laws that include non-manufacturing and public sector employers.

William Bolger, executive director of the National Resource Center for Consumers of Legal Services, explained the AFL-CIO's rapidly growing Union Privilege Legal Services program that provides members of participating unions with free initial consultation, document review and follow-up services and a 30-percent discount on fees for handling personal legal matters.

He distributed a list of hundreds of lawyers across the country who have already agreed to participate in the legal services plan, a part of the federation's Union Privilege Benefit Programs to harness the buying power of the more than 13 million members of affiliated unions.

Betsy Mahoney of the Dept. of Organization outlined the successful techniques being used to bring employers to the bargaining table as part of the department's Comprehensive Organizing Strategy & Tactics program.

Organizing goals

COST's goal, she stressed, is to assist affiliates, their organizing staffs and local union leaders in winning first contracts through the sharing of information and research and the development of workplace and public strategies designed to thwart management's union-bashing efforts.

A panel of lawyers discussed the growing trend toward negotiating collective bargaining agreements that provide for parental, dependent-care and temporary medical leave. They also focused on bills sponsored by Rep. William Clay (D-Mo.) and Sen. Christopher Dodd (D-Conn.) to guarantee workers' rights in this area.

Phyllis C. Borzi, counsel for pensions of the House Labor-Management Relations Subcommittee, explained the scope of the Employee Retirement Income Security Act designed to protect workers' pension rights. She also focused on the Health Insurance Coverage Act passed by Congress two years ago to give access to affordable health care to workers who have been terminated or forced into reduced-hour status, as well as to their spouses and dependents.

Other panels discussed bankruptcy litigation, First Amendment rights of public employees, corporate restructuring, contracting out in the public sector and wrongful discharge claims.

Earlier, the BCTD conference focused on apprenticeship agreements, legal aspects of organizing and picketing in the construction industry, targeted jobs programs and the impact on construction unions of the 1986 Immigration Reform Act.

Economic lag stirs recession fears

Continued from Page 1

gages soared from just over 9 percent at the end of March to 10.5 percent in mid-May. The result was a 2.9 percent plunge in housing construction last month.

The Commerce Dept. said new homes and apartments were being built at a seasonally adjusted annual rate of 1.7 million units, down from the March level of 1.75 million units and 12.6 percent below the pace of activity a year ago. And analysts were warning that rising mortgage rates will further depress home building and sales.

• The latest figures from the Bureau of Labor Statistics revealed the continued shift of job opportunities from the manufacturing to the service sector between March 1986 and March 1987.

An analysis showed that while most states were reporting gains in retail and wholesale trade, finance, insurance and real estate, 22 states lost manufacturing jobs, with the largest declines occurring in Michigan, New York, Ohio, Pennsylvania and Texas.

Louisiana topped all of the states with a jobless rate of 13.5 percent. Other states saddled with double-digit unemployment were Alaska, 12.1 percent; West Virginia, 11.4 percent; Mississippi, 11.1 percent; Kentucky, 11 percent, and Idaho, 10.3 percent.

• Future job prospects were grim for Auto Workers and Rubber Workers.

General Motors Corp. shut down its Pontiac, Mich., plant for the third time in recent months, slashing production because inventories were nearly twice what they should be. This put 850 UAW members on temporary layoff.

At its Cumberland, Md., plant, Kelly-Springfield Tire Co. closed after 66 years, idling 1,000 people.

Magic Chef settlement ends 4-year strike

Cleveland, Tenn.—A bitter four-year strike at the Magic Chef Inc. plant here ended with a new contract that guarantees 600 members of the Molders either their old jobs back, early retirement with credit for the entire period of the dispute, or lump-sum payments.

Molders President Bernard Butsavage credited the settlement to the support provided by the AFL-CIO Industrial Union Dept. and seven other unions which enjoy good labor-management relations with Maytag Corp., which purchased the kitchen range manufacturer last year.

"Our members can now return to work with their heads up high, proud that they stood firm for an honorable settlement," Butsavage said. "I am confident a better labor-management climate exists today as a result of this agreement."

The new contract, which runs to Aug. 8, 1988, provides returning workers with an immediate $2,000 lump-sum payment plus an additional $6,500 each when they actually go back on the payroll.

Strikers whose age and service add up to 70 years will be eligible for early retirement. Those choosing this option will receive full pensions, plus a $500 monthly payment until they're eligible for social security at age 62.

Lump-sum buyout

Workers who choose neither retirement nor a return to their old jobs, or to jobs substantially equivalent to those they held prior to the labor dispute, will receive an $11,000 lump-sum "buyout."

The strike began in January 1983 when management insisted on abolishing the dues checkoff approved in the initial contract negotiated four years earlier. The Molders regarded the action as an effort to break the union. The day after the walkout began, the plant reopened with a full workforce of strikebreakers.

The walkout triggered a wave of violence against the Molders. The union hall was destroyed by fire, the home of one striker was firebombed, police harassed strikers and area employers threatened to fire workers who supported the strikers.

Following the takeover of Magic Chef, the IUD appealed to Maytag's annual stockholders meeting to achieve the same peaceful labor relations which the seven other unions enjoyed at other Maytag installations. The plea led to the immediate resumption of negotiations. A settlement was reached four days later and ratified by 78 percent of the members of the local.

Serving on the coordinating committee were representatives of the Auto Workers, Machinists, Steelworkers, Electrical Workers, Sheet Metal Workers, Office & Professional Employees and unaffiliated Teamsters.

EDITORIALS

Back on Track

IT HAS BEEN more than three years since Congress set out to repair the damage done by a Supreme Court decision that poked a huge loophole in laws intended to bar discrimination by institutions receiving federal funds.

There was a strong bipartisan consensus that the court majority in the Grove City College case misread the intent of Congress. The ban on sex discrimination in education was clearly intended to apply to a college receiving federal funds, not merely the specific program for which the funds were to be used. To make matters worse, the loophole the Supreme Court opened seriously impaired enforcement of similar laws banning discrimination on the basis of race, age and handicap.

Remedial legislation, strongly supported by the AFL-CIO and the civil rights movement, was promptly introduced and seemed destined for quick and bipartisan approval.

Somehow, the House bill got tangled in an unnecessary controversy over whether language dealing with abortions should be added to the legislation. The Administration worried that the bill might somehow expand the scope of civil rights laws. And somehow, the 99th Congress ended without action.

That's what makes so welcome the 12-4 vote by the Senate Labor & Human Resources Committee to approve the bill intact. It shows Democrats united, and support by three of the seven Republicans gives the bill a genuinely bipartisan label.

Its enactment is overdue.

Taking the First Step

THE NUMBER of Americans without health insurance protection is on the rise.

That's what John J. Sweeney, the president of the Service Employees and chairman of the AFL-CIO Health Care Committee, termed the "stark reality" that has built such broad support for efforts to legislate mandated health benefits as a condition of employment.

Employer-provided health insurance was a bargaining-table innovation that achieved widespread acceptance even in the nonunion sector of the economy.

Its availability, ironically, eased the pressure for the United States to follow the lead of nearly every other developed nation—South Africa is the other exception—and make health care available as a matter of right to all who need it.

But the same economic factors that have eroded the nation's industrial base and depressed wages have also thrown into reverse progress toward meeting health care needs through employment benefits.

Plant closings and cutbacks tied to self-destructive trade policies have forced hundreds of thousands of workers into low-paid occupations where health coverage is often lacking and seldom adequate.

With federal resources drained by deficits, the prospect for enactment of comprehensive national health insurance is diminished even if the need for it is not.

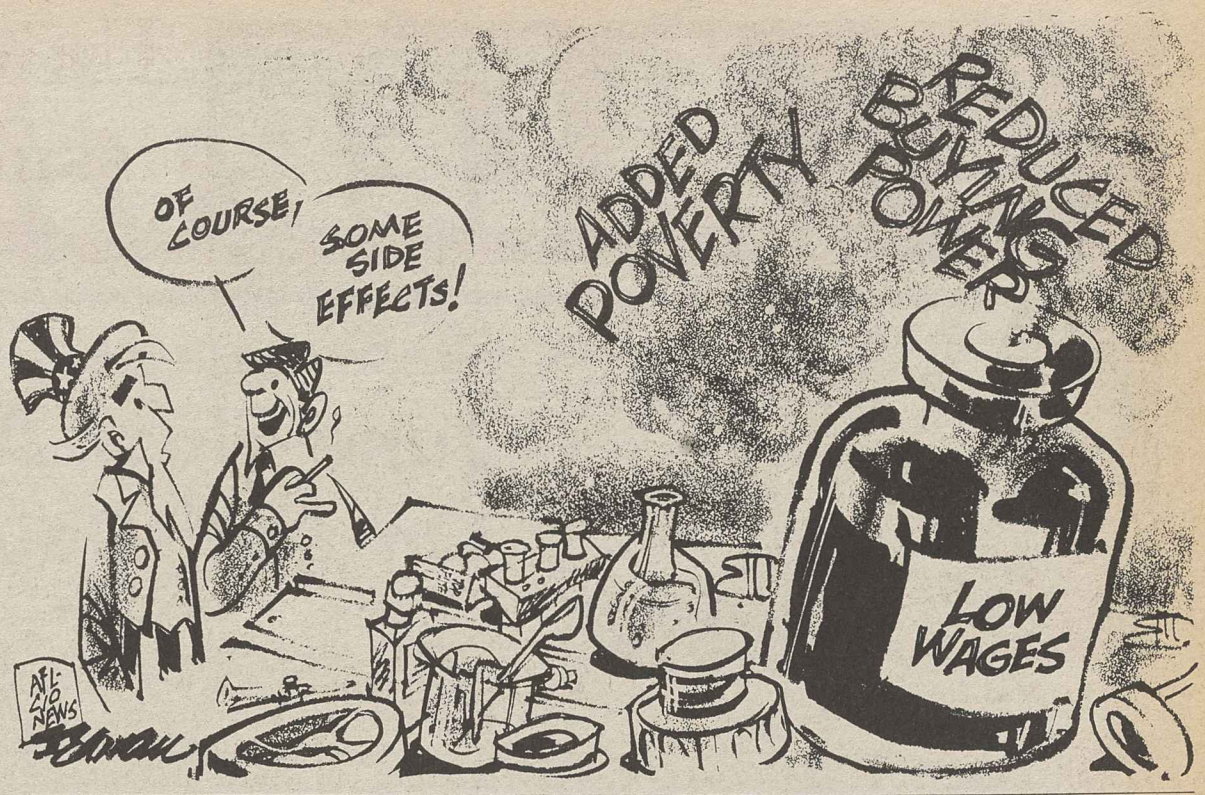
SHAPING A broadly supported concept into effective and achievable legislation is never easy. But there is ample precedent. It wasn't easy to enact Medicare, but it was done. It wasn't easy to legislate an employer obligation to provide a safe and healthful workplace, but it also was done.

The remedies that are being discussed won't solve all of the nation's health care problems by any means, and there are some obvious pitfalls to be avoided.

But as the AFL-CIO Executive Council noted when it first called for mandated health insurance benefits last February, "most uninsured enter the health care system only through the doors of hospital emergency rooms," the most costly form of medical attention.

Employer-provided health benefits for every worker would be, as Sweeney said in welcoming Sen. Kennedy's legislative proposal, "a crucial first step" in meeting the nation's needs.

It would make the remaining problems more manageable.



Washington Window

Poor pay higher portion of state and local taxes

By Press Associates

Reforms Congress enacted last year reduced taxes for a majority of working Americans and removed 6 million working poor from the federal tax rolls.

However, the federal Tax Reform Act of 1986 did nothing to ease an even heavier burden on low-income people: state and local taxes.

This situation and ways to remedy it are detailed in a study by the Center on Budget & Policy Priorities, an independent research group. The 66-page study, "The Next Frontier: Relieving State Tax Burdens on the Poor," found:

- Most state income taxes are far less progressive, meaning less geared to one's ability to pay, than the federal income tax. In more than half of the 41 states with income taxes, the income tax threshold is more than $5,000 below the poverty line for a family of four.
- Property taxes constitute the bulk of taxes paid by low-income families. These taxes affect not just low-income homeowners but also renters whose landlords pass on such taxes.
- Sales taxes are the second largest source of state and local tax burdens on low-income households. Sales taxes, which exist in 46 states, are regressive.

Revenue windfall

The federal tax reform "creates the best opportunity in a generation to win state-level tax relief for low-income families," the study noted. This is because most states will see their revenues increase if they conform to the new federal code, which eliminated or reduced many loopholes and deductions.

The anticipated state revenues have been called "windfalls," and many states are debating over what to do with the extra funds. Should the "windfall" be used for needed services, which have suffered from Reagan-era budget cuts and the recent loss of federal revenue-sharing? Should it be returned to taxpayers and, if so, should tax relief go to low-income taxpayers?

A combination of these uses is best, depending on the needs of individual states, the study said. In many states "only a modest proportion of the 'windfall' would be required to reduce significantly the tax burdens of the poor," it said. New York, Ohio, Maryland, Virginia, Georgia and Utah already have acted to remove many low-income families from income tax rolls, and similar moves are underway in other states.

States have several options in targeting income tax breaks to the working poor, the study found. These include low-income tax credits, improved standard deductions, child-care tax credits, and the simple "no-tax floor" in which income below the floor is freed from state income taxes. Arkansas, Iowa, Maryland, Massachusetts and Oklahoma currently have such floors.

'Circuit breakers'

To provide property tax relief for low-income families, the study suggested that "circuit breaker" programs be instituted or expanded. Of the 31 states that now have circuit breakers, the programs in 12 are limited to the elderly and, in 10 others, to the elderly and the disabled. Only six states have "universal" circuit breakers available to low-income nonelderly and to renters as well as homeowners. They are Michigan, Minnesota, New York, Oregon, Vermont and Wisconsin.

As for sales taxes, the study recommended relieving the burden on the poor through targeted sales tax credits or more comprehensive low-income tax rebates like that in New Mexico, by exempting food from sales taxes and relying less on sales taxes and more on income taxes.

Tax relief for the poor also should include automatic inflation adjustments, the study suggested. The ideal approach to tax relief would be to follow the federal model and remove the state and local tax burden from the poor. A more modest goal is to ensure that low-income families simply pay no higher a percentage of their income than those who are better off.

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AFL-CIO news

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AFL-CIO LEGISLATIVE

ALERT!

Senate Trade Fight Coming Soon . . .

If you have not yet written to both of your senators, please do it today.

Tell them that if they are serious about fair trade, they will support the Riegle amendment on trade deficit reduction when it is introduced on the Senate floor.

House Committee OKs H.R. 281

June Floor Action Expected On Anti-Double Breasting Bill

With the tacit approval of the Reagan's National Labor Relation's Board, union construction firms across the country have been evading federal labor laws and the terms of their union contracts by the practice of double-breasting: setting up non-union alter-egos.

These phoney companies drain work away from the union operations and undermine the wages and benefits that construction workers have gained over the years.

H.R. 281, a bill which would out-law the practice, is expected to be voted on by the full House of Representatives in June.

The bill, which was approved by the House Education and Labor Committee on May 19, specifies that multiple construction firms should be considered a single employer if they have common ownership, management or control. The owner would be directed to apply the terms of a collective bargaining agreement to all such companies within the same geographical area.

H.R. 281 would also restore the original intent of a long-standing labor law which protects "pre-hire" agreements. Because of the peculiarly transitory nature of construction work, unions and companies are allowed to enter into legally binding collective bargaining agreements before a building project begins. Today, contractors commonly use these agreements to ensure access to a skilled pool of employees, but then walk away from their contracts once work has begun.

In 1986, the House passed this anti-double-breasting bill by a vote of 229-173, but it died in the Republican controlled Senate. This January, Rep. William Clay (D-MO) reintroduced H.R. 281 -- the same bill number as last year.

A companion bill, S. 492 is pending before the Senate Labor and Human Resources Committee.

High-Risk Bill Clears Committee, Workers' Right To Know Protected

Progress is continuing on legislation to require the government to notify workers if they are exposed to health hazards on the job.

On May 19, the House Education and Labor Committee approved H.R. 162, the High Risk Occupational Disease Notification and Prevention Act of 1987. H.R. 162 and S. 79, its Senate counterpart, would set up a risk assessment board, made up of health professionals, to evaluate workplace dangers.

Once groups have been identified as "high-risk", the board would instruct the Department of Health and Human Services (HHS) to notify each worker. The notification would include identification of the toxic substances, associated diseases, and testing and treatment recommendations. Employers would be required to pay for the testing of current workers

In addition to labor, health and environmental groups, several major corporations and trade organizations have also endorsed the legislation. They include the American Electronics Association, General Electric Co., Digital Equipment Corporation, IBM, Chemical Manufacturers Association, Occidental Petroleum, and Crum & Forster Insurance Company.

Senate Committee Approves Plant Closing Bill, Worker Notification Is Included

On May 15th, the Senate Labor and Human Resources Committee reported out S.538, the Economic Dislocation and Worker Adjustment Assistance Act of 1987.Joining the committee's Democrats in support of the bill, were Senators Robert Stafford (R-VT) and Lowell Weicker (R-CT).

The bill, which is one of the AFL-CIO's legislative priorities this year, would cushion the effect of plant lay-offs and shut-downs by requiring that employers give advanced notice to workers and their communities. Funds for worker re-training and assistance would also be provided.

H.R. 1122, the House version of this legislation will be considered by the House Education and Labor Committee early next month.

What One Worker Can Do To Make A Difference:

Choose one topic from this issue of the Alert which is of interest to you. A card or letter to your elected representative could spell the difference between victory or defeat in a fight to protect your rights, benefits or your health and safety.

Double-Breasting: Contact your representative, and make sure that when H.R. 281 reaches the House floor next month, he/ she supports this important measure to increase the stability of collective bargaining in the building and construction industry.

High-Risk Notification: Although no floor date has been set for House action, your representative needs to be informed about H.R. 162. Write to him/her and ask for support for this measure which provides notification, information and medical monitoring to high-risk workers.

Worker Dislocation: Write to both of your senators. Urge that they support S. 538, and resist any attempt to strike the advanced notification provision from the bill.

The trouble with income statistics

Picking the most reliable indicator

By Candice Johnson

The average income of Chrysler Corp. Chairman Lee A. Iacocca and Chrysler stamping plant worker Donnie Kuskowski was more than $10.3 million in 1986, the way a statistician would figure it.

Kuskowski earned $33,000 before taxes; Iacocca drew $20.6 million, including bonuses, profit sharing and stock options. Their average gross income—a cool $10.3 million.

But don't try telling Kuskowski and his wife Robin that they've hit millionaires' row—because the Warren, Mich., Auto Worker knows better.

The problem, of course, is that overall statistics and measures do not always tell the story for each of the parts. For example, a wave of income and salary reports issued by the Commerce and Labor Depts. seem to send confusing and contradictory messages about how the economy is affecting working Americans, with a rosy hued report sometimes hiding a dismally gray picture for wage earners.

Changing perspectives

Some of the indicators focus on changes over very short periods of time—one month or one quarter, for example. Comparisons with a year ago generally give a better perspective, says AFL-CIO economist Anne Draper, because changes over one month may be reversed in the next.

Some of the government's income measures include average hourly and weekly earnings, total employment costs, median weekly family income and individual earnings, personal income and per capita income. But these indicators use different categories of people and take into account different sources of income.

For example, the Commerce Dept. issues a monthly analysis of total personal income which includes wages and salaries from both production workers and executives, as well as dividends, rents, social security and unemployment insurance benefits, farm incomes and subsidies and many other sources.

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AFL-CIO news

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SATURDAY
MAY 30, 1987

MEMO FROM COPE
PAGE 8

Real earnings slump as retail prices surge

Workers' paychecks take another beating

By Gene Zack

A surge in prices, coupled with decreases in average hourly wages and a shorter workweek, drove down the real average weekly earnings of American workers 1 percent in April.

It was the second consecutive month in which workers and their families fell deeper into the economic pit. The March decline in real earnings was six-tenths of 1 percent.

The falloff was dramatized by government data showing that in the 12-month span between April 1986 and last month, the buying power of workers' paychecks plummeted 2 percent.

What's more, average real earnings in April were a staggering 11.9 percent below the same month in 1978, when measured in constant 1977 dollars, as workers continued to be the big losers in the economic struggle.

Standing in sharp contrast was a survey by Business Week magazine showing that the compensation of chief executive officers of 317 giant corporations skyrocketed 17.9 percent last year—nearly double 1985's average increase of 9 percent.

If long-term incentive compensation is included, the news magazine said, the average CEO's pay increased 29 percent to $1.2 million.

In analyzing April's downward slide in real earnings, the Bureau of Labor Statistics reported there was a two-tenths of 1 percent decline in average hourly earnings and a three-tenths of 1 percent decrease in average weekly hours.

At the same time, the Consumer Price Index for urban wage earners (CPI-W)—the measure used in calculating cost-of-living increases under union contracts and in social security and federal retirement benefits—shot up five-tenths of 1 percent.

Revised market basket

For the year ended in April, consumer prices were up 3.7 percent. The increase would have been even greater—3.8 percent—had the BLS not rearranged its market basket of goods and services to de-emphasize food and transportation and to give more weight to such upscale items as home computers and video games.

In the first four months of this year, the Labor Dept. reported that the inflation rate was running at an annual pace of 6 percent—up sharply from the 1.1-percent rate recorded during all of 1986.

Continued on Page 2

New York city council shuts off Coors tap

New York—Don't drink Coors beer here.

That's what the city council stressed in overwhelmingly voting to dissuade official participation in events promoting the scab brew as long as the AFL-CIO boycott continues.

The labor-backed resolution, adopted on a 27-6 vote, follows Coors's introduction of its nonunion products to the New York region.

The council voiced its strong opposition to "the repugnant anti-labor policies of Coors," noting that the Colorado beer maker "busted 19 unions in 25 years." The current boycott is linked to the strike by Brewery Workers Local 366, a directly affiliated AFL-CIO local union. The resolution "discourages" any official or unofficial city participation in events promoting Coors beer or products.

Uncooperative attitude

Striking Food & Commercial Workers, who work at Washington-area Scan furniture stores, pound the pavement while the consumer cooperative's board of directors meets inside. The 170 UFCW members walked off the job to protest management demands for a wage freeze and benefit cuts. Pickets are also at Scan stores in Baltimore and Norfolk, Va. (Story on Page 6.)

Senate votes 4-month delay on immigration law penalties

The Senate voted a four-month delay in starting enforcement of the new immigration law—a move the AFL-CIO opposed as sending "the wrong message" to the nation's employers. The next step is up to a House-Senate conference committee, since the Senate action came as an amendment to a House-passed appropriations bill.

Under the immigration law Congress enacted last year, employers would be subject to sanctions if, after June 1, they knowingly hire illegal aliens. But for the first year of enforcement, no penalty other than a warning would be issued for a first violation.

The Senate amendment, adopted by a narrow two-vote margin, would delay the start of enforcement until Oct. 1. The argument made for delay was that the Immigration & Naturalization Service had been slow to put out information, regulations and verification forms for employers.

Acknowledging some validity to the

Continued on Page 3

Steel collapse adds to pension woes

By David L. Perlman

Congress, courts, union negotiators and the government's pension insurance program are struggling with the dilemma of funding pension benefits in a steel industry drastically shrunk in size and resources.

LTV Corp., whose basic steel units include onetime giants Republic Steel, Jones & Laughlin and Youngstown Sheet & Tube, has been on center stage in all these aspects.

Its pension funds were drained by the shrinkage in steel industry employment caused by increased imports and new technologies. With plant closings and heavy layoffs clearly on the horizon, some 8,000 long-service workers took advantage of a union-negotiated early retirement option that paid supplemental benefits of $400 a month until age 62, when social security payments would begin.

With more retirees and fewer active workers, the LTV pension funds were being depleted despite wage concessions made by the Steelworkers to keep the system afloat.

Premature termination

The company sought protection from creditors under federal bankruptcy law and the government's Pension Benefit Guaranty Corp. moved in and terminated the LTV pension programs—an action the union attacked at the time as premature in the absence of any protection for those who had been receiving the early retirement supplement.

The federal pension insurance program covers only regular benefits, so the immediate impact was to end the $400-a-month supplement that the early retirees relied on.

LTV also tried to abolish, unilaterally, the health and life insurance coverage the union had negotiated for retirees.

The cutback in insurance was rescinded after a USWA strike, and Congress last year enacted temporary legislation barring unilateral termination of retiree insurance coverage.

That stopgap law was recently extended until Oct. 1, and congressional committees

Continued on Page 4

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5/30/87

Television team interviews Shirley Myers, president of Allied Industrial Workers Local 254, following Decatur, Ill., screening of presidential video.

Union members survey field of presidential candidates

AFL-CIO affiliates have started to poll members on the 1988 presidential contenders.

In one of the most intensive efforts to involve members in the political process, the Machinists will mail 800,000 copies of a special issue of its newspaper containing the responses of the Democratic and Republican candidates to questions on trade, the budget deficit, meeting human needs and the political process.

Accompanying that special section will be a mail-in form to enable members and retirees to register their views on the candidates in next year's election.

But there's more to the IAM process. Members attending regional conferences are also being asked to state their preference, an outside private organization will poll members and their families, and the union is utilizing its "one-on-one" program under which shop stewards sound out workers' views.

A chance for everyone

The IAM said its goal is to "give everyone the opportunity to have a say" on their candidate preferences.

And AFSCME kicked off its own outreach program as part of the federation's "Democracy at Work" undertaking, distributing 1.1 million copies of the eight-page American Federationist supplement that appeared earlier in the AFL-CIO News.

Members are being asked to write directly to AFSCME President Gerald McEntee to record their views both on the issues that will affect the presidential election and their candidate preferences. In addition, thousands of politically active union members will discuss the election at four regional conferences and all presidential candidates have been invited to address AFSCME's executive board.

Meanwhile, the federation's videotape of the Democratic and Republican candidates —speaking directly to union members about how they would conduct the nation's highest office—continues to play to packed houses across the country.

Showings were held this week at the Arizona AFL-CIO convention in Tucson and at other union gatherings in New York, Hudson, Lockport and Poughkeepsie, N.Y.; Missoula and Livingston, Mont.; Vineland, Bridgewater and Passaic, N.J.; Providence, R.I.; Fairfield, Ala., and Bloomington, Ind.

The videos are attracting as much attention from the news media as they are from union members. After the Allied Industrial Workers previewed the candidates' messages at a regional council meeting in Decatur, Ill., a television crew interviewed AIW Local 254 President Shirley Myers and other unionists for their reactions to the videotapes.

Nearly 10,000 prints of the video have been ordered by national and international unions from the AFL-CIO Labor Institute of Public Affairs for showings at conventions, regional conferences and local union meetings in the coming months.

Living cost rise adds to squeeze on workers' pay

Continued from Page 1

Increases in medical care costs continued to outpace all other components in the price index—up 6.9 percent from a year ago. Gasoline prices also rose 6.9 percent in the 12-month period, clothing prices increased 5.5 percent, food prices were up 4.6 percent, new car prices were up 4.1 percent and the cost of used cars rose 1.9 percent.

Although April saw a surge of 2.3 percent in heating oil prices, they were still 3.9 percent below the year-ago level. And gas and electric prices were down 3.1 percent over the 12-month period.

Meanwhile, disposable personal income fell a near-record 2.4 percent in April as huge federal income tax payments more than offset a small gain in income, according to the Commerce Dept. It was the largest one-month drop since a 2.9-percent decrease in June 1975.

The government blamed the decline on stiff federal income tax outlays most people paid as a result of changes in the tax laws. To meet these payments, families dipped deeply into their bank accounts, driving the savings rate to a record low of one-tenth of 1 percent—a precipitate decline from the 3.2-percent savings rate the previous month.

Health workers demand safeguards against AIDS

Cases mount as OSHA ignores union petitions

Unions representing health care workers called for immediate federal standards on occupational exposure to blood-borne infectious diseases, including AIDS and hepatitis B. They charged that foot-dragging by the Occupational Safety & Health Administration has resulted in added cases of infected workers.

The Atlanta-based Centers for Disease Control reported that three female health care workers were infected with the AIDS virus after coming in contact with contaminated blood.

The CDC, which issued guidelines for preventing transmission of infectious diseases in the workplace, concluded that chapped or cracked skin allowed the virus to enter the workers' bloodstreams.

AFSCME President Gerald W. McEntee charged that the increasing cases of exposure to the AIDS virus "clearly show that employers will not regulate themselves." He urged that precautions for the prevention of blood-borne and other infectious diseases be made mandatory and enforceable.

"Too many employers have been cutting corners when it comes to protecting their employees from preventable occupational exposures to infectious diseases, chemicals and other hazards," McEntee declared.

After nine months, OSHA has not yet answered petitions filed by unions representing more than 800,000 health care workers. Last September, AFSCME petitioned OSHA for an emergency standard on occupational exposures to infectious diseases.

A week earlier, the Service Employees, the Hospital & Health Care Employees and District 1199, the health care division of the Retail, Wholesale & Dept. Store Union, had petitioned for an emergency standard on hepatitis B. Last February, the Federation of Nurses & Health Professionals, affiliated with the Teachers, petitioned for a similar emergency measure.

No legal recourse

The unions pointed out that health care workers currently have no legal recourse against employers who fail to comply with the CDC guidelines.

The three cases reported by the CDC are the first of health care workers becoming infected without sustaining needle-stick injuries. In two cases, gloves and other protective gear might have prevented the infections, the CDC said. In the third case, the worker was exposed when the top flew off a blood-collection tube and spattered blood on her face and into her mouth.

Of six other cases of workers becoming infected with AIDS, four were from needle stick injuries and two involved persons who had provided long-term nursing care, but who did not observe any infection control precautions, the CDC said.

Labor Studies Center posts schedule for June and July

The George Meany Center for Labor Studies will offer nine week-long courses during June and July. The schedule:

Alcohol & Drugs: Discipline & Discharge, June 7-12—A workshop on discipline/discharge standards using arbitrators and case studies.

Certified Employee Benefits Specialists, June 7-12—The first in a series of 10 courses on employee benefits to aid participants in becoming certified benefit specialists. The course is jointly sponsored by the University of Pennsylvania's Wharton School and the International Foundation of Employee Benefits.

Labor Law for Organizers, June 14-19 —An institute on organizing and the law in the private sector exclusive of building trades.

Arbitration in the Federal Sector, June 14-19—A course focusing on the duty to bargain, rights and arbitration issues.

Negotiating for Employee Benefits, June 14-19—An institute for negotiators to improve their skills in bargaining employee benefits, particularly pensions and health insurance.

Arbitration Techniques: Preparation & Presentation, June 21-26—An opportunity to prepare and present cases before professional arbitrators.

Contract Negotiations: Private Sector, June 28-July 2—A workshop on bargaining tactics, role of the chief negotiator, economic issues and the preparation of initial and counter proposals.

Planning & Funding Labor Education Programs, July 12-15—A workshop to aid in developing education programs.

About 90 union leaders are to attend the regular semi-annual week-in-residence for the college degree program, July 26-31.

AFL-CIO groups using the campus for staff training programs are: Railroad Signalmen, May 31-June 5; Bakery, Confectionery & Tobacco Workers, May 31-June 5; American Institute for Free Labor Development, May 31-June 17; Transit Union, June 7-12; Teachers, June 14-19 and June 28-July 17; Service Employees, June 21-26; AFL-CIO Dept. of Education, June 21-23, and Legal Dept., June 24-26.

The annual Great Labor Song Exchange, sponsored by the Labor Heritage Foundation, will be held June 28-30.

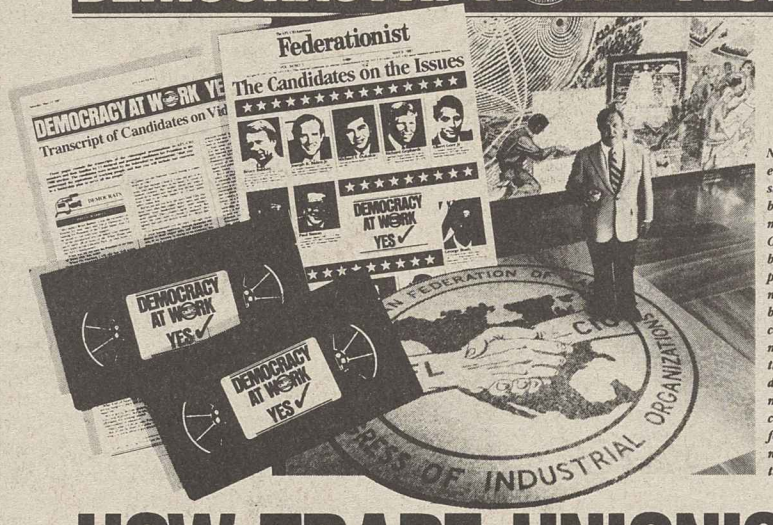
More information about labor studies programs is available from the Registrar, George Meany Center, 10000 New Hampshire Ave., Silver Spring, Md. 20903. Telephone 301/431-6400.

Canadian labor endorses worldwide Shell boycott

Ottawa—The Canadian Labor Congress called for a nationwide boycott of Shell Oil products to protest the multinational firm's support of racism in South Africa.

CLC President Shirley Carr said the company "must be persuaded by the full force of international revulsion at apartheid" to stop doing business in South Africa until apartheid is eliminated.

DEMOCRACY AT WORK YES



NOTE: Federal election law restricts the distribution of these materials to AFL-CIO union members only, but reporters for the news media may be invited to cover AFL-CIO meetings at which the materials are discussed and may quote or excerpt from them for purposes of news coverage of the meetings.

HOW TRADE UNIONISTS CAN GET THE MATERIAL

VIDEO TAPES

AFL-CIO State and Local Central Bodies:
Contact any AFL-CIO Regional Office or COPE Area Director. Each has several copies. If none is available on your date, contact Jeanne Landymore at the Labor Institute of Public Affairs, Tel. 202/637-5334

International Unions
Contact LIPA.

Local Unions, District Councils, Joint Boards
Contact your International Union.

WRITTEN RESPONSES

AFL-CIO State and Local Central Bodies
Contact any COPE Area Director for reprints of the Federationist and AFL-CIO News sections carrying the candidates' responses. If supplies are out, contact Joe Velasquez at national COPE office, Tel. 202/637-5108.

International Unions
For camera-ready pages of Federationist and News sections, clip sheets, half-tone photos, contact John Barry, AFL-CIO Department of Information, Tel. 202/637-5019.

Local Unions, District Councils, Joint Boards
Contact your International Union.

IUD manual spells out effective in-plant tactics

By Arlee C. Green

Workplace strategies for dealing with employers who want to destroy their workers' unions by forcing lengthy strikes followed by decertification votes are spelled out in a new manual produced by the AFL-CIO Industrial Union Dept.

"The Inside Game—Winning with Workplace Strategies'' is an 83-page guide that provides a comprehensive overview of techniques that can be used as an alternative to strikes. The publication notes that the strike was the key weapon in labor's arsenal until recently when union-busters began plying their trades. Then the rules changed, according to the booklet, and unions had to go back to a time when there were no rules governing labor-management relations.

Then, union members had to rely solely on their solidarity and their aggressive collective actions to protect their jobs and pry contracts from employers. These rediscovered techniques include a variety of "in-plant tactics" to pressure employers, while building solidarity among the members.

The manual stresses that it can only serve as a guideline since each bargaining situation is different. It suggests consulting a legal counsel before initiating some of the job actions.

The key to achieving solidarity in the office or plant is to set up an active workplace organizing committee to handle in-house activities, the manual suggests. The committee will supplement the efforts of the unit's bargaining committee.

Reaching out

Branching off from the workplace organizing committee should be smaller committees covering research on the company, education of members, health and safety concerns, informational picketing, fund-raising, communications and outreach to the community. An effective system of in-plant committees should involve at least half the unit's members, the manual says.

The manual, developed by IUD's Joseph B. Uehlein, director of special projects and coordinated campaigns, suggests developing an employer profile and doing a wage-benefit study comparing the unit's workers with others in the industry or at other company plants. A campaign casebook will tell the collective story of the workers—who they are, what they do and what they are paid. This book will come in handy in dealing with the media and community.

The manual also suggests taking a membership survey to determine problems on the job and priorities for bargaining. It points out that certain concerted actions are protected under federal labor laws. It details the use of informational picketing, daily rallies and union symbols to strengthen the solidarity of the members.

Employers often take for granted the extra effort most union workers put into their jobs, the guidebook says. It's only when union members "work-to-rule" that employers learn exactly what extras they are getting. The manual describes a number of concerns that must be addressed when working to rule.

Other in-plant actions outlined in the guide include the reporting of all legitimate health and safety concerns, use of the media, meeting with citizens' groups, flooding the phone lines with calls, networking with other local unions and the central labor body, and staging media events.

For employers who want to provoke a strike, staying on the job can be the most effective counter-measure workers can use against the company, the manual observes.

Inside edge

Staying in, even under an implemented final offer, can provide workers the opportunity to take the various actions aimed at pressuring the employer to reach a reasonable settlement. Taking a lockout, it suggests, can be still better because the workers' jobs are protected and they can probably draw unemployment benefits.

IUD's manual includes case histories describing how unions at eight different companies handled management's union-busting efforts. Appendices cover the use of one-on-one meetings, membership surveys, editorial board visits, and the legal aspects of concerted activities and management's duty to bargain in good faith.

Teachers welcome formation of national standards board

A national board that will issue credentials to teachers and set standards for the profession was given top marks by a blue-ribbon panel of educators, union leaders and public officials.

The National Board for Professional Teaching Standards was organized by the Carnegie Forum on Education & the Economy and a 33-member panel. It will serve as a voluntary teacher certification system, with the first certificates to be issued in three to five years.

The board certification plan was one of several educational reforms advocated by the Carnegie Forum in a major report "A Nation Prepared: Teachers for the 21st Century," issued last year. Other recommendations included establishment of a merit pay system, higher teacher salaries and advanced certification for specific subjects, similar to physician certification for medical specialities.

Teachers President Albert Shanker called the board "a major development" in the effort "to turn teaching into a full profession." He added that the union eventually may accept only members who are board certified or have "reached a certain level of standing."

Shanker noted that the AFT endorsed the creation of a nongovernmental certification board—to include a majority of classroom teachers—at its 1986 convention.

But the board's success will depend on two factors, he added, "on how highly teachers value the standards set by the board and on how those standards, and teachers, will be valued by the rest of the education community and the public."

Certification process

In awarding teacher credentials, board members will assess classroom teaching skills and will evaluate the results of oral and written tests. Other certification standards may include the attainment of undergraduate degrees in areas other than education and completion of post-graduate internships. Teacher requirements under the board's certification process will be more rigorous and demanding than current state licensing procedures, the panel said.

The Carnegie Forum anticipates that two-thirds of the 50 to 60 board members will be teachers or educators. Funds for board operations initially will come from a Carnegie Corp. grant and private organizations and later from applicant fees.

In a related development, a wide majority of Cincinnati teachers supported creation of the national certification board and overwhelmingly approved a "career ladder" concept that would allow teachers to advance within their educational systems without having to leave teaching and enter school administration.

A poll of 3,200 teachers—commissioned by the Cincinnati AFT—found wide support for the Carnegie Report reforms and stressed the need for the teaching profession to set standards for good teaching.

Nearly 60 percent of the teachers polled endorsed the board certification process, while 91.8 percent supported greater opportunities for advancement within teaching.

Passing the hard hat

Thousands of building trades craftsmen will spend the Saturday before Father's Day at shopping centers and street corners across the nation to raise funds for diabetes research.

The "Dollars Against Diabetes" (DAD) campaign is being conducted by the 15 unions affiliated with the AFL-CIO Building & Construction Trades Dept. in cooperation with the Diabetes Research Institute Foundation.

BCTD Sec.-Treas. Joseph F. Maloney and Sheet Metal Workers President Edward J. Carlough have been named co-chairs of the June 20 fund-raising campaign, part of organized labor's continuing commitment to help find a cure for the disease.

"Dad's Day" fund-raising activities have already been scheduled in over 50 major metropolitan areas.

At a time when the nation pays special tribute to fathers, Maloney and Carlough said, "it is appropriate that we think of the 12 million people in our nation's family afflicted with this dread disease."

Senate votes 4-month delay on immigration law penalties

Continued from Page 1

complaints, the INS announced that it would put off enforcement of the law against employers until July 1. But the agency expressed concern that any additional delay would be taken as a sign that the United States was not serious about enforcing the new law.

That was the AFL-CIO's concern also, Legislative Director Robert M. McGlotten wrote senators.

He pointed out that employers have known since the law went into effect last November that it was unlawful to hire undocumented workers, and the June 1 date gave six-months to become familiar with their obligations. An additional delay, he said, would encourage scofflaws.

Initially, the Senate supported the delaying amendment proposed by Sen. Dennis DeConcini (D-N.M.) by a 47-46 margin, but Sen. Alan K. Simpson (R-Wyo.), an opponent of delay, switched his vote to allow reconsideration at a later date. The reconsideration effort failed on a 47-43 vote.

In another unrelated amendment to the supplemental appropriations bill—which has become a vehicle for an assortment of legislative actions—the Senate adopted by a 95-0 vote a directive to the Bureau of Labor Statistics to develop an additional Consumer Price Index that would measure inflation's impact on older Americans.

The intent of the labor-supported amendment offered by Sen. John Melcher (D-Mont.) is to provide a more accurate index for annual adjustments of social security benefits.

A "market basket" of goods and services used by older persons would presumably give more emphasis to such items as health care, prescription drugs, basic telephone service and transportation costs. Senior citizen groups have contended that the general consumer index understates the price rises that most affect the elderly.

UFCW boosts pay 9% for 23,000 at 4 food chains

The Food & Commercial Workers reached a new three-year agreement with four grocery chains in New York and New Jersey providing wage gains of nearly 9 percent and maintaining health insurance for retirees.

The settlement covers 23,000 members of UFCW Local 1262 who work at 400 Pathmark, Grand Union Co., Big V Shop-Rite and Foodtown stores.

Full-time workers at each chain will receive a $20-a-week raise in each contract year, retroactive to Apr. 4 when the contract expired. This year, part-time workers will receive an hourly increase of 40 cents, with an additional 30-cent increase in each of the following contract years, said Local 1262 Sec.-Treas. Joseph Rizzo.

Part-time workers also will receive medical and vision coverage and other benefits to be phased in over a two-year period, he noted.

Under the new agreement, retired workers aged 63-72 must pay one-half of their insurance premium. In exchange they and their spouses will receive additional coverage including a Medicare supplement, vision care, dental coverage and a full prescription. After age 73 they must pay the full premium cost.

Retired workers under age 62 will maintain full health coverage by paying a reduced-price premium, the union said.

The settlement calls for employers to increase their contributions for health and welfare benefits by nearly $36, to $199 per full-time worker per month, also retroactive to Apr. 4.

Other benefits include an improved pension plan and employer donations to the union scholarship fund.

Giveback demands trigger Blue Cross strike

Buffalo—Blue Cross & Blue Shield, the focus of a nationwide organizing campaign by nine unions, showed its true colors when it forced a strike here by 760 members of Office & Professional Employees Local 212 by insisting on a two-tier pay scale and elimination of protective language on maternity and sick leaves.

While only a fraction of Blue Cross & Blue Shield's more than 30,000 employees are represented by unions, the workers here have been under contract for more than two decades. OPEIU Organizing Director Mark Reader said the companies, which remain two distinct units here, are under one contract. The strike began Apr. 26.

Reader said that the strike is being used by the Blues to blunt organizing drives elsewhere. He said, "The Blues have a good image, created by years of heavy advertising. As a result they've been able to get away with a lot of shoddy activities." He said the health insurance group had changed significantly in recent years and is mired "knee-deep in corporate greed."

Reader said the firms introduced their strike-forcing demands just hours before the contract's deadline and refused to extend the existing agreement, insisting instead that its regressive demands be presented to the rank-and-filers as a final offer.

The offer was a three-year package with 3-percent annual increases, despite having received state approval for a 9.7-percent rate hike this July. Management also insisted on a two-tier pay scale with wage levels 20-percent apart and no provisions for eventual parity. The company also struck language that protected workers from disciplinary action for taking legitimate short-term and long-term leave, such as sick leave and maternity leave. The companies also wanted to hire part-time workers to reduce overtime costs.

"It was overwhelmingly rejected," Reader said. An immediate strike was authorized and solidarity on the picket line has been 100 percent, he added. The company has relied on its managers and the children of the managers, hired as "summer help," to process claims.

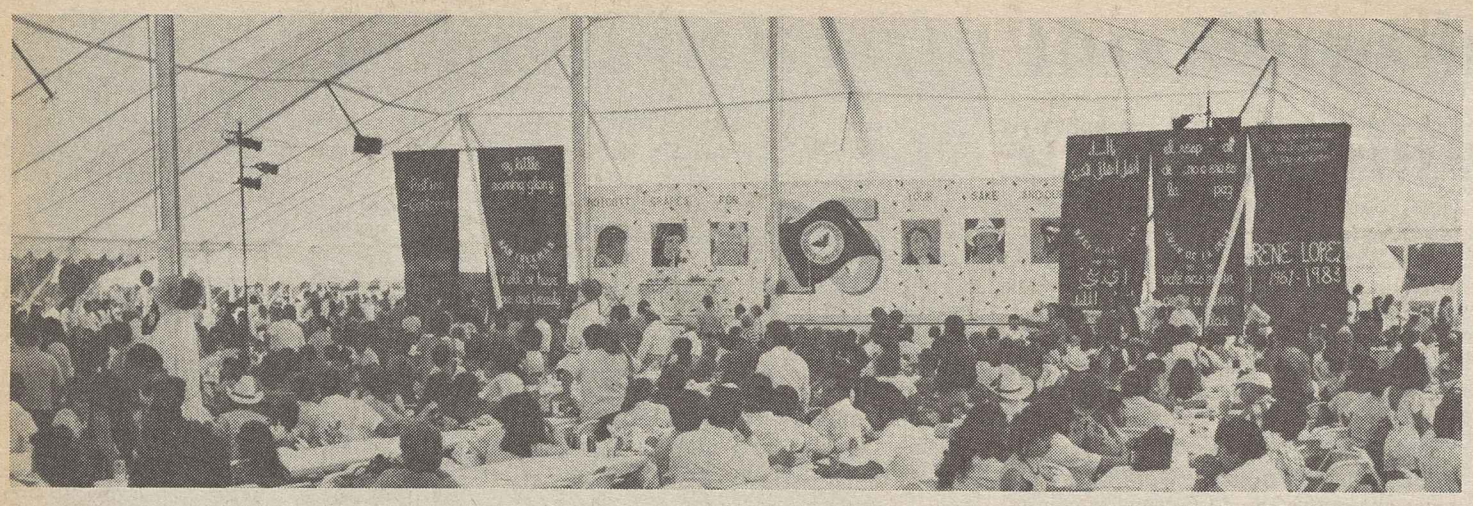
Final regional conference set for June 5-6

Trade unionists from 12 southern states will meet in New Orleans June 5-6 for the final 1987 AFL-CIO regional conference.

The conference agenda will focus on:

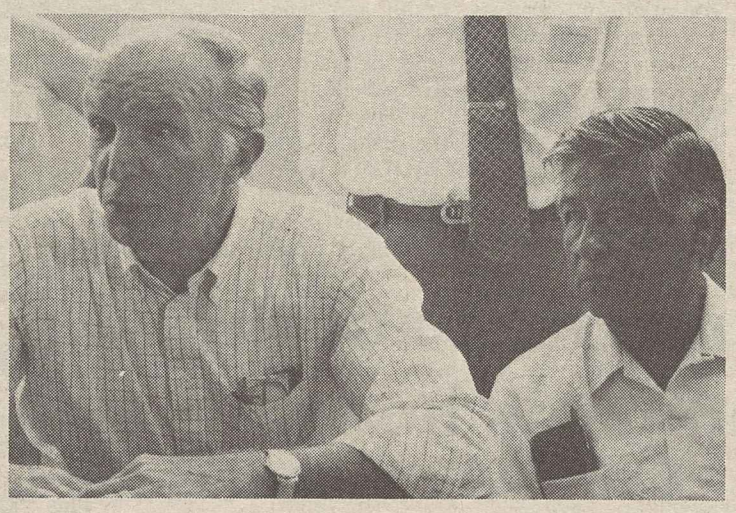
- Labor's "Democracy at Work" campaign to inform union members on positions taken by presidential candidates.
- Job losses tied to imports.
- The effect of mounting budget deficits on the economy.
- Labor's agenda to meet workers' needs.

The 12 states participating in the New Orleans conference are Alabama, Arkansas, Florida, Georgia, Kentucky, Louisiana, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee and Texas.



Farm Workers gather at Delano, Calif., for 25th anniversary of their union.

CLC President Shirley Carr assures UFW President Cesar Chavez of Canadian labor's solidarity.



AFL-CIO Sec.-Treas. Thomas Donahue denounces growers who have a "flagrant disregard for the law."

Farm Workers nurture grape boycott

Fiesta draws throng of 5,000 to mark union's 25th anniversary

Delano, Calif.—Several thousand agricultural workers returned to this historic community to celebrate the 25th anniversary of the Farm Workers and to rededicate themselves to the California table grape boycott they launched here two decades ago.

UFW President Cesar Chavez led the "silver anniversary fiesta" at the union's "Forty Acres" hiring hall in the heartland of California's grape industry—the site where the first boycott ended in 1975 when growers showed up to sign contracts with the union after a hard-fought five-year struggle.

The union marked the anniversary here, Chavez said, because "the growers will be back here again, sooner than they think, to sign new contracts."

The boycott extends to all California table grapes that don't bear the UFW union label on their boxes or cartons.

The campaign theme—the "Wrath of Grapes"—symbolizes the health hazards vineyard workers face because of the reckless application of pesticides by growers as well as the dangers for consumers from pesticide residue in their food. The boycott is also aimed at persuading growers to allow free and fair union certification elections.

AFL-CIO Sec.-Treas. Thomas R. Donahue said the UFW's challenges parallel those of other unions in the past. "Employers first refused to recognize and then refused to negotiate," he told the gathering. "There were threats, intimidation, even violence against organizers and supporters. There were blacklists of union activists and sympathizers, and double-dealing employers preyed on the poor and imported strikebreakers."

And the UFW has also had to "overcome employer intransigence and their flagrant disregard for the law," Donahue continued. "You've also had to combat the attitude that farm workers are somehow less deserving of the basic wage and health and safety protections won by other workers and their unions."

Solidarity pledge

He pledged the federation's continued solidarity with farm workers, emphasizing that "the cost of producing goods should never include the health or lives of workers."

California AFL-CIO Executive Sec.-Treas. John F. Henning expressed disappointment that the state's Agriculture Labor Relations Board, created 12 years ago during the administration of Gov. Edmund G. (Jerry) Brown Jr., has been "thwarted in its efforts" to win justice for farm workers.

"An engine of government that was established to protect workers has been turned into a device for the destruction of workers on the economic and social front," Henning said.

Sounding a statewide labor "call to arms" on behalf of the UFW, he emphasized that "the farm workers gave a new moral identity to the American trade union movement for which we can all be grateful."

President Shirley Carr of the Canadian Labor Congress pointed out that farm workers in her country face many of the same injustices—working for less than the minimum wage and being exposed to toxic chemicals in the field.

Carr announced that Chavez would be visiting Canada in the coming weeks and that a five-member CLC-sponsored commission composed of private individuals has been meeting here with growers who have refused to sit down and talk with UFW representatives.

"As long as the UFW has a struggle," Carr insisted, Canadian union members "will be there, front and center."

Borg Svensson of Switzerland, president of the 5-million-member International Federation of Plantation, Agricultural & Allied Workers, declared total solidarity with American farm workers in their struggle and promised worldwide support for the UFW's boycott campaign.

Administration tilts farm jobs to favor aliens

Proposed Labor Dept. regulations for temporary employment of foreign agricultural workers would deny jobs to available U.S. workers and depress wage rates, the AFL-CIO said.

Research Director Rudy Oswald asked the Labor Dept. to hold up and rewrite regulations intended to govern employment under the so-called H-2 program. This is the program, somewhat expanded under the new immigration law, which allows farmers or growers' associations to contract for alien workers when they can't find domestic workers to do the job.

The Labor Dept. is required to certify the need for foreign workers and to set a wage rate high enough so that legal residents won't be discouraged from taking the jobs.

Temporary workers are most frequently brought in from Mexico and the Caribbean, and there have been many documented complaints that farmers deliberately turn away or discourage U.S. workers in order to bring in foreign crews.

Obligation ignored

Oswald wrote Assistant Labor Sec. Roger D. Semerad that the proposed regulations don't adequately cover the Labor Dept.'s legal obligation "to make certain that domestic U.S. workers are recruited" before certifying the need to bring in temporary foreign workers.

He urged also that employers be required to seek information on availability of domestic workers from farm worker organizations and worker training programs, as well as from the Employment Service.

The AFL-CIO criticism of the regulations noted that a new method of setting wage rates would produce pay standards that would be lower than current minimums and less than any of the past three years.

Oswald also proposed an add-on to the wage level, noting that employers do not have to pay social security or unemployment insurance taxes when they hire foreign workers. He urged a piece-work formula that would enable the average worker to earn at least 70 percent more than the minimum rate.

Seattle area leader James Bender dies

Seattle—James K. Bender, executive secretary-treasurer of the Kings County AFL-CIO, died after a heart attack May 23. He was 60.

Bender, who had served in the central labor body post since 1968, began his labor career in Cement Masons Local 528 where he was an executive board member and business agent from 1956 to 1968. He was executive secretary and then president of the Seattle Building & Construction Trades Council and the senior executive board member of the Washington State AFL-CIO. He was also active in numerous civic activities.

Summer schools slated at 4 sites for union women

Week-long summer schools for union women focusing on skills training, labor history, and union structure and legislative goals will be held on university campuses in New York, Minnesota, Florida and California.

The regional summer sessions are sponsored by the University & College Labor Education Association in cooperation with the AFL-CIO Dept. of Education. Over the past decade they have played a major role in involving more women in union activities and leadership positions.

The southern school will be held June 7-12 at Florida International University, Miami; the western school, July 12-17, University of California, Berkeley; the northeastern school, July 26-31, Cornell University, Ithaca, N.Y., and the midwestern school, Aug. 9-14, University of Minnesota, Minneapolis.

Enrollment is open to all union women.

Steel collapse adds to pension woes

Continued from Page 1

are trying to shape a permanent law along the lines of the Bankruptcy Act amendment that stopped companies from tearing up their union contracts.

The USWA has sought both through court action and negotiations to restore the early retirement payments that it contends LTV is still obligated to pay under its union contract.

Several weeks ago, the 8,000 persons whose early retirement supplements had been cut off received a one-time hardship payment of $750. The payment was agreed to by the Steelworkers and LTV and approved by a bankruptcy court. The PBGC has opposed the union's effort to restore the supplements but did not try to stop the hardship payment.

Still pending is a USWA suit contending that LTV is obligated by its union contract to pay the early retirement supplement to those who had been receiving it, even though it is a feature of the retirement plan not guaranteed by the government insurance program.

The issue seemed on the verge of being resolved at the bargaining table in recent negotiations on contract modifications. But the package that was submitted to a negotiating committee consisting of the presidents of all Steelworkers locals at LTV was rejected by a 16-14 margin as a result of disagreement over another provision involving a cut in the workforce.

A federal bankruptcy judge has put off until June 22 a hearing on the union's attempt to require LTV to restore the pension supplement. The USWA is also appealing a federal district court ruling that allowed the pension agency to terminate supplemental benefits last January.

Labor-opposed changes

The PBGC has asked Congress to shore up the single-employer pension insurance program—the separate multiemployer insurance system hasn't had funding problems—by some labor-opposed measures.

The AFL-CIO and the principal industrial unions have especially opposed a variable premium, which would set a higher rate for the plans with the largest unfunded obligations.

As UAW pension consultant David Hirschland testified at recent Senate hearings, the effect would be counterproductive by adding to the burden of companies in the shakiest financial condition. A likely effect would be to increase plan terminations, he warned.

Hirschland and Steelworkers Legislative Director John J. Sheehan urged instead an across-the-board increase in the single-employer pension premium to meet the insurance system's temporary needs—and consideration of a special influx of funds to deal with specific industries that, as with steel, have been battered by imports.

Sheehan suggested the possibility that revenues could be raised through a duty on imports.

He welcomed Administration support for making employers fully liable for all promised benefits when pension plans are terminated.

The union witnesses disagreed strongly, however, with an Administration proposal that would allow employers to pull supposedly "excess" funds out of a pension plan without terminating the plan.

Hatch Act reforms vital to restore political rights

Federal, postal unions hit second-class status

Three union presidents who have been the targets of Hatch Act harassment testified in strong support of legislation that would restore full citizenship rights to federal and postal workers, while continuing to protect them from political pressures.

Presidents Moe Biller of the Postal Workers, Kenneth T. Blaylock of the Government Employees and Vincent R. Sombrotto of the Letter Carriers urged a House Post Office & Civil Service subcommittee to start the process of Hatch Act reform by approving the bill introduced by Rep. William L. Clay (D-Mo.).

The Reagan Administration's use of the Hatch Act against them was a largely meaningless petty harassment, they said. But it is a real threat to the workers they represent, the union presidents testified.

Subcommittee Chairman Patricia Schroeder (D-Calif.) welcomed the renewed effort to amend the Hatch Act, which she said has been made even more repressive by punitive and heavy-handed enforcement.

Schroeder noted that Sombrotto, Blaylock and Biller were charged with violating the Hatch Act and eventually given a meaningless 60-day suspension from government employment because they expressed their support of presidential candidate Walter F. Mondale in the 1984 campaign.

The three union presidents were federal employees in only the most technical sense, since each had been on unpaid leave of absence from their civil service jobs for more than a decade.

Biller noted that the 1939 law was enacted in response to complaints that some government employees and recipients of federal relief were pressured by supervisors to work for or contribute to political campaigns.

He and the other union witnesses stressed that the goal of protecting employees can be achieved without taking away their rights, and that an alert press would pounce on any evidence of political arm-twisting by the party in power.

Whatever the original justification for the law, Blaylock said, the Hatch Act now bars some 2.9 million persons "from fully participating in our democracy."

Federal employees, he said, "are the last large group of U.S. citizens who are legally excluded from participating in the political life of this country."

Sombrotto told the panel that conflicting and confusing interpretations of the Hatch Act have discouraged NALC members from all political activities, even those that are allowed under the law.

Workers covered by the Hatch Act "pay the same taxes" and have the same obligations as other citizens, Sombrotto noted. But in terms of citizenship rights, "we're told we can't drink from the same fountain and must ride in the back of the bus."

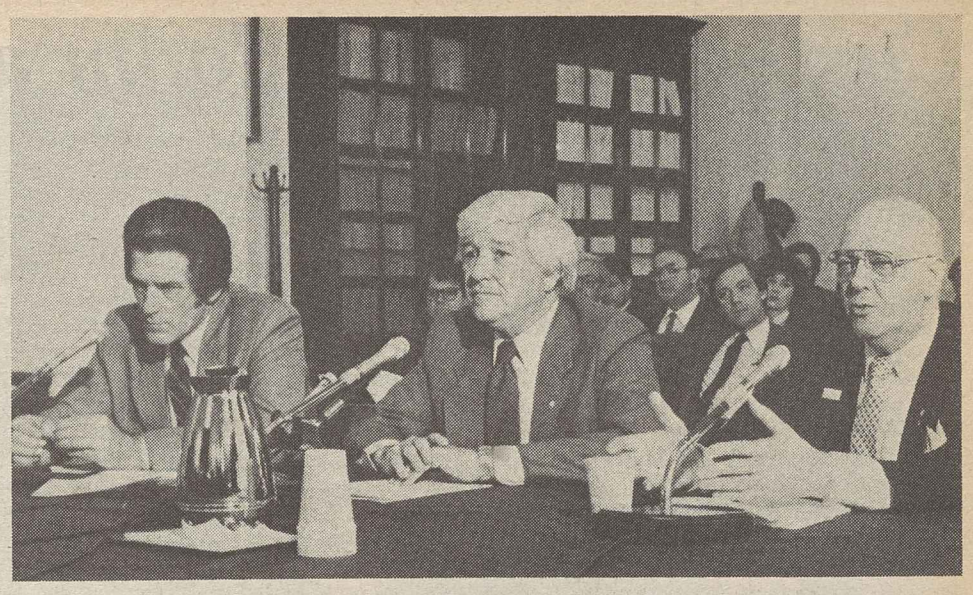
'76 bill vetoed

Representatives of unaffiliated unions and management associations also testified for the Clay bill, which is essentially the same as the measure Congress passed in 1976 by big majorities in the House and Senate. But President Ford vetoed the bill and an attempt to override fell short.

The union-supported legislation would allow federal and postal employees to voluntarily take part in partisan political activities when not at work. It would prohibit political activity on the job or in uniform, and bar supervisors from seeking political contributions from persons under them.

Testifying for his bill, Clay stressed that there is no evidence that voluntary political activity impairs the merit system or is against the public interest.

"Federal and postal employees deserve the same constitutional protection of the right to free speech and association as is afforded other Americans," Clay insisted.



Union presidents call for Hatch Act reforms: Kenneth Blaylock, Government Employees; Vincent Sombrotto, Letter Carriers; Moe Biller, Postal Workers.

Supreme Court scuttles 1970 comparable pay law

The Supreme Court closed the door on a union attempt to restore the intent of a 1970 law that was aimed at keeping federal salaries in line with private-sector pay for comparable jobs.

It let stand a decision by the U.S. Court of Appeals for the District of Columbia Circuit denying a challenge by the Government Employees to the President's power to ignore comparability findings in setting federal pay levels.

AFGE President Kenneth T. Blaylock said the union will now step up a legislative campaign for a pay reform law that will firmly link government salaries to a comparability formula—or give government workers effective collective bargaining rights to negotiate their pay. The union has endorsed a bill introduced by Rep. Mary Rose Oakar (D-Ohio) that would set up demonstration programs of various pay-setting options.

False promise

Under present law, a Cabinet-level body decides on the pay scale needed to achieve comparability with private employment on the basis of annual surveys by the Bureau of Labor Statistics.

But the President may disregard the findings and adopt instead any pay adjustment he wishes. In fact, that has happened nearly every year. The last time a comparability finding was adopted intact was 1974.

The law originally provided that either the House or the Senate could pass a resolution disapproving the President's alternative, and thus restore the original comparability figures. But the Supreme Court in 1983 declared so-called "one-house vetoes" unconstitutional. It subsequently held that a law that had provided for a congressional "veto" of a presidential action remained in force even though the provision in the law for congressional disapproval was invalidated.

AFGE attorneys argued that the salary comparability law was a special case and that Congress would not have given the President the right to impose an alternative formula without leaving itself a simple method of disapproving any departure from the comparability principle. But the appellate court disagreed and the Supreme Court's refusal to review made the decision final.

Amtrak suspends service on ragged Guilford trackbed

Detroit—The failure of Guilford Transportation Industries to maintain trackbeds under contract to Amtrak caused cancellation of rail passenger service to Montreal, the Maintenance of Way Employees charged.

Guilford is "dealing with Amtrak in the same irresponsible manner it deals with labor unions," BMWE President Geoffrey Zeh declared. "As the people who maintain the tracks along the Amtrak line, we are obviously concerned about Guilford's action."

Amtrak, the government-owned rail passenger service, has filed a complaint with the National Arbitration Panel, a body set up to resolve rail management disputes. Amtrak wants the panel to compel Guilford's Boston & Maine Railroad to repair the tracks between Springfield, Mass., and Windsor, Vt., which carried the Montrealer from Washington to Canada. Currently, the passenger line is providing bus service from Springfield to Burlington, Vt.

Deterioration of the trackbed began to affect the Montrealer service in April 1986, Amtrak said. The train never ran on time on the B&M section of track from April 1986 until service was "indefinitely suspended" this Apr. 6, Amtrak said.

Workers displaced

Some 25 members of the Railway & Airline Clerks and the unaffiliated Locomotive Engineers and United Transportation Union were displaced by the suspension of rail service, and forced to apply for other Amtrak jobs.

Amtrak has paid Guilford $948,000 over the past five years for track maintenance on the B&M line, Zeh noted. The agreement provided that Amtrak trains would be able to run between 35 and 50 miles per hour, but the poor condition of the tracks limited trains to just 15 mph on the B&M track.

The BMWE president said that "it is curious" that the Central Vermont Railroad, further up the track toward Montreal, "seems to be able to properly use Amtrak funds for adequate maintenance, but the Boston & Maine cannot keep its tracks running efficiently." He said that the Guilford rail line presently is not spending any of the Amtrak money it receives on maintenance and it has no future plans to do so.

Spouse's election loss linked to Hatch rules

Mary Fiolek narrowly missed election to the Erie, Pa., City Council, coming in fourth in a 12-person contest for three seats. She probably would have won if it hadn't been for the Hatch Act, Fiolek testified at House hearings.

She's not a federal employee. But her husband, James, is a Letter Carrier covered by the Hatch Act ban on participation in partisan politics. He's president of his NALC local.

To be on the safe side, she cropped him out of a family photo in her campaign literature, went to political dances without him—and found herself denying rumors that they had split up. "I constantly had to explain that I'm still married to my husband."

The Hatch Act, she concluded, is a problem for "un-Hatched spouses" as well as for federal employees who are covered by the law.

Morrell faces fines for safety report lies

Sioux Falls, S.D.—The Occupational Safety & Health Administration proposed fines of $690,000 against John Morrell & Co. for "willfully" lying on job accident reports. It would be the third largest record-keeping fine in OSHA history.

The action came on top of a $30,000-fine levied against Morrell in March for knowingly subjecting workers to hazards that could cause serious harm or death. OSHA found that 75 percent of those violations involved instances in which the giant meat-processing company was aware of the dangers but refused to correct them.

In the latest action, OSHA cited the company for not recording or improperly recording cases involving medical treatment, restricted work activity and time away from work as the result of injury or illness.

Morrell omitted such injuries as amputations, skin grafts and bone fractures from its official records, and in one instance listed an injury involving back surgery and a year of lost work as a "strained right shoulder" which, management claimed, resulted in no lost time.

The investigation was initiated after Food & Commercial Workers Local 304A, which represents workers at Morrell's beef and pork packing plant here, filed a complaint challenging an April 1985 OSHA decision exempting the plant from a full-scale inspection.

Since the Reagan Administration took office in 1981, OSHA has followed a policy of bypassing the inspection procedure if a plant's self-maintained logs show injury and illness rates below the national average. Morrell claimed its lost workday rate was only 1.4 percent—far below the national level of 4.2 percent.

"We were suspicious of the low lost-workday figure," said Local 304A Business Agent Jim Lyons. "We knew that the total injury and illness rate was 50 percent and that an extraordinarily high rate of those injuries and illnesses were very severe."

The UFCW noted that in February 1986, a worker lost his foot while working at a machine that wasn't equipped with a safety guard. If OSHA had inspected the plant a year earlier, Lyons said, "hazards like unguarded and broken machinery would have been fixed and hundreds of injuries could have been prevented."

The Local 304A official charged Morrell with engaging in practices that "victimize workers by removing safety and health protection from the workplace."

Ace Drill put on labor's boycott list

Ace Drill Corp. of Adrian, Mich., has been placed on the AFL-CIO's national boycott list for forcing its 53 employees, members of Auto Workers Local 1397, on strike last September after it unilaterally implemented steep wage and benefit cuts.

The boycott will remain in effect until the Local 1397 members get a "fair and decent settlement," AFL-CIO President Lane Kirkland said in a letter to UAW President Owen Bieber.

Ace Drill was purchased by A.J. Brown of Tecumseh, Mich., in July 1986, the same month that the union's contract expired. During bargaining for a new agreement, the employer cut the workers' wages by $2 an hour.

After seven meetings, the drill manufacturer implemented its demands by cutting wages even further, reducing the number of holidays by six, switching seniority from plantwide to departmental, reducing life insurance and sickness and accident benefits, cutting holiday pay, ending cost-of-living adjustments and removing contracting-out language.

The company has met with union negotiators only once in the past eight months—at the office of a state labor mediator. At that meeting, the UAW said, the company added more roadblocks to achieving a fair settlement—insisting that shipping department work would be contracted out, and giving 21 scabs now in the plant seniority over other workers.

The company has acknowledged that it's making excellent profits by using the scabs to repackage imported drill bits, the union reported. The imports are sold to regular customers who haven't been notified that the bits are no longer made at the Adrian plant.

Costly shortages loom as gas reserves dwindle

A 2.3-percent decline in the nation's natural gas reserves during the past year poses the threat of winter shortages and higher consumer prices, the Citizen/Labor Energy Coalition warned.

Between 1970 and 1980 the industry reaped the benefits of "massive price increases" during a time when new discoveries outpaced consumption.

The oversupply in this decade created a "gas bubble" that helped reduce prices for large industrial and electric utility users. But federal and state regulators generally "have not permitted residential consumers to obtain the benefits of lower-priced natural gas," the coalition charged.

"Residential gas consumers are the victims of the Reagan Administration's misguided policies on natural gas. They have failed to benefit in any meaningful way" from the price declines, the coalition said, "and they will be at the greatest risk from the deterioration in supply."

The analysis was based on a study of the corporate annual reports of 31 of the nation's major natural gas producers who together accounted for half the nation's proven reserves at the end of 1985.

The coalition said its research revealed that natural gas reserves in the lower 48 states have dropped to their lowest level in 20 years. They fell from 160 trillion cubic feet in December 1985 to 155 trillion cubic feet by the end of last year. Reserves in Alaska's Prudhoe Bay were not included in the analysis, the coalition said, because no pipeline now exists to bring this gas to domestic markets.

The study—"U.S. Natural Gas Reserves, A Declining Resource"—estimated that discoveries in 1986 amounted to only 8 trillion cubic feet—a nearly one-third drop from the level of 11.1 trillion cubic feet the previous year. The discoveries amounted to half of the total U.S. production for the year.

This marks the ninth year in a row that new reserve additions have not equalled production, the coalition said.

Companies showing the most precipitate declines in additions to their natural gas reserves included Freeport-McMoran, down 79.5 percent; Tenneco, down 72.1 percent; Amerada Hess, down 66.7 percent; USX, down 62.4 percent, and Occidental Petroleum, down 62.2 percent.

Louisiana Land & Exploration was one of the few major companies to show increased reserves. But, the coalition said, this didn't add to the overall supply because it resulted from the acquisition of some companies and the outright purchase of already existing reserves from others.

Two decades ago, proven reserves of natural gas amounted to 289 trillion cubic feet—the equivalent of more than 16 years of supply, according to Edwin S. Rothschild, C/LEC's assistant director. By the end of 1986, he noted, U.S. reserves had dwindled to less than a 10-year supply.

The coalition said this decline "comes at a very dangerous time. According to a recent report by the Federal Energy Regulatory Commission, residential consumers can no longer be assured that their gas will be available when needed."

Conflicting statistics reflect different selection of data

Continued from Page 1

The Commerce Dept. found that total personal income increased two-tenths of 1 percent in March, including a $7.4 billion-increase in wages and salaries. But within this total, wages and salaries in manufacturing plummeted $1.3 billion.

Some indicators analyzed by the Labor Dept. do focus on wage and salary earnings.

The average hourly and weekly earnings series is probably the oldest and best known of the government reports, Draper said. The series concentrates on nonsupervisory workers, excluding executives, supervisors, household, farm and government workers.

Last month, average hourly earnings fell two-tenths of 1 percent, while average weekly earnings declined five-tenths of 1 percent.

Real wages plunge

But when translated into "real earnings," actual wages earned after allowing for price increases, workers' wages plunged 1 percent in April and 2 percent from a year ago.

This contrasts with separate Labor Dept. reports—issued for the first quarter of 1987—that showed increases over last year of 4.9 percent in weekly median family income and 4.2 percent for individuals.

The measure of real earnings is a more reliable indicator of changes in workers' income, Draper said, because the statistics are based on actual payroll figures, unlike estimates that are used to determine median income.

Another average measure is the Labor Dept.'s quarterly index of employment costs, which covers wage and benefit changes on an hourly basis and is calculated for the last month of each quarter.

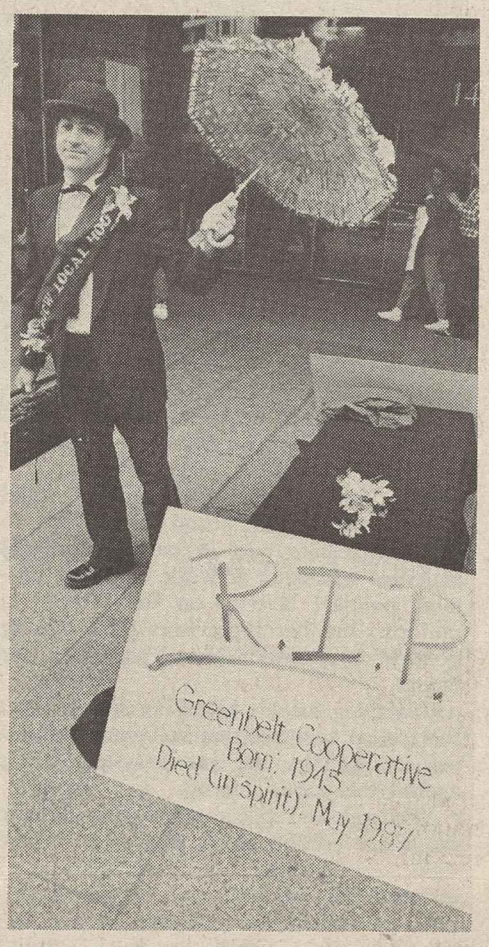
The index showed an overall increase in hourly wages and benefits of 3.4 percent in March compared with the year-ago period. But within that total, executives, administrators and managers posted a 4.3-percent jump in compensation while blue-collar workers could manage only a 2.1-percent gain for the same period.

Even so, Kuskowski and other workers covered by union contracts earned an average of $119 more a week than their nonunion counterparts over the 12-month period ending March 1987. This measure was obscured when the Bureau of Labor Statistics reported lower percentage wage and benefit increases for union members—averaging 1.6 percent—than for nonmembers, who posted average hourly gains of 3.6 percent. But Draper pointed out that the nonunion component of this measure also includes managerial and supervisory employees.

BLS's median weekly wage and salary measure includes all wage and salary earners, from multimillionaires like Iacocca to UAW production workers—and even migrant farm workers who may get subminimum wages.

Overall, workers have seen real wages nosedive since March 1978. When calculated in 1977 dollars, average weekly wages for the year 1978 had the purchasing power of $189.31. Last year, the value of those earnings, calculated in 1977 dollars, was just $171.07, a decline in purchasing power of 9.6 percent, Draper pointed out.

Real average weekly earnings for April 1987 are down 11.9 percent from April 1978, she added.



Brian McNelis leads mock funeral march on Scan strike picket line.

Pickets protest coop's pay cuts

The Food & Commercial Workers took their month-long dispute with Scan furniture stores to the cooperative's board of directors meeting in Washington.

While representatives of the 16-store chain, owned by the Greenbelt Cooperative Inc., met inside, striking UFCW Local 400 members distributed leaflets urging consumers not to shop at area Scan stores.

Union members at eight Washington area stores rejected management's bid to cut wages by changing the commission system and to make deep slashes in health benefits, sick pay and seniority protections. They walked off the job May 2 after the contract expired.

UFCW Local 400 members have extended their picket lines to four Baltimore-area stores where members of UFCW Local 27 are working under a contract set to expire July 1 and two stores in Norfolk, Va.

Metal Polishers convention votes hike in per capita

Louisville, Ky.—The Metal Polishers convention approved a $1.25 increase in per capita payments to be phased in over a four-year period.

The monthly payments for local unions without a full-time business agent will increase from $6 to $6.50 per member this year, with 25-cent increases in each of the next three years. The per capita rate for locals employing their own representatives is reduced by $1 for each full-time business agent.

The 75 delegates also voted to raise the salaries of officers, international representatives and office staff by 5 percent this year, with 4 percent raises set for 1988 and 1989 and a fourth-year increase to be determined by the executive board.

Glenn L. Holt was elected to his first full term as president-secretary-treasurer of the 5,000-member union. He has been serving as the union's top officer since 1984. Frank Zaborac of Chicago was elected to the executive board, succeeding Paul Brnak of Kenosha, who retired. Trustee Julia Raines, who also retired, was succeeded by David Lawrence.

Speakers included President Thomas Kemme of the Stove Workers, President Ron Harsh of the Louisville AFL-CIO, Mayor Jerry Abramson and Seymour Slavin of the University of Louisville.

Members of the union polish, buff and plate metals, primarily in the auto and appliance industries.

UAW brands boardroom payoffs outrageous

Detroit—The Auto Workers branded Chrysler Corp. Chairman Lee Iacocca's $20.6-million paycheck for 1986 as "scandalous and irresponsible," charging that outrageous bonuses and salaries awarded to auto executives are "totally at odds" with the industry's well-publicized search for competitiveness.

"Here we have domestic auto companies that preach the gospel of cost-control to suppliers and workers on the factory floor with no limit to the sums their executives take for themselves," charged UAW President Owen Bieber.

The UAW also criticized a $4.3-million bonus package awarded to Ford Motor Co.'s chairman, Donald Petersen, and a $2-million payment to General Motors Corp. Chairman Roger Smith. GM workers were denied bonuses under the company's profit-sharing plan for 1986.

"No matter how much they try to evade it, the issue of executive pay will continue to tarnish the image of U.S. auto firms until they accept the principles that sacrifice must be shared and that no individual's worth to an organization can be valued in millions of dollars," Bieber said.

Letter Carriers commend heroes

The Letter Carriers honored members for heroic actions during the past year.

NALC President Vincent R. Sombrotto praised the daily deeds of the nation's letter carriers but added that among the 235,000 who are NALC members, "are many distinguished by their sacrifices, compassion and disregard for their safety."

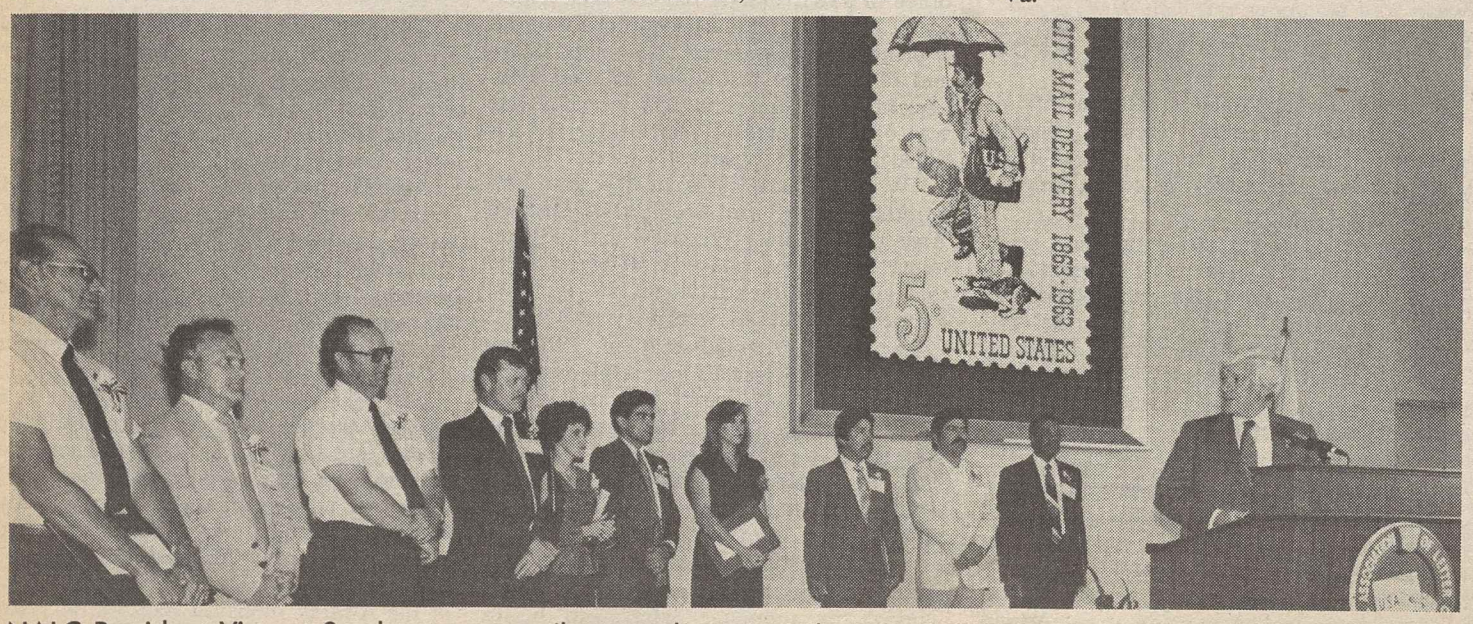
The national hero of the year award was presented to Walter Franklin of Memphis, Tenn. Franklin suffered a serious gunshot wound while trying to stop a robbery.

Fermin N. Calderon was honored posthumously for his efforts to protect a neighbor's son who was being beaten by several teenagers. Calderon was shot by one of the attackers.

Other award winners included:

- Dee O'Dell of Nampa, Idaho, who was cited as national humanitarian of the year for organizing a pen pal program for elderly patrons and elementary-school children.
- Terry Overly of Palm Bay, Fla., who helped rescue eight residents of a home for the mentally disabled from a burning van.
- Lois Schimes of South Bend, Ind., who saved a child alone in a moving car by jumping into the vehicle and slamming on the brakes.
- Alejandro Verdejo of Riverside, Calif., who stopped a runaway car with a child in the passenger seat.

A special award was given to members of Branch 234 in Owensboro, Ky. in recognition of their "Christmas Wish" program for needy residents. Members repair appliances, make toys and contribute funds for food, clothing and fuel during the holiday season.



NALC President Vincent Sombrotto pays tribute to the union's heroes of the year.

EDITORIALS

The Right to Keep Trying

THE TRADE UNION experience has taught us that no document is impregnable, no agreement or policy statement is self-executing, and no victory and no defeat is final. Those truths certainly apply to the Constitution.

The Constitution guarantees nothing to working people except the right of free association. It has protected our ability to keep trying, and that makes all the difference.

In the months in which we mark the bicentennial of the Constitution, our unions will be scheduling about 60,000 meetings of members of local unions, central labor councils and state federations.

Each of those meetings will be an exercise of the democratic process and of the rights of freedom of speech, freedom of assembly and freedom of association.

In those same months, around the world, representatives of the American labor movement (the country directors and staff of our free labor institutes) will be conducting seminars and training sessions teaching the elements of trade unionism, and thereby fostering the principles of democracy and human dignity.

In other words, we're doing what we do every month of every year: practicing and preaching democratic values.

We will be continuing to defend the Constitution itself, through our participation in the legislative and political processes of the nation. Without that participation, our system of government would surely atrophy.

WHEN WORKERS ask to join one of the unions affiliated with the AFL-CIO, we don't ask if they're black or white, male or female, young or old, skilled or unskilled, churched or unchurched, Democrats or Republicans, native or foreign-born.

We want them all; we reach out to them. The constitutions of our tens of thousands of local and national organizations guarantee them equal rights, equal representation and equal opportunities to be heard and to seek union office. To us, a worker is a worker.

It wasn't always that way. Like the Constitution, we were an imperfect instrument. But the American labor movement has largely succeeded in overcoming ingrained habits of prejudice and opened its doors.

It hasn't been easy or quick. Every new union was the creation of a particular group of men and women. Like all embattled, self-defining groups, they tended in the beginning to be exclusive. But the development of a national labor movement depends on broadening horizons and breaking down the barriers that separate workers from each other.

Acting on that conviction, we have thrown our institutional strength into the fight for women's rights in 1919, the civil rights revolution of the 1960s, and into every struggle to establish equal rights, equal justice and equal opportunity.

American workers are well aware that the blessings of liberty have by no means been fully secured. But we have learned the priceless value of the right to keep trying, and we will keep trying to secure them for ourselves and all the world.

—From remarks by AFL-CIO Sec.-Treas. Thomas R. Donahue at Smithsonian Symposium, Washington, May 22, 1987.

No Tongue in Cheek

WE ARE indebted to a professor of economics from Texas A & M University, one Morgan Reynolds, for an ingenious—and hilarious—explanation of why unions are bad for disadvantaged workers at the bottom of the ladder.

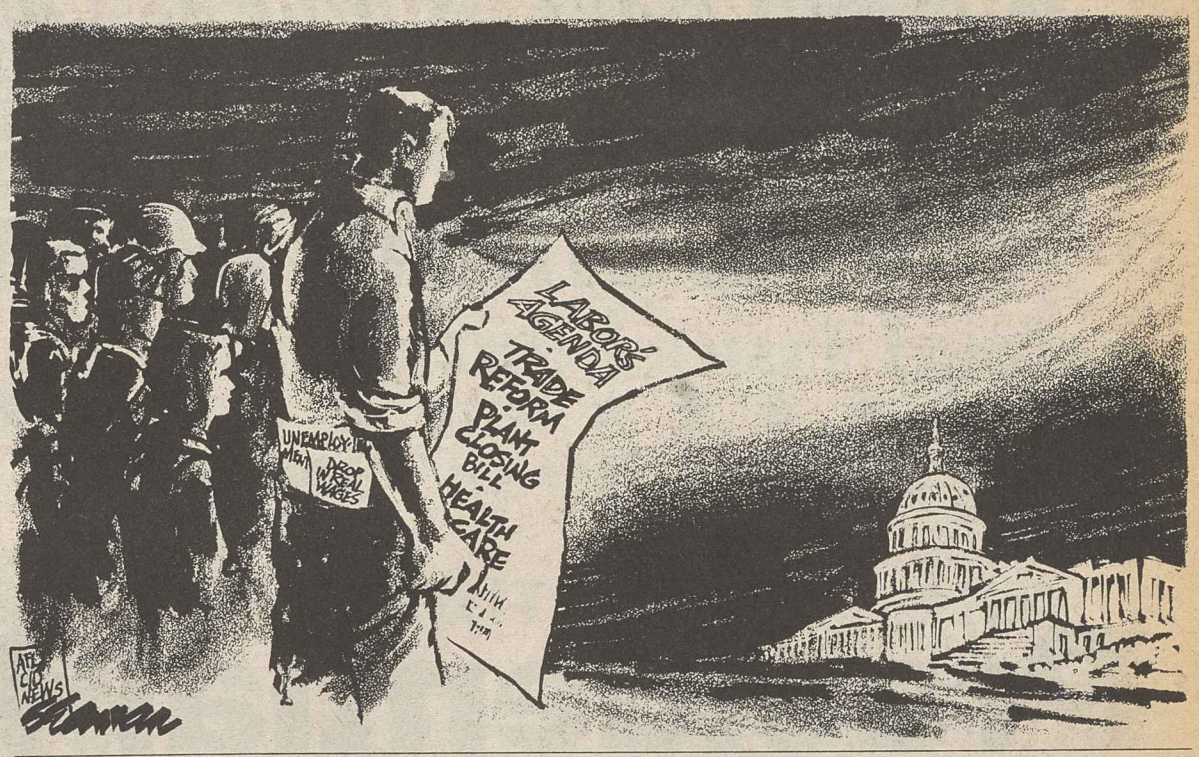
The setting was a forum put on by a right-wing institute, and any humor apparently was unintentional.

As Prof. Reynolds explained it, union jobs are generally higher paid than nonunion jobs and therefore there are fewer work opportunities at lower wages.

After the class digests that explanation, consider this further sample of the good professor's reasoning. The poor, he suggested, discover that unions don't really care about their plight when they try to cross picket lines in search of work.

Clearly, this is an economist destined for the Nobel Prize.

The Watch on the Potomac



Washington Window

Starvation diets for aged legacy of Reagan policies

By Press Associates

Upon arriving in France in 1770 and being informed the people had no bread, Marie Antoinette replied, "Let them eat cake." With elderly Americans going hungry, the Reagan Administration apparently follows the motto, "Keep 'em in the dark."

A recent survey of more than 3,600 senior citizens using public and private welfare services revealed that more than half lack enough money to buy the food they need. This situation exists despite programs to help the elderly get food stamps and other assistance. The Reagan Administration hasn't reached out to those in need.

A survey on "Nutritional Risk Among the Elderly," financed by the Villers Foundation, was conducted by the Food Research & Action Center among 3,602 senior citizens in 21 states.

Those surveyed ranged in age from 60 to 99, with the average age being 73. Two-thirds were female and just over half lived alone. The group included a much higher percentage of low-income elderly, 47 percent, than the 12 percent in the national population. Three-fourths lived below the poverty level.

The FRAC study found that 22 percent were at "nutritional risk," as defined by answers to questions developed by nutrition experts.

Precarious position

The survey revealed the precarious financial condition of the elderly. Asked to describe their ability to buy the food they needed, 18 percent checked the answer, "I do not have enough money to buy the food I need." Nearly 39 percent replied they "usually have enough money" for food. Only 37.6 percent responded, "I always have enough money to purchase the food I need."

Other major findings: 35 percent said they usually ate less than three meals a day and 5.4 percent went without food for more than three days in a row the previous month. Yet 69 percent reported they did not participate in the food stamp program. FRAC said that food stamp program participation was consistently low among the poor elderly.

With respect to health care, the study said, the elderly disproportionately need and use more care. They represent 12 percent of the population, but use one-third of the hospital beds, one-fourth of total health expenditures, and 60 percent of total public expenditures.

It's known that poor nutrition increases health care costs and decreases enjoyment in life, the study said. Poor nutrition worsens chronic and acute diseases, brings on degenerative diseases at a faster rate and prolongs illness. Three costs—emergency room use, physician visits and hospitalization—are the most expensive items in Medicare reimbursement.

Cross purposes

Yet, public policies and debate have been moving in the opposite direction, the study noted. Reagan Administration proposals to delay social security cost-of-living adjustments or drastically hike Medicare copayments could reduce real incomes of the elderly. This would cause them to shift scarce funds from food to housing and utilities. So the Administration's short-term aim of reducing health costs will likely lead to higher costs in the long run.

FRAC recommended increased funding for the meals programs, greater funding and outreach for the food stamp program, and priority for nutrition programs aimed at low-income individuals, among other actions.

Congress is responding as the House Education & Labor Committee has renewed the Older Americans Act authorizing a new $25-million program of in-home services for the frail elderly and a $25-million campaign to ensure that eligible low-income seniors receive benefits under the Supplemental Security Income, Medicaid and food stamp programs. A post-Reagan era of compassion may be on the way.

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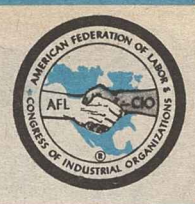

Coming up in 1988 . . .

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The Presidential Primaries and Caucuses

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DEMOCRACY AT WORK YES

AFL-CIO news

VOL. 32, NO. 23
SATURDAY
JUNE 6, 1987

AFL-CIO LEGISLATIVE ALERT!

PAGE 8

Marking a golden occasion

Golden anniversary of the Golden Gate Bridge was a great cause for celebration, as union members and their families met for an early morning walk across the giant span. Joining the marchers was Al Zampa, left, a retired member of Iron Workers Local 377. Zampa, 82, was part of the crew that built the bridge 50 years ago. While 11 workers were killed during the construction, Zampa survived a fall through a torn safety net. Hundreds of unionists—traveling in bus caravans that left for the bridge about 4 a.m.—walked in the steps of an earlier generation of union craftsmen. More than 800,000 San Francisco area residents made the historic crossing.

Supreme Court backs successor firm rule, severance pay law

By David L. Perlman

Supreme Court majorities agreed with the AFL-CIO's position on the obligation of a successor company to continue a bargaining relationship and on the validity of a state law requiring severance pay for workers who lose their jobs when a plant is closed or relocated.

The 6-3 decision in the successorship case took on special importance in a time of corporate spinoffs and frequent ownership changes. Maine's severance pay law is unique, so the 5-4 decision upholding it doesn't directly stretch beyond that state's borders. But the principle and precedent could do so.

In both cases, the wider implications led both the AFL-CIO and the U.S. Chamber of Commerce to file briefs with the Supreme Court—on opposite sides.

At issue in the successorship case was whether the National Labor Relations Board had properly interpreted a landmark 1972 Supreme Court decision when it ordered a Fall River, Mass., firm to bargain with the United Textile Workers.

Unfair practices

The NLRB found the Fall River Dyeing & Finishing Corp. guilty of an unfair labor practice for refusing to deal with UTW Local 292 as the bargaining representative of its workers.

It held that the company was the successor to the Sterlingwale Corp., where the UTW had represented workers for some 30 years at the same location. After Sterlingwale went out of business in 1982, a company vice president and the firm's biggest customer set up the new corporation and seven months later were back in business at the same location.

The Supreme Court majority found that the labor board rightly concluded that a successorship relationship did exist and that technical objections raised to the date the union had sought recognition were not applicable.

The decision, written by Justice Harry A. Blackmun, stressed that a continuing bargaining relationship based on a presumption of majority support furthered the "industrial peace" objective of the National Labor Relations Act.

The burden of proof to dispute that assumption is properly on the employer, the court noted.

Temptation removed

It said presumptions of continuing union representation "also remove any temptation on the part of the employer to avoid good-faith bargaining in the hope that, by delaying, it will undermine the union's support among the employees."

The dissent, by Justice Lewis F. Powell Jr., was joined by Chief Justice William H. Rehnquist and Justice Sandra Day O'Connor. It contended that the successorship doctrine shouldn't apply because there was "a clear break" between the time Sterlingwale went out of business and the start of operations by the new corporation.

At issue in the Maine plant closing case was whether the state law requiring severance payments was preempted by either of two federal laws—the Employment Retirement Income Security Act or the NLRA.

Maine's law applies to firms with more than 100 workers that close a plant or move operations more than 100 miles from the original site.

It requires the employer to make a lump-sum severance payment of one week's pay for every year worked to each employee with at least three years' service.

Continued on Page 5

Economic index plunges as hourly earnings fall

By Gene Zack

Weakened by a decline in the manufacturing sector workweek and a slowdown in construction, the index of leading economic indicators plunged six-tenths of 1 percent in April.

It was the largest one-month drop in the government's major barometer of economic activity in two years. The last time it fell so steeply was in April 1985, when it nosedived eight-tenths of 1 percent.

Other factors contributing to the downslide, the Commerce Dept. reported, were a drop in new orders for consumer goods, lower stock prices and fewer orders for new plant and equipment.

Meanwhile, the Labor Dept. reported that productivity rose at an annual rate of five-tenths of 1 percent during the first quarter. The figure was down sharply from the 1.7-percent productivity increase contained in a preliminary report issued last month.

At the same time, the government said the hourly compensation of the nation's workers plunged 5 percent after taking new inflationary pressures into account. And if the banking and financial sectors of the economy were excluded, the decline in inflation-adjusted compensation would have been an even larger 5.6 percent.

It was the steepest drop in more than a quarter century. The previous record was set in the first quarter of 1951, when inflation-adjusted hourly wages skidded 6.1 percent in the midst of the Korean War.

In other developments:

- Federal Reserve Board Chairman Paul Volcker resigned on the eve of the Venice economic summit. President Reagan immediately announced the appointment of economist Alan Greenspan as his replacement. Volcker was originally appointed by President Carter and named to a second term by Reagan. Greenspan was

Continued on Page 6

Use of dues case nears showdown

The Supreme Court has agreed to review a controversial appellate court ruling that both union and government attorneys agree would restrict use of dues money in a manner never contemplated by Congress when it enacted the union shop and agency shop provisions of the Taft-Hartley Act.

The 11-year-old case, funded by the legal arm of the National Right to Work Committee, challenges the use of dues money under a union shop or agency shop agreement for anything but a narrowly restrictive definition of collective bargaining, contract administration and grievance adjustment.

A district court ruling that accepted the right-to-work group's premises directed the Communications Workers to refund to a small group of dissenters some 80 percent of dues they had paid under the CWA's agency shop contract with AT&T.

By September 1986, the case had been heard by the full membership of the 4th Circuit U.S. Court of Appeals. It upheld the anti-union lower court ruling by a 6-4 vote, but the majority split at least three ways in explaining its reasons.

Union attorneys sought Supreme Court review and the high court, before granting

Continued on Page 6

Kingsport workers bring back union

Election won at publishing firm 25 years after bitter strike

Kingsport, Tenn.—A quarter century after five AFL-CIO unions struck the anti-labor Kingsport Press, and 20 years after they were decertified, more than 2,000 workers at the successor firm have won collective bargaining rights.

In one of the largest victories in an election supervised by the National Labor Relations Board in the past four years, graphic artists, pressmen and bindery workers at the Arcata Graphics plant here and in Churchill, Tenn., voted by a better than 2-1 margin for the Aluminum, Brick & Glass Workers.

It was a stunning reversal of fortune for the company's employees. Kingsport's tactics forced a strike in March 1963 by 1,000 members of five unions—the Bookbinders, Printing Pressmen, Machinists, Stereotypers and Typographers.

Refusal to bargain

The walkout at the graphic arts and printing firm was triggered by a management that refused to bargain in good faith, made unilateral changes in contracts and subcontracted work without notice.

Management brought in hundreds of scabs to keep the firm in business, and the AFL-CIO responded by putting Kingsport Press on its "Don't Buy" list and launching a nationwide boycott against the textbooks and encyclopedias the firm produced.

In 1967, the NLRB decertified the unions in an election in which only the scabs were permitted to vote. Several organizing campaigns by other unions since then proved unsuccessful.

In an echo of the problems that existed a quarter century ago, job security was the main issue in the ABG organizing campaign. Earlier this year, Arcata Graphics fired 283 employees—some with as much as 34 years' seniority—replacing them with

Continued on Page 5

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Contact any AFL-CIO Regional Office or COPE Area Director. Each has several copies. If none is available on your date, contact Jeanne Landymore at the Labor Institute of Public Affairs, Tel. 202/637-5334.

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Local Unions, District Councils, Joint Boards
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WRITTEN RESPONSES

AFL-CIO State and Local Central Bodies
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For camera-ready pages of Federationist and News sections, clip sheets, half-tone photos, contact John Barry, AFL-CIO Department of Information, Tel. 202/637-5019.

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★★★

ICFTU assails South Africa's anti-labor bias

Luxembourg—Protesting the "new escalation of anti-trade union repression in South Africa," the International Confederation of Free Trade Unions warned Pretoria's white minority government against any further attempt to crush the country's independent black labor movement.

The ICFTU executive board, holding its 91st session here, sent a cable to President P.W. Botha expressing shock at the "outrageous" bombing of the Johannesburg headquarters of the Congress of South African Trade Unions and protesting the "concentrated round of attacks" on COSATU officials and other trade union representatives.

The cable, signed by ICFTU General Sec. John Vanderveken, accused the Botha regime of conducting a "vicious misinformation and defamation campaign" against the black labor movement. It also called for the immediate release from prison of hundreds of union leaders and members who have been held for months without any official charges being brought against them.

The ICFTU charged that South Africa's cycle of "violence and intimidation" against unions underscores "the underlying viciousness and injustice of the apartheid system" under which 4.5 million whites deny a voice and a vote to the nation's 20 million blacks.

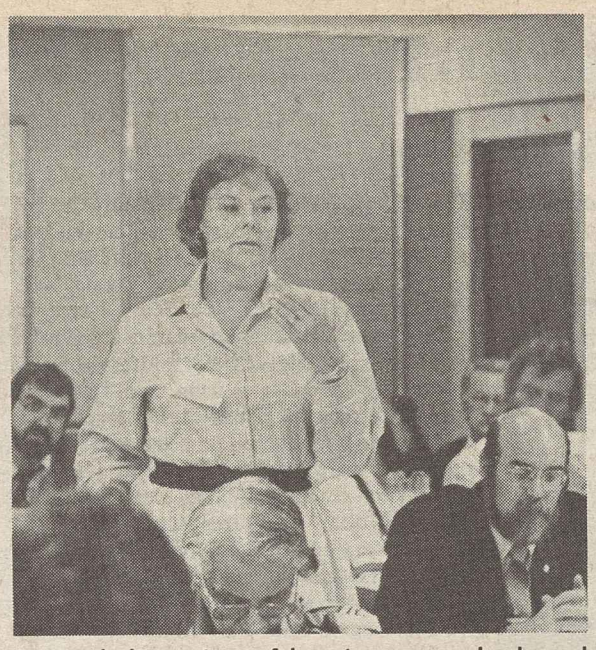
Federation role

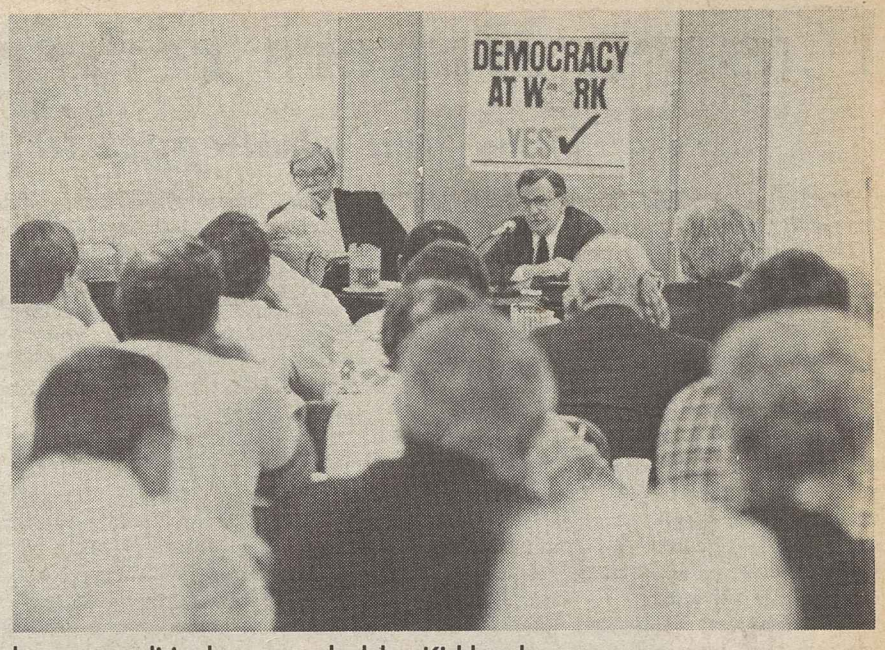
The AFL-CIO was represented at the session by President Lane Kirkland, International Affairs Director Tom Kahn and European Rep. James Baker.

In other actions, the board:

- Reviewed the deteriorating world economic situation and urged the forthcoming Venice economic summit to deal forthrightly with the worsening debt crisis, trade tensions, unstable monetary exchange markets and increasing worldwide unemployment and poverty.
- Condemned the military dictatorship in Chile for its "repeated violations of the most fundamental human rights" and its repression of unions, and pledged continued solidarity with the leaders of Chile's two labor federations—the Comando Nacional de Trabajadores and the Central Democratica de Trabajadores.
- Voiced concern over the recent military coup in Fiji, demanded the immediate release from jail of leaders of the Fiji Trades Union Congress, Public Services Association and Teachers Union, and urged restoration of the civilian government chosen in free, democratic elections in April.

The board voted admission to a new affiliate—the Swaziland Federation of Free Trade Unions. This brings the ICFTU's ranks to 145 organizations representing more than 85 million workers in 97 countries.





Spirited discussion of key issues marked workshop on political process led by Kirkland.

Looking to '88

The focus was on the candidates and the issues at the AFL-CIO's two-day regional conference in Chicago, as Federation President Lane Kirkland led discussions and moderated a workshop on labor's role in the political process. It was the first regional conference since the federation began distribution of videotaped and written responses of 13 declared and potential candidates for President on the critical concerns of workers and their families, and more than 700 trade unionists from a dozen midwestern states took part. Four rotating workshops dealt with the topics that formed the basis for the AFL-CIO's questions to the candidates: foreign trade, the budget deficit, and human needs, as well as the political process. The candidates' videotaped presentations were shown at a plenary session. The final regional conference in this year's series is at New Orleans, June 5-6.

Congress preserves fairness doctrine

Rejects Reagan attempt to muffle public airing of issues

Congress completed action on a labor-supported bill to prevent the Federal Communications Commission from scuttling the longstanding fairness doctrine that requires radio and television stations to make a reasonable effort to broadcast opposing views on controversial issues of public importance.

A 302-102 House vote cleared the measure for the President's signature—or veto. The Senate passed an identical bill in April by a 59-31 margin.

In both bodies, bipartisan majorities rejected the Administration's contention that the fairness policy the FCC first promulgated in 1949 is no longer needed or desirable in an era of deregulation.

AFL-CIO Legislative Director Robert M. McGlotten wrote House members that the AFL-CIO considers the legislation necessary to prevent the FCC from abandoning the doctrine.

It is only because of the fairness doctrine that many broadcasters have been willing to present different views on public issues, he noted.

Two other labor-supported bills took big steps forward in congressional committees.

Legislation to protect the rights of airline workers affected by mergers and corporate takeovers was approved by both the Senate Commerce Committee and the House Public Works & Transportation Committee.

Job protections

It would require the Secretary of Transportation to insist on maximum possible protections for the jobs, pay, working conditions and seniority rights of workers before approving an airline merger agreement.

Such labor protection provisions used to be standard, but Transportation Sec. Elizabeth Dole has refused to apply them.

The bills are based on a measure that passed the House in the last Congress with strong bipartisan support but was blocked in the Senate by a tie vote.

A Senate Judiciary subcommittee approved a bill to protect health and life insurance benefits for retirees when the company providing the benefits files for bankruptcy, and the full committee is considered certain to do likewise. The bill is sponsored by Sen. Howard M. Metzenbaum (D-Ohio).

The principle of the bill is similar to that applied to union contracts under a 1984 amendment to the Bankruptcy Act.

It would require companies to continue paying retiree health and life insurance benefits unless they were able to negotiate a modification on benefits

As with contract changes, an employer who could not get agreement on changes after good-faith bargaining could try to convince a bankruptcy judge that the changes sought were necessary for the company's survival.

Needed curbs pressed on radiation risks

Warning that workers at nuclear production plants run by the Energy Dept. face unacceptably high levels of radiation exposure, Sen. John Glenn (D-Ohio) has introduced legislation to transfer monitoring of these facilities to the Occupational Safety & Health Administration.

Allowing DOE to continue to set radiation standards for the installations it operates is like "leaving the fox in charge of the chicken coop," said AFL-CIO safety specialist Margaret Seminario.

The problem is growing worse, Seminario pointed out, because the Reagan Administration's defense buildup is heavily weighted toward developing additional nuclear weapons, putting demands for increased output on "out-dated and outmoded facilities."

And when workers try to obtain information on radiation exposure, she continued, DOE regularly denies their requests on the ground of "national security."

The Glenn bill, on which the federation will testify at hearings later this month, would create a new Nuclear Safety Board within OSHA. The board would oversee such issues as worker protections against radiation, the environmental impact on surrounding communities and the continuing problem of nuclear waste disposal.

The problem of worker hazards in DOE-run plants is "symptomatic of the disturbing pattern throughout the nuclear industry," Seminario said, pointing to a recent study by Public Citizen, a nonprofit watchdog group that recently analyzed safety data compiled by the Nuclear Regulatory Commission.

100,000 endangered

The study showed that nearly 100,000 workers at 50 nuclear power plants were exposed to measurable amounts of radiation in 1985, the latest year for which the NRC has compiled figures.

The aging of the nation's nuclear reactors poses further problems. The data revealed that plants which began operating two decades ago exposed workers to four times as much radiation as the newer plants. Over a ten-year span in which the number of operating reactors doubled, there was a four-fold increase in the number of workers suffering serious exposure levels.

During the same period, the average number of workers exposed to radiation at each reactor nearly doubled—from 579 workers per reactor a decade earlier to 1,132 in 1985. These workers received more than 43,000 units of radiation each. That's the equivalent of over 2 million chest X-rays.

The problem is most acute at the nation's 28 boiling water reactors, where workers on the average received nearly 30 percent more radiation than those at other installations, the study revealed. The worst problem existed at a Susquehanna, Pa., facility where nearly 3,700 workers suffered radiation exposure—more than three times the national average.

Joshua Gordon of Public Citizen accused the Administration of failing to take "effective action to stem this health hazard." And, he said, the NRC is now considering rules changes that "would actually increase exposure" to levels ten times higher than government studies recommend and 680 times higher than standards for the general public set by the Environmental Protection Agency.

The NRC is also considering allowing nuclear plants to raise their power output as much as 10 percent. Gordon charged that the move was "designed to save money" for operators, although it would almost certainly increase the exposure of workers to radiation.

Work protections urged as rule for railroad takeovers

Unions want Congress to require the Interstate Commerce Commission to include job protections as a condition for the sale of railroads or portions of railroads.

The ICC's flat refusal to do so flouts the clear intent of Congress, Chairman Richard I. Kilroy of the Railway Labor Executives' Association told the House Subcommittee on Transportation.

Kilroy, who is president of the Railway & Airline Clerks, charged the ICC with siding blatantly with rail management, usurping the authority of the National Mediation Board, and defying the goals of the Railway Labor Act.

Congress clearly intended that labor protections should be included in railroad sales, he stressed. The 1980 deregulation law, the RLEA testimony noted, recognized that railroad employees had a stake in the changeover and that the ICC had an obligation to them.

Without any ICC safeguards, new owners of short-line railroads have slashed wages and unilaterally changed working conditions.

Pattern Makers reach century mark

Gird to meet new challenges in changing workplace

Philadelphia—The Pattern Makers climaxed a year-long observance of their 100th anniversary by unveiling a commemorative plaque marking the site of the union's founding here on May 18, 1887—several blocks from where the U.S. Constitution was signed a century earlier.

Pattern Makers President Jack L. Gabelhausen told those attending the dedication ceremony that as the union stands poised to embark on its second century, "The road ahead holds many challenges. The road we have already traveled held those same challenges and, by holding to our beliefs, we've made our mark in the annals of the labor movement."

One hundred years ago, Gabelhausen continued, 13 men met in Philadelphia and "decided that the workplace in which they spent their days and gave of their talent and skills did not reward the employees with the dignity and rewards that they justly deserved." Out of the foresight and devotion of these pioneers grew the Pattern Makers' League of North America, he said.

Pattern makers build molds, models and patterns from metal, wood and other materials that are used in numerous industries, including heavy machinery, automotive and aerospace.

Thomas J. McGonnell, an organizer for the Knights of Labor, was elected president of the union at its initial meeting. A stamp of independence resulted from a two-to-one defeat of a resolution to affiliate as a national assembly under the Knights of Labor.

Early growth slow

Slow growth marked the early years, with a slight membership dropoff coinciding with the business downturn of 1893-94. Lewis R. Thomas, who received notice during a strike meeting that he'd been fired by his employer, became the union's first full-time president in July 1899, and by year's end, membership topped 2,200.

The union's most pressing struggle at the turn of the century was the fight for the 9-hour workday. By 1902, 11 cities reported having reached that goal. That same year, the convention elected James Wilson Jr. as president, and he held that post until 1934.

Wages for the pattern makers rose from about $3.50 per day in 1900 to $24 a week by 1909. Organizing efforts boosted the union's rolls to 7,500 members by 1913. Its influence also grew as the union's leaders successfully lobbied Capitol Hill for significant tariffs on imported wood and metal patterns.

The union's 1917 convention in Washington was highlighted by addresses from President Woodrow Wilson and Assistant Sec. of the Navy Franklin D. Roosevelt. At that same convention, however, it was reported that the average age at death of pattern makers was 45, and nearly a third of the members had tuberculosis. The lack of ventilating and dust collection systems in their workplaces was cited as the cause of the high death toll.

Following World War I, strikebreaking, blacklisting, yellow dog contracts and vigilantism became the order of the day. The union's 1921 convention, the first in four years, had to be postponed because of conditions in the industry. It wasn't until 1926 that the union held its next convention—a nine-year lapse. Membership had plunged from 11,300 in 1920 to just 5,900 five years later, with 50 percent unemployed.

The 1929 stock market crash and the Depression that followed took their toll well into the next decade. At the 1934 convention in Montreal, as the union teetered on the edge of bankruptcy, George Q. Lynch was elected to his first term as president—a post he held until 1960.

Renewed vigor

Under Lynch, the union rebounded as the economy picked up in the last half of the '30s and progressive New Deal legislation like the Wagner Act gave new vigor to unions. The international headquarters was moved from Cincinnati to Washington. Economic recovery accelerated with the start of World War II as production rose and industry profits soared.

By the 1950s, the union's membership had grown to more than 15,000 with at least 90 percent of all skilled pattern makers in American industry organized. The recession of 1957 reversed the union's growth, and since 1960 it hasn't been larger than 13,000 members.

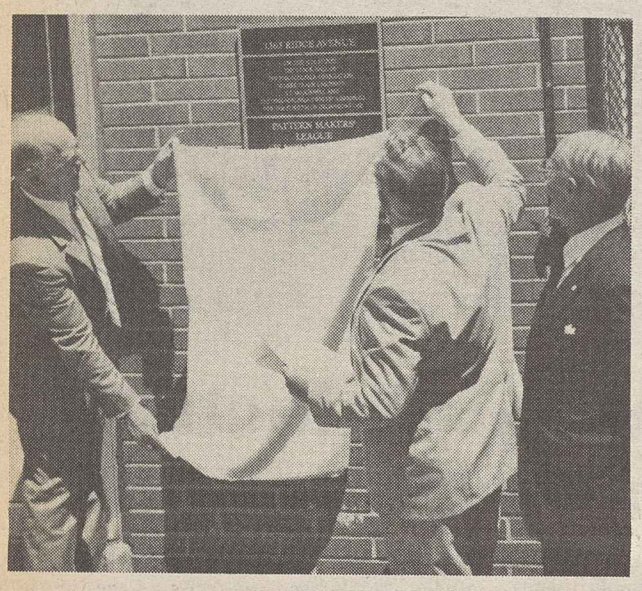
In 1960, Gunnar Hallstrom was chosen president following Lynch's resignation. During the decade he headed the union, some membership growth occurred as a result of new technology in metal casting. The "race into space," added still more jobs. At the union's 75th anniversary convention, delegates launched a renewed organizing effort, and in 1964, 1,200 new members were added to the rolls.

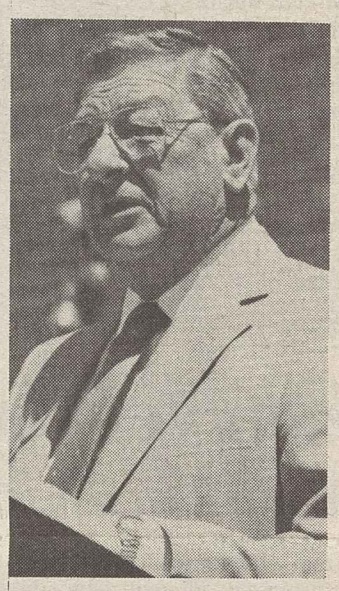
Early pattern maker.

Charles Romelfanger was elected president in 1972 and held the post until he resigned in August 1984, following another restructuring of the union by referendum vote. At the 1976 convention, he headed a major restructuring of the union: the composition of the executive board was changed, an organizing fund set up, per capita increased and the union's magazine, the Pattern Makers & Allied Trades Journal, became a quarterly.

Even with the changes, inflation in the '70s and the Reagan Administration in the '80s continued to make progress tough. Still, the union scored successes for its members of life-and-death proportions. In 1980, health studies revealed a high incidence of colon cancer among pattern makers. The union set about cleaning up the industry, forcing employers to install ventilation equipment and to provide medical checkups. The result: many cancers were prevented or corrected through early diagnosis.

In October 1984, the League's headquarters was moved from the Washington area to Moline, Ill.





Past and current officers of the Pattern Makers unveil plaque marking the site of the union's founding. At right is President Jack L. Gabelhausen.

Trade bill pushed to restore textile, apparel jobs

The labor-backed Textile & Apparel Trade Act pending in Congress could generate 152,000 American jobs by the second year that it's in force, helping reverse the drastic employment decline in an industry under siege from imports, a new study has found.

Between 1980 and 1986, more than 350,000 textile and apparel jobs were swept away by the unchecked surge of imports. The bill now working its way through the House and Senate would make it possible to regain roughly half those jobs by 1988.

President Reagan rejected earlier legislation to clamp down on foreign-made textiles and apparel, and last year Congress fell just a few votes short of overriding his veto.

The new legislation is a scaled-down version of that original bill. It would allow imports to remain at their 1986 record-breaking levels—which grew at an annual rate of 17 percent in the each of the last six years—and would make it possible for foreign producers to increase their shipments to U.S. markets by 1 percent a year.

Path to recovery

Even with imports running at that torrid pace, the domestic industry would start on the road to recovery, according to the study released by the Fiber, Fabric & Apparel Coalition for Trade, made up of the Clothing & Textile Workers, the Ladies' Garment Workers and industry representatives. The study was done by the Washington-based consulting firm, ICF Inc.

The analysis forecast a $3.3-billion annual net gain in payrolls if the bill becomes law, emphasizing that this would more than offset what it said could be relatively small job losses in import-related industries. Economists pointed out that, with imports allowed to rise by 1 percent each year, the net result could be increases, rather than decreases, in such jobs.

ICF used a highly conservative approach to arrive at its employment figure, estimating that new jobs would be created only in states with jobless rates above the 6-percent level. Those states with lower unemployment rates were considered as having "full employment," and the research firm estimated that workers in those states would be merely shifting from one industry to another.

Forecast understated

Economists said the prediction of a net gain of only 152,000 jobs understates the sweep of employment opportunities that would result. They pointed to the large pool of "discouraged workers"—those who've given up looking for jobs which aren't there any more—and the growing army of workers holding part-time jobs only because they can't get full-time employment.

They emphasized that many of these are textile and apparel workers who would return to their old jobs if Congress enacts, and the President signs, legislation that helps revitalize their industry.

The study didn't focus on the beneficial impact that new textile and apparel jobs would have on the swollen federal deficit. However, economists customarily figure that every 100,000 workers thrown out of their jobs costs government $3 billion a year—$2.5 billion in lost taxes from workers and their employers and $500,000 in direct outlays for unemployment compensation, welfare payments, food stamps, Medicare and other elements in the economic safety net.

Applying that yardstick, reopening some of the 500 textile and apparel plants that have shut their gates in the past six years and taking 152,000 people off jobless rolls and welfare rolls and putting them back on payrolls would mean a $4.5-billion gain for the federal government.

The pending legislation has strong support in both chambers of Congress. In the House, 234 members cosponsored the bill introduced by Rep. Butler Derrick (D-S.C.) and the measure has been put on Speaker Jim Wright's list of priority legislation. The Senate counterpart—introduced by Sen. Ernest F. Hollings (D-S.C.) with the strong support of Sens. Daniel Patrick Moynihan (D-N.Y.), George Mitchell (D-Maine) and Edward F. Kennedy (D-Mass.)—has a total of 49 cosponsors.

Health plan gets bipartisan backing

The Senate Finance Committee unanimously approved a labor-supported catastrophic health insurance plan for Medicare beneficiaries. The congressional outlook is good. A similar measure cleared the House Ways & Means Committee last month, also with bipartisan support.

While there are differences, both the House and Senate versions would provide unlimited hospitalization and make other improvements in Medicare coverage.

Both would, for the first time, set a ceiling on the amounts that the elderly would have to pay in deductibles and co-insurance for health care services.

And both would finance the added coverage through a two-tier premium increase in Part B of Medicare. Part B insurance, which is optional but taken by nearly every eligible retiree, is funded by a premium paid by the beneficiary, currently $17.90 a month. It covers most doctor bills and outpatient care.

The Senate committee bill would pay for part of the cost of the new catastrophic insurance by increasing the Part B premium by $4 a month. But the more affluent Medicare beneficiaries—an estimated 35 to 40 percent of the total—would pay a supplemental premium based on their taxable income. The maximum of $800 a year would be the cost to persons with taxable incomes of over $52,200.

'Fair mechanism'

AFL-CIO Legislative Director Robert M. McGlotten expressed support for the two-tier system in a letter to Senate Finance Committee Chairman Lloyd Bentsen (D-Tex.), the chief sponsor of the bill. He termed it a "fair and progressive financing mechanism."

The AFL-CIO had successfully pressed the House Ways & Means Committee to adopt the two-tier premium plan over a subcommittee bill that would have taxed Medicare recipients—including some 1.6 million low-income persons who otherwise would owe no taxes—for the value of Medicare benefits.

Both the House and Senate committees also rejected the Administration proposal that would have provided fewer additional benefits while increasing the Part B insurance by the same amount for every beneficiary to pay for the catastrophic program.

The Senate committee bill would cover unlimited hospital care after a once-a-year deductible of $520. The total out-of-pocket payment for all covered services, including the hospital deductible, could not exceed $1,700 a year.

It would allow 150 days of skilled nursing home coverage—up from the present 100-day limit—unlimited hospice care for those with terminal illnesses, and a longer period of home health services.

It would not, however, cover long-term residential nursing home care or most prescription drugs.

McGlotten's letter to Bentsen expressed the AFL-CIO's continuing interest in providing coverage for the high cost of prescription drugs and also for reducing the Part B premium.

ILO delegates explore deepening jobs crisis

Agenda includes standards for benefits

Geneva—The twin problems of widening global unemployment and poverty, and the need to reduce the crippling debt burden being borne by newly industrialized nations, were in the spotlight as the International Labor Organization opened its 73rd annual session.

The three-week meeting of labor, business and government representatives will focus on the need for strong action to deal with ways to put idled workers back on payrolls. Existing ILO standards on unemployment have not been changed since their adoption a half-century ago.

At the same time, delegates will consider recommendations to put into place more effective unemployment compensation programs to deal with the present economic adversity facing workers and their families.

The ILO is also expected to weigh the possibility of playing a major role in influencing the way the International Monetary Fund, the World Bank and private lending institutions handle the debts piled up by such countries as Brazil, Mexico, Nigeria and Peru.

Other items on the agenda include:

- Drafting of new conventions to protect construction workers against on-the-job injuries, reduce occupational accidents and provide safeguards against work-related diseases.
- The need to provide increased technical cooperation among member countries which find themselves at different stages of economic development.
- A special report from the director general on the steps that are necessary to fulfill its 1981 demand for an aggressive program to end apartheid in racially divided South Africa.

The U.S. worker delegation is headed by James E. Baker, The AFL-CIO's European representative and a member of the ILO's governing body. Federation President Lane Kirkland and International Affairs Director Tom Kahn also will participate.

Worker delegation

Other members of the worker delegation include Bricklayers President John T. Joyce, Steelworkers Vice President Leon Lynch, Occupational Safety, Health & Social Security Director Bert Seidman, General Counsel Laurence Gold, Executive Director Charles Gray of the Asian-American Free Labor Institute, Executive Director Patrick O'Farrell of the African-American Labor Center, Assistant Director Jesse Friedman of the American Institute for Free Labor Development and labor lawyer Edward J. Hickey Jr.

The delegation's advisers are Executive Director William C. Doherty Jr. of the American Institute for Free Labor Development, AAFLI Deputy Executive Director Kenneth Hutchinson, and Assistant Director Paul J. Somogyi of the federation's Dept. of International Affairs.

Charles H. Smith Jr., chairman of SIFCO Industries Inc., heads the U.S. employer delegation.

The U.S. government delegates are Deputy Under Sec. of Labor Robert W. Searby and Anthony G. Freeman, special assistant to the Secretary of State.

The ILO was created in 1919 in the aftermath of World War I to bring together governments, employers and trade unions to set standards in such problem areas as labor-management relations, occupational safety and health, and social security and to deal with other social issues. It was the first specialized agency to affiliate with the United Nations in 1946.

British Columbia strike protests anti-union bill

Vancouver—Unionized workers conducted a massive 24-hour general strike throughout British Columbia to protest proposed changes in the province's labor law that would seriously weaken workers' rights.

The strike—called by the 250,000-member British Columbia Federation of Labor and supported by the 41,000-member Government Employees and the 30,000-member Woodworkers—shut down lumber mills, mines, newspapers, schools and bus and ferry service.

The walkout was triggered by a proposed industrial relations "reform" bill that would increase government involvement in collective bargaining, permit employers to restructure their operations to avoid unionization, and restrict the ability of unions to initiate strikes if the government decided that the workers were "essential" and that a stoppage would be a "threat" to the provincial economy.

Fire Fighter Grant Cruxton escapes from burning home in Cleveland. Photo by Mark Duncan won top prize in IAFF competition.

Fire Fighter awards honor news coverage of job hazards

The Fire Fighters presented awards for outstanding journalistic achievement to 32 winners in the union's 1987 media awards contest.

Entries included news accounts of dramatic rescues as well as public service messages. But all focused on the dangers and problems faced by fire fighters and their dedication to the public safety.

IAFF President John A. Gannon commended the quality of the hundreds of entries which "reflect the concern of the media with the hazards of the fire fighting profession." That accurate reporting and quality photography "captures our members in action on the job saving lives and property," he said.

The top honors for best news or feature photo went to photographers Mark Duncan of the Cleveland Plain Dealer and John Bojda of the Hammond (Ind.) Times for newspapers with circulations above and below 100,000, respectively.

The Plain Dealer featured the dramatic escape of an IAFF member through a ball of fire while the Times captured the rescue of a young child from a burning house.

In the best news or feature story category, the Toronto Star drew first prize for papers with a circulation above 100,000. Three Star reporters covered members of IAFF Local 209 as the fire fighters and paramedics saved the lives of two passengers pinned to their seats by thick steel fencing. The story was "a finely written account of the human problems faced by rescue workers" in a life-threatening situation, the judges found.

For papers with a circulation of less than 100,000, first prize went to the Atlantic City (N.J.) Press for stories on the injury of a fire fighter trapped beneath a smoldering brick wall and the similar risks faced daily by professional fire fighters.

David Langer and Jerry Thompson of CBLT in Toronto took the top television news or feature story award for "We're on Our Way," a look at fire fighting's overwhelming mental and physical demands.

Broadcast awards

Kathleen Baan of radio station CKEG-AM in Nanaimo, British Columbia, drew the top prize in the best radio editorial feature category for her "Christmas Safety Tips" spots.

The Los Angeles Fire Fighter, the publication of IAFF Local 112, won first prize in the best local union publication category. Second prize went to IAFF Local 341 for The Houston Fire Fighter.

Judges for this year's competition were John M. Barry, managing editor of the AFL-CIO News; William Neville, superintendent of the National Fire Academy, and Jeff Sheler of U.S. News & World Report magazine.

The top prize winners in each of the categories receive $500 and a plaque. Second prize winners receive $250 and a certificate, and honorable mention recipients are presented with certificates.

Workers bring back union in Kingsport Press victory

Continued from Page 1

temporary workers paid just over the minimum wage.

That's when Arcata employees said "enough" and signed union authorization cards to get an NLRB election, ABG President Ernest J. LaBaff said.

The employees still had to contend with a hostile management, according to ABG Organizing Director Roy Brown. The company brought in the union-busting firm of Hunter, Smith & Davis—noted for its efforts to block unionization at Adolph Coors Co., J.P. Stevens & Co., and TRW.

At one point during the campaign, Brown said, the company distributed caps to all workers. Although Arcata was involved a year earlier in a "buy-American" promotional program, its caps were made in China. The union responded with caps of its own—made in the United States.

And when management handed out company T-shirts, the ABG silk-screened a "vote union" message on the back.

The AFL-CIO Industrial Union Dept. provided assistance to the Aluminum Workers during the campaign. The IUD also was active in six other recent organizing victories in the South, including:

Retail, Wholesale & Dept. Store Union, 260 employees at Cargil Poultry, Buena Vista, Ga.; Transit Union, 43 employees of R & W Travel, Atlanta; Molders, 40 employees of Matco Tool, Lavergne, Tenn.; Paperworkers, 40 employees of MacMillan-Bloedel, Nashville, Tenn.; Grain Millers, 122 employees of Tennessee Doughnut, Nashville, and Machinists, 40 employees of Aircraft Service International, Nashville.

Urban Coalition awards honor Williams, Hyde

The National Urban Coalition presented its Distinguished Service Awards to two AFL-CIO officials.

AFL-CIO Vice President Lynn Williams, who heads the Steelworkers, was lauded for contributing "to the vitality of American cities."

The coalition also honored Floyd Hyde, chief executive officer of the federation's Housing Investment Trust, for his efforts to meet urgent housing needs.

High court rulings back labor's stand

Continued from Page 1

No payment is necessary if severance pay is provided under a union contract or if a worker accepts a job at the new location.

The law was challenged by the Ft. Halifax Packing Co., which closed down a Winslow, Me., poultry packing plant in 1981. The company had refused to agree to severance pay proposals by the Food & Commercial Workers, which represented the employees. It challenged the state law and carried the case to the Supreme Court after losing in two state courts.

The Supreme Court decision, by Justice William J. Brennan Jr., held that the one-time severance pay requirement is not an employee welfare benefit plan as defined by ERISA and isn't barred by the preemption clause.

Likewise, the court found no contradiction with federal labor law. It rejected employer arguments that the severance pay obligation interferes with the bargaining process because the requirement of state law "undercuts an employer's ability to withstand a union's demand for severance pay."

Rejected reasoning

Brennan noted that the Supreme Court had rejected that reasoning in a 1985 case which upheld a Massachusetts law requiring that minimum mental health benefits be provided under health insurance policies.

The dissent was written by Justice Byron R. White and joined by Rehnquist, O'Connor and Justice Antonin Scalia.

In another action affecting unions, the Supreme Court ruled that federal labor law governs a suit that a worker brought against her union—because the Florida workers' compensation law prevented her from suing her employer.

The case involved a member of the Electrical Workers who sought damages because she said her injury while employed by the Florida Light & Power Co. had been caused by her assignment to a job for which she had not properly been trained.

The union link in the case is a joint labor-management safety committee that was established under the collective bargaining agreement.

The 9-0 decision written by Justice Harry Blackmun noted that the employer, not the union, has the obligation to provide a safe workplace. The justices sent the case back to a lower court to determine whether the suit could be refiled in federal court.

Trade panel hits dumping of lift trucks

In a major victory for the Machinists, the Alllied Industrial Workers and one of the surviving American forklift manufacturers, the International Trade Commission ruled unanimously that the U.S. lift-truck industry was "materially injured" by underpriced Japanese imports.

The panel's 5-0 decision clears the way for the Commerce Dept. to investigate charges that the practices engaged in by five Japanese firms constituted illegal dumping in violation of U.S. law.

The department must issue a preliminary ruling on the dumping question by Sept. 29. At that time, it could order stiff tariffs on lift trucks imported from Japan. A final determination of the case is expected early in 1988.

The unions had joined Hyster Co. of Portland, Ore., in charging that Toyota, Nissan, Komatsu, Toyo Umpanki and Mitsubishi had captured the American market by selling at prices 50 percent below what they charged for the same trucks in Japan.

The result, they told the government, was that a $1-billion segment of the domestic lift-truck industry had been destroyed since 1982.

Rampant shutdowns

Five years ago, eight American firms were manufacturing lift trucks—Allis-Chalmers, Baker, Caterpillar, Clark, Hyster, Pettibone, Taylor and Yale. Today only three survive and two of them—Caterpillar, whose 237 Dallas, Ore., employees are represented by the IAM, and Clark, whose 263 workers at Battle Creek, Mich., are represented by the AIW—are scheduled to phase out operations later this year as a result of the tactics used by the Japanese.

Hyster chairman William H. Kilkenny hailed the ITC decision as one that "moves us one step closer to ending such illegal practices and restoring competitive fairness to the marketplace."

Also joining in presenting the case to the Trade Commission were Hyster's two unaffiliated employee organizations—the United Shop & Service Workers and the Independent Lift Truck Builders.

Newly elected Arizona AFL-CIO Sec.-Treas. Charles Huggins accepts gavel from Darwin Aycock, right, who retired after 20 years as the state body's top full-time officer. Don Shelton, left, is the new president.

Huggins succeeds Aycock in Arizona Fed's top post

Tucson, Ariz.—Delegates to the Arizona AFL-CIO convention unanimously elected Charles Huggins secretary-treasurer, the state body's top full-time post. He succeeds Darwin Aycock who retired after leading the State AFL-CIO for two decades.

Huggins, a member of the Electrical Workers, was serving as president of the Arizona federation.

Aycock, 59, was elected secretary-treasurer in 1967 after serving as State COPE director for five years. During his tenure, the state body's membership grew from 20,000 to nearly 50,000. Aycock was honored by the delegates and community representatives at an evening reception.

In other election results, Don Shelton of the Steelworkers was elected president, defeating Mike Colletto of the Iron Workers. Other new officers include Jim Whitten of the Machinists, first vice president; Ermilo Torres, Laborers, second vice president, and Howard Shaw, Plumbers, third vice president. Delegates also elected a 10-member executive board.

In an address to the convention, Kenneth T. Young, executive assistant to AFL-CIO President Lane Kirkland, criticized the wave of corporate takeovers that has resulted in the "restructuring and demolition of companies by individuals who have no interest in producing a dollar's worth of goods or services" and with no concern for workers left jobless or for communities adversely affected.

Young outlined the federation's "Democracy at Work" program, stressing that its goal was to educate and involve as many union members as possible "in the whole political process," giving working people "a voice in the nation's future."

Election goal

"We're working with Congress to declare open-season on the corporate scavengers," he declared. He added that labor's campaign to educate its members about the presidential campaign will result in "the biggest takeover of all—on Election Day 1988."

The 250 delegates referred a resolution supporting the recall of Gov. Evan Mecham to the state federation's executive committee, which will reach a decision at its July meeting. Mecham drew the anger of labor and civil rights organizations throughout the state when he rescinded a state holiday honoring Dr. Martin Luther King Jr.

In other resolutions, delegates called for comprehensive health care for the more than one-quarter of a million Arizonans not covered by private insurance or Medicaid and pressed for an affordable program of quality child care.

Delegates also urged affiliates to establish women's committees, reaffirmed the federation's leading role in the fight against wage discrimination and for pay equity, and called for greater cooperation and coordination with the Coalition of Labor Union Women and civil rights groups.

Other speakers included U.S. Sen. Dennis DeConcini (D), Executive Sec. James W. Murry of the Montana AFL-CIO, President Norman Hill of the A. Philip Randolph Institute and Vice President Pat Scarcelli of the Food & Commercial Workers.

Appeals court voids ban on casino strike

Philadelphia—A bankruptcy court committed "clear error" when it issued a preliminary injunction preventing workers from striking a financially troubled New Jersey casino-hotel, the 3rd Circuit U.S. Court of Appeals ruled.

The court set aside an injunction against Local 54 of the Hotel Employees & Restaurant Employees which had struck the Atlantis Casino Hotel in Atlantic City in a dispute over wage and benefit increases under a wage-reopener clause.

The dispute arose in September 1986 when HERE invoked the wage-reopener provision in an agreement that had been in effect since October 1983 and which runs to September 1988. When management refused to grant any economic improvements, the union proposed that an arbitrator decide the wage and benefit levels for the final two years of the contract.

Management rejected that offer, insisted that the agreement would remain in effect without change until its termination date, and proposed arbitration only on the narrow issue of what rights each party had under the wage-reopener provision in the light of a no-strike, no-lockout clause.

One-day strike

On Sept. 16, Local 54 struck the Atlantis and several other casinos covered by the same collective bargaining agreement, returning to work the following day.

The casino, which had filed for Chapter 11 bankruptcy protection, took the case to the bankruptcy court. In addition to issuing the injunction, the bankruptcy judge ordered both sides to arbitration—not over the wage rates that would be in effect for the remaining two years but solely over what rights the union had under the wage-reopener clause.

The appellate court held that the bankruptcy judge's order was faulty because the walkout was triggered by management's refusal to consider any economic improvements under the wage-reopener clause. However, it let stand the order that the issue of the legality of the strike be submitted to an arbitrator.

Weinberg award goes to UAW local leader

Michael P. Kearney of the Auto Workers is the first recipient of the Nat Weinberg Award, established to "recognize and encourage individuals who seek pioneering solutions to the problems of working people worldwide."

Kearney, 39, president of UAW Local 1827 in Seymour, Conn., was cited for his efforts in saving the Seymour Specialty Wire Co. plant from shutting down by engineering a successful buyout by Local 1827 members.

The Weinberg award is named for the UAW's former research director and special projects director who retired in 1974.

Economic indicators plunge as hourly earnings decline

Continued from Page 1

an economic adviser to Presidents Nixon and Ford.

- New orders for American-made machine tools—considered by many economists to be a more reliable way to assess the nation's future prospects—tumbled 20.9 percent in April from their March level and were 32.8 percent below the same month in 1986.

Weakness in these orders—which help measure the capital spending plans of producers of metal products—brought a grim assessment from James A. Gray, president of the National Machine Tool Builders' Association.

Not only is the industry's current condition "disastrous," Gray said, but it has "no chance of survival, if the slow, steady erosion of our manufacturing base continues."

- Orders to U.S. factories for manufactured goods edged up two-tenths of 1 percent in April—the poorest showing since January. Orders for military hardware were responsible for the upturn, rising 8.1 percent during the month. Without the continued growth in Pentagon spending, demand for manufactured goods would actually have fallen two-tenths of 1 percent.
- The government announced a slight one-tenth of 1 percent upward revision in its first-quarter data on the gross national product—the combined output of the nation's goods and services. The economy grew at an annual pace of 4.4 percent in the January-March period, the Commerce Dept. reported.

But economists warned against drawing any hopeful conclusions from the figures. Most of the gain came from a buildup of business inventories during a period of declining sales, indicating there could be a falloff in economic growth and jobs in the coming months because of the inventory glut.

- Construction spending inched up four-tenths of 1 percent in April to an annual rate of $384.1 billion. Residential spending dipped three-tenths of 1 percent as the result of surging mortgage rates. And while nonresidential spending rose 1 percent during the month, analysts expressed concern that this construction category also faces an uncertain future because of the continued upward movement in interest rates.

Citicorp Real Estate Inc. in New York confirmed this assessment. Commercial mortgage rates rose as much as three-quarters of 1 percent in May, according to its survey. The result was a steep decline in demand for such mortgages.

- Sales of U.S.-built automobiles in mid-May—usually one of the industry's peak selling periods—were a numbing 24.9 percent below the same level of a year ago. This year's sales have been on a roller-coaster because of on-again, off-again incentives that included cash rebates and subsidized financing.

Legal showdown nears on issue of union dues

Continued from Page 1

it, asked the Justice Dept. for its views on the issues.

In a brief that drew vehement protests from the National Right to Work Committee, the government sided with the union position and said the appellate court ruling conflicts with both the intent of Congress and the plain language of the law. The brief was signed by both Solicitor Gen. Charles Fried and NLRB General Counsel Rosemary Collyer.

Welcome aboard

Ruby Tyson, the AFL-CIO's new librarian, is welcomed by President Lane Kirkland. Tyson, who is from Jamaica, most recently worked as assistant librarian at the unaffiliated Teamsters. She earned a graduate degree in library science at Catholic University of America.

EDITORIALS

Bugging the Workers

MOST AMERICANS think it is illegal for a third party to eavesdrop on their telephone conversations without advance approval by a judge. Unfortunately, they're only partly right.

To be sure, a law enforcement agency has to get a court order to set up a wiretap. And a business that records telephone conversations must use a beep tone to alert its callers.

But there are no restrictions on supervisors listening in on telephone calls through a company switchboard, and no obligation to let either party to such a monitored conversation know that Big Brother is listening.

The Communications Workers, one of many unions whose members are frequent subjects of management eavesdropping, estimates that nearly 350 million calls a year are deliberately overheard. It is a practice that has spread from the telephone industry to thousands of businesses where employees use telephones to do their jobs.

EAVESDROPPING may be less intrusive than polygraphs and urine testing, but it is part of a pattern of stripping away a worker's dignity. Its invasion of privacy goes beyond the workplace, since the caller on the other end of the telephone is not informed when a conversation is being overheard.

Rep. Don Edwards has introduced a bill that would require an audible tone—a beep—when an employer is listening in on a telephone conversation. It would not prevent an employer from monitoring a worker's performance—openly.

The AFL-CIO has urged other members of Congress to cosponsor the legislation as "a simple and reasonable solution" to a growing problem.

It would ease workplace stress, strike a blow for civil liberties—and cost the government nothing. Would that all problems were so easy to solve.

Loud and Clear

THE TRADE ISSUE will not go away. That's the message members of Congress from both parties have been getting from their home states and districts. And it's a message that presidential candidates are increasingly hearing, and should be heeding.

Workers in import-battered industries are no longer alone in their awareness of the lowering of living standards when the decent-paying jobs that are lost are replaced by jobs at close to the minimum wage.

Americans in all walks of life are realizing that the down-sizing of the United States threatens to roll back generations of progress. Polls show that support for effective trade legislation is on the rise, even when questions seem designed to elicit a contrary response.

A NATIONAL poll just taken by ABC News and the Washington Post shows a dramatic increase in public support for trade reform since a similar question was posed 20 months ago.

Potential voters were asked whether the government should try to preserve American jobs by imposing taxes and limits on foreign imports even if that meant higher prices for U.S. consumers.

Now that's a loaded question, based on the very questionable assumption that consumers save money by buying imports. In many cases, of course, any "savings" end up in the pockets of importers or merchants and don't get passed on to consumers.

Despite the tilt, a poll taken in September 1985 showed a 49 to 43 percent support for import restrictions, with the balance undecided.

But the poll just completed shows that the majority has grown to nearly 2-1. It found 64 percent favoring import curbs to preserve jobs and only 33 percent opposed—even with an unjustified assumption of higher prices.

This time around, a majority of Republican voters as well as a big majority of Democrats backed strong trade legislation.

The message to Congress and the White House couldn't be any clearer.

Washington Window

Excise levies would add tax burden on workers

By Press Associates

What Congress gave with its right hand in tax reform and relief for millions of middle- and low-income Americans, it may be about to take away with its left hand.

The Tax Reform Act of 1986 made the tax system generally more fair, but it failed to address the problem of the huge federal deficit.

With domestic spending cut to the bone and Reagan's skyrocketing military spending brought into a lower orbit, the House and Senate have adopted budget resolutions calling for about $18 billion in tax increases for fiscal year 1988, but not specifying how this revenue is to be raised.

Thus the big question in 1987 is whose taxes will be raised. Right now, House and Senate budget committee leaders say they are leaning toward an excise tax solution.

This is the most regressive kind of taxation, taking a much higher share of the income of poor and middle-income families than it takes from the rich. An $18-billion increase in excise taxes "would eliminate the entire reduction gained under tax reform for families with incomes under $30,000," according to Citizens for Tax Justice, a labor-backed research group.

Boosting taxes on things people buy throughout the year usually raises fewer hackles than increasing income taxes and other taxes paid yearly. Also, the wealthy and their powerful lobbyists are quick to oppose alternatives to the regressive excise tax.

Sneaky tax hikes

Despite his rhetorical opposition to raising taxes, Reagan's own budget proposes some $20 billion in tax boosts over the next three years. These proposals include broadening the social security and Medicare tax base, higher excise taxes and user fees, and taxing disabled coal miners on black lung benefits.

What's the big deal about higher excise taxes? The answer is that out-of-pocket costs pile up and it's those who can least afford it who are hit the hardest.

This fact is illustrated by a recent Congressional Budget Office study of the consequences of $18 billion in excise tax increases. This sum could be raised by adding 12 cents a gallon to the gasoline tax, 49 cents to the tax on a six-pack of beer, 52 cents to the tax on a bottle of wine, doubling the 16-cents-per-pack cigarette tax, and extending the expiring 3-percent telephone tax, the CBO estimated.

This package of tax increases, the CBO said, would cost families earning less than $10,000 about 2.5 percent of their incomes. That's more than double the tax cut these working poor families gained from the new tax reform law.

Middle-income families, the CBO reported, would pay about 1 percent of their earnings in higher excise taxes—again, more than they will save in income taxes from tax reform.

Escape for wealthy

But the richest families, those making more than $200,000, would pay a mere one-tenth of 1 percent of their incomes in higher excise taxes, and would keep most of their 1986-enacted tax cuts.

Raising the $18 billion through an oil import fee would mean that consumers would have to pay some $52 billion in higher oil prices, the Citizens for Tax Justice estimates.

There are sensible and equitable alternatives to excise tax increases. One would be to freeze the top income tax rate at its 1987 level of about 38 percent for those making more than $200,000, saving the Treasury as much as $22 billion.

Other alternatives suggested by the CTJ include closing some loopholes that the tax reform left open. These include halting a tax accounting gimmick used by defense contractors, ending the interest deduction for second-home mortgages, capping at about $10,000 the amount of deductible interest on home equity loans, tightening the still excessive system of write-offs for capital depreciation, and imposing a stock-transfer tax, dropped in 1965.

In the deficit-reduction process, last year's tax reform gains should be preserved, not reversed.

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AFL-CIO LEGISLATIVE

ALERT!

Legislation To Reduce Textile Imports Could Save Thousands Of American Jobs

Have you been to the clothing store lately? Trying to look for the union label has become a time consuming task. All you see anymore is rack after rack or stack after stack of "Made in Taiwan" or Hong Kong, Korea, Japan, Malaysia, Thailand, Indonesia, etc.

Since 1980, over 390,000 American workers have lost their jobs due to the enormous quantity of cloth, clothing and shoes which have entered the country. Textile imports are also a major cause of the staggering U.S. trade deficit. In fact, the U.S. textile/apparel trade deficit in 1986 was $21 billion -- 12.5% of the nation's overall trade deficit. Recent findings by the Congressional Office of Technology Assessment (OTA) confirm that of all industrialized nations, the U.S. has been particularly lax in using existing agreements to limit the flood of imports from low-wage countries. This "has had the effect of channeling developing-nation textile exports into the U.S. market." America has become the dumping ground for imports blocked from entering Japan and Europe.

The OTA's report also dispels the myth that consumers are benefiting from cheap imports. "Even though it may cost producers only one-fifth as much to make their goods abroad, the U.S. consumer may not necessarily enjoy a similar reduction in price." In fact, "many imported blouses, shorts and shirts actually cost more than their U.S.-produced counterparts." Importers and retailers are simply pocketing these outrageous profits, thus squeezing both consumers and their domestic competitors.

It is, therefore, no surprise that many business representatives have begun to wage a vigorous campaign against the passage of new, labor-backed textile trade legislation. However, H.R. 1154 and S. 549 which were introduced this year, were carefully crafted to address the stated objections to the textile bill which was vetoed in 1986.

The new bills are consistent with the General Agreement on Tariffs and Trade (GATT); do not target specific countries; and give the President the power of flexible response, including the authority to negotiate compensation.

Without effective legislative regulation of imports, the U.S. fiber, textile and apparel industry, now the most productive in the world and the country's largest manufacturing employer, could be extinct by the end of the century.

Although there are currently 234 co-sponsors of H.R. 1154 in the House and 49 co-sponsors of S. 549 in the Senate, more are needed to ensure enactment. Your representative and both of your senators should be urged to co-sponsor the legislation, as well as voting for it when it reaches the floor.

Millions Of Workers' Privacy Invaded

Bills Would Halt Secret Telephone Monitoring

Computers pace their users and send subliminal messages urging them to work faster; hidden cameras follow workers' movements as they eat during break-time; microphones are secretly installed in bathrooms.

This is not a scenario in a science-fiction gulag -- these are just some of the methods of employer monitoring that millions of American workers are being subjected to every day.

With increasing frequency, employers are using advances in electronic technology to engage in worker surveillance and monitoring. Although collective bargaining provides the best and most immediate means of preventing oppressive uses of electronic surveillance, the AFL-CIO is also supporting several legislative measures aimed at curbing these abuses. Two new bills, H.R. 1950 and S. 1124 would limit one wide-spread method of secret monitoring: telephone eavesdropping.

Last year, 14,000 employers regularly eavesdropped on the telephone conversations of close to 1.5 million workers. The constant threat that their conversations are being listened to by a third party invades these workers' privacy, erodes their sense of dignity, and creates stress.

One telephone operator describes the effects of these intrusions: "Monitoring gives me the feeling that I am being constantly observed and that creates stress. I feel I am supposed to be programmed." Another stated that, "Last month, one employee was taken from the workplace as a result of a nervous breakdown." The doctor's diagnosis was job-related stress.

Secret eavesdropping is currently permitted through a little-known loophole in the federal wiretap codes, which otherwise require a court order or the consent of both speakers. H.R. 1950 and S. 1124 stipulate that an audible tone be used when employers listen in on employee-customer conversations. This requirement would not prevent companies from monitoring for service quality, but it would ensure that such monitoring could not be done in secret.

Supreme Court Justice Brandeis once described privacy as "the right to be let alone -- the most comprehensive of rights and the right most valued by civilized men." A free and democratic American society cannot continue to allow this most fundamental of rights to be sacrificed on the alter of employer profit.

June 17 Floor Date Set For Anti-Double-Breasting Bill

On June 17th, the full House of Representatives will consider H.R. 281, the anti-double-breasting bill.

The legislation, which was approved by the House Education and Labor Committee last month, would halt construction firms' evasion of union contracts through the practice of setting up phoney, non-union alter-egos.

The bill specifies that multiple construction firms in the same geographic area be considered a single entity for collective-bargaining purposes if they have common ownership, management or control. In addition, H.R. 281 would protect the long-standing practice of "pre-hire" agreements between contractors and construction unions.

If you have not already written to your representative, contact them now and make sure that on June 17th they vote to restore the effectiveness of federal labor laws, and increase the stability of labor relations in the construction industry.

Worker Dislocation: Floor Vote Expected On Plant Closing Bill

This month, the Senate is expected to consider S. 538, the Economic Dislocation and Worker Adjustment Assistance Act of 1987. The purpose of this legislation is to implement the recent recommendations of the Secretary of Labor's task force on worker dislocation. Both a provision providing advance notification of plant closings and layoffs, and funding authorization for worker assistance and retraining are contained in the bill.

Every year, over 2.5 million Americans lose their jobs due to plant-closings and permanent lay-offs. Make sure that both of your senators support this very modest measure to bring structured protection to workers, their families and their communities.

What One Worker Can Do

Worker Dislocation: Write to both of your senators. Urge that they support S. 538, and resist any attempt to strike the advance notification provision from the bill.

Civil Rights Restoration: Urge your senators to support S.557 as it was reported out of committee. Ask that they oppose any weakening amendments or any attempt to filibuster the bill.

Airline LPPs: Both of your senators and your representative should be contacted. Urge them to support H.R. 1101 and S. 943 when these bills to protect airline employees during mergers reach the floor.

Telephone Monitoring: Your representative and both of your senators should be asked to co-sponsor this legislation to protect workers' privacy.

Air traffic controllers sweep union to victory

Celebrating victory: NATCA's John Thornton, MEBA President C.E. DeFries and AFL-CIO's Kenneth Young.

By Gene Zack

Six years after President Reagan crushed their union, the nation's air traffic controllers voted by a landslide majority of better than 2-to-1 to be represented by the newly founded National Air Traffic Controllers Association.

The regional directors of the Federal Labor Relations Authority who conducted the tally announced that NATCA received 7,494 votes out of a total of 10,810 ballots cast by controllers from coast to coast, an overwhelming 69.6-percent winning margin. There were 3,275 votes against the union and 41 challenged ballots.

The election results were hailed as a major victory for organized labor and a repudiation of the anti-unionism Reagan displayed when he fired 11,400 controllers and broke the Professional Air Traffic Controllers in the wake of a strike triggered by the collapse of negotiations with then Transportation Sec. Drew Lewis.

The AFL-CIO welcomes the controllers "back into the mainstream of the American labor movement," said Kenneth Young, executive assistant to Federation President Lane Kirkland.

"If President Reagan's crushing of PATCO was seen as a symbol of labor's weakening, then surely today's election victory is a symbol of labor's resurgence," he told a crowded press conference following release of the vote tabulation.

Marine Engineers President C.E. DeFries, whose union helped bring NATCA into existence, called the vote a victory for those "who have carried the nation's air traffic system on their backs for nearly six years with excessive overtime and tremendous stress."

The long stint without union representation, DeFries said, has been hard on both the controllers and their families, and "effective representation" by NATCA—signaled by the elec-

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JUNE 13, 1987

MEMO FROM COPE
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Grass-roots campaign spurs plant closing law

By David L. Perlman

The first big battle over legislation to require advance warning of plant closings will be fought in the Senate, and the AFL-CIO has launched a grass-roots lobbying campaign in key states to demonstrate support for the bill.

Employer opposition scuttled an earlier version of the bill in the last Congress, inflicting a stinging 208-203 setback in a 1985 House vote.

The opposition hasn't lessened, but neither has the plague of plant shutdowns and mass layoffs.

Plant closing bills, which also include provisions for expanding job training and assistance to dislocated workers, have won committee approval in both the House and Senate by decisive votes.

Senate action is expected this month, possibly when the trade bill is being considered. An unusually large number of senators who could tilt either way on the issue has spurred back-home lobbying efforts by both sides.

At the AFL-CIO, the model was the grass-roots effort that helped build support for the job-saving Gephardt amendment to the House version of the trade bill, focusing on several dozen key districts.

Mobilizing campaign

In the Senate effort, the AFL-CIO mobilized its state federations and regional field staff in the home states of some 22 senators whose votes for or against the bill could tip the outcome.

A conference call linked the offices of 15 AFL-CIO state federations and nine regional directors with both Capitol Hill and the AFL-CIO headquarters.

At the Capitol, Sen. Edward M. Kennedy (D-Mass.) and key members of his Labor & Human Resources Committee staff told the union people bluntly that opponents are pulling out all stops to defeat the bill.

"We need your help," Kennedy said, to pass "a good bill."

AFL-CIO Legislative Director Robert M. McGlotten and Jay Power, the legislative representative most directly involved, were with Kennedy and his staff in the senator's office to discuss tactics and answer questions.

Continued on Page 5

Housing bill vote rebuff to Reagan

The House approved a labor-supported housing and community development bill that would preserve existing programs and start a few new ones in defiance of Administration demands for severe cutbacks.

Its $15.9-billion authorization for the coming fiscal year was attacked as a "budget-buster" by the White House. But it would merely continue funding at current levels, with an allowance for inflation and without restoring heavy cuts made in the early years of the Reagan Administration. It passed by a 285-120 vote.

The House bill includes substantially more low-income housing assistance than the Administration wants. New labor-

Continued on Page 2

ACTWU's real Nola Jennings, with one of 535 cardboard cutouts of her distributed to House and Senate offices, and Rep. Bill Emerson (R-Mo.) at an import-reduction trade bill rally outside U.S. Capitol.

Human tragedy of imports: 'jobs are lost...people cry'

Her name is Nola Jennings. She's 57 years old. She has worked for the Brown Shoe Co. of Bernie, Mo., for 30 years. And she wakes up every morning not certain that her import-threatened job will still be there when she reports to work.

Jennings, a member of Clothing & Textile Workers Local 261, stood on the steps of the Capitol—backed up by dozens of the 535 life-size cardboard cutouts of herself that will be delivered to the office of every House and Senate member. She pleaded with Congress to pass the Textile & Apparel Trade Act before her industry is completely destroyed by imports.

Maine Sens. George J. Mitchell (D) and William S. Cohen (R), and Reps.

Continued on Page 4

Regional meetings conclude on upbeat

Kirkland sees '88 vote as key to reversing nation's course

By John M. Barry

New Orleans—The AFL-CIO wound up its 1987 series of regional conferences here with federation leaders citing evidence of renewal and revitalization "on every front."

President Lane Kirkland told the 525 trade union activists who gathered from 13 southern states for the two-day meeting that the federation has emerged from six years of trial "tempered and hardened" and is again forging ahead.

Kirkland pointed to organized labor's 1986 election role in changing control of the U.S. Senate and holding the line in the House against the conservative coalition.

"With your help, we have served notice that union votes and volunteers are still a force to be reckoned with," he observed.

Changing course

Now, he said, the federation has launched its Democracy at Work project to meet the "golden opportunity" offered by the 1988 election to help bring about a basic change in the nation's course.

Kirkland described the project as a "unique and unprecedented effort" to bring the presidential candidates of both major parties into direct contact with trade union voters, in a forum where their views are "unedited and unfiltered by the media."

That political process will continue throughout the summer. Once members and their families see and hear the candidates or their videotaped presentations and read the candidates' responses to the AFL-CIO's questions on key issues, their views will be sounded out through procedures established by their unions.

But whether there is a consensus for a pre-primary endorsement of any candidate in many ways "is really the least important question," Kirkland stressed.

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6/13/87

Pay floor drops below poverty line

Senate hearings point up urgency of raising minimum

The federal minimum wage is holding millions of American workers below the poverty level and any further delay by Congress in restoring its lost buying power would be "intolerable," Arthur S. Flemming told the Senate Labor & Human Resources Committee.

Flemming, who headed the Dept. of Health, Education & Welfare in the Eisenhower Administration, testified on behalf of the Citizens Committee for a Just Minimum Wage, a coalition of more than 50 socially concerned organizations including the AFL-CIO.

Also testifying at the start of Senate hearings was James G. O'Hara, a former congressman from Michigan who during 1979-81 served as chairman of the Federal Minimum Wage Commission. At House hearings the next day, economist Mary Dublin Keyserling made the case for a higher minimum wage on behalf of the National Consumers League.

Not everyone supported raising the pay floor. Labor Sec. William E. Brock expressed the Reagan Administration's adamant opposition to a rise in the minimum wage, "especially in the context of today's economy."

The focus of the testimony was the bill introduced by Committee Chairman Edward M. Kennedy (D-Mass.). It would raise the pay floor from the present $3.35 an hour to $3.85 next January, $4.25 in 1989 and $4.65 in 1990. The minimum would then be indexed at 50 percent of average wages. A companion bill has been introduced in the House by Education & Labor Committee Chairman Augustus F. Hawkins (D-Calif.).

Flemming and the other witnesses supporting labor's call for a higher pay floor stressed the slippage in buying power that has taken place since the minimum was last adjusted in 1981.

During the decades of the 1960s and 1970s, Flemming noted, minimum wage earnings kept a family of three above the poverty line.

Doomed to poverty

But today, he testified, a single parent with one child earns less working full time at the minimum wage than the poverty allowance for food and housing, even without taking into account expenses for clothing, medical needs and transportation.

Unless Congress acts, Flemming warned, an already intolerable situation will get worse and more working households will be pushed into poverty.

O'Hara noted that the arguments raised by foes of a minimum wage increase had been considered and rejected by the presidential commission he headed.

The two-year study showed that higher minimum wages have had only minimal effect on inflation and employment, he testified. The commission recommended indexing to achieve "regular and predictable" increases in the pay floor and called for more vigorous enforcement of the wage-hour law.

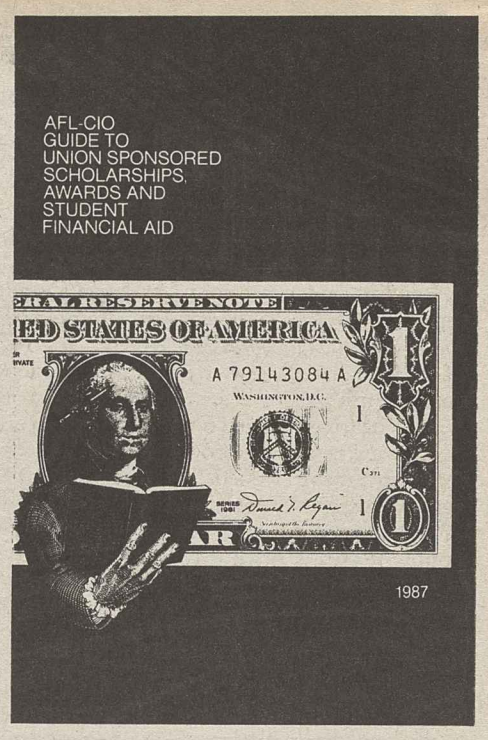
The intent of a minimum wage, O'Hara stressed, is to set a floor adequate to enable workers to maintain human dignity and to offset in part the "overwhelming advantage in bargaining power" that nearly all employers of minimum wage workers enjoy.

Keyserling's testimony before the House Labor Standards Subcommittee noted that poverty fostered by an inadequate minimum wage carries a heavy price tag in the cost of public assistance and social problems.

Just to return to the buying power of the 1968 minimum wage would require a $5.20-an-hour wage floor, she testified.

Two-thirds of minimum wage workers are women, Keyserling noted, many of them the sole support of children.

Failure to maintain the minimum wage has decreased consumer purchasing power and added to unemployment, Keyserling testified. A substantial rise in the minimum wage would add to purchasing power, generate jobs and reduce the need for public spending, she declared.



Scholarship guide details student aid

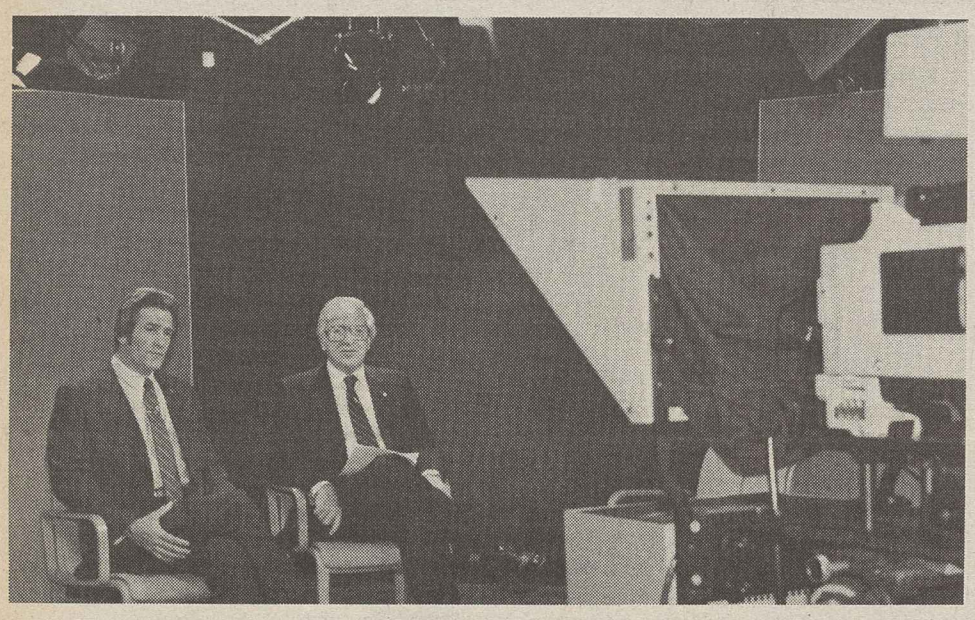
Some 3,000 scholarships and other forms of higher-education aid worth nearly $3 million are available through the labor movement, according to a guide published by the AFL-CIO Dept. of Education.

Most scholarships listed in the "AFL-CIO Guide to Union-Sponsored Scholarships, Awards & Student Financial Aid" are available only to union members and their families, although there are some that are available to the general public.

This year's guide lists scholarships from international and national unions, local unions, state AFL-CIOs and local central bodies. One section of the booklet offers a bibliography of additional financial aid programs as well as other sources of information that may help cover the high cost of a college education.

A wide variety of scholarships are available to two- and four-year colleges and universities, graduate schools, culinary institutions, musicians' training institutes and vocational, technical and nursing schools.

Single copies of the guide are available to AFL-CIO union members without charge. For all others, the cost of the guide is $3. Checks should be made payable to the AFL-CIO Secretary-Treasurer and sent to Scholarship Guide, AFL-CIO Pamphlet Division, 815 16th St. N.W., Wash., D.C. 20006.



Presidents Kenneth T. Blaylock of the Government Employees and Vincent R. Sombrotto of the Letter Carriers pose videotaped questions for presidential candidates on issues vital to federal and postal employees.

Government unions augment videotapes on '88 contenders

Federal and postal employee unions added a new dimension to the AFL-CIO's "Democracy at Work" project, producing their own tapes of candidates' attitudes on issues affecting government workers to augment their views on the presidency contained in the federation's videos.

The Government Employees and the Letter Carriers joined forces to give all of the aspirants a chance to speak out on such specific concerns of federal employees as funding employee programs in the light of Gramm-Rudman budget constraints, postal subsidies for volume mail users, "privatization" of federal programs and Hatch Act reform.

Seven Democratic candidates took advantage of the opportunity to take their campaigns directly to federal workers. All of the Republican hopefuls declined.

The twin video presentations will be made at local union meetings throughout the summer as part of an intensive educational campaign to make members aware of where the candidates stand and to involve them as widely as possible in the primaries and election.

In September, the NALC's monthly magazine will carry a special section containing the responses on government employee issues and excerpts from the AFL-CIO Federationist section in which the candidates responded to questions on the trade issue, the federal deficit, human needs and labor's role in the political process.

Straw poll

Members will receive a postcard straw poll ballot on which they can indicate the candidate they favor at this stage of the process pointing toward the 1988 presidential elections.

The federation's videotape, produced by the Labor Institute of Public Affairs, is playing to enthusiastic audiences around the country. Several hundred members saw the video at the the regional conference in New Orleans. In addition, screenings were held at local central labor bodies in Buffalo, Glen Falls, Rochester and Utica, N.Y., and in Dover, Englewood and Trenton, N.J.

Production of approximately 10,000 prints of the videotape made LIPA the biggest client of the Dallas company that turned out the copies, outstripping the firm's largest previous customer, General Dynamics. The firm worked around the clock to meet the orders from the federation and affiliated unions and even set up a special assembly line at the Dallas post office to handle the outgoing shipments.

Housing aid vote rebukes Reagan on slashing funds

Continued from Page 1

supported features include the Nehemiah program to help moderate-income households buy a first home, comparable assistance for rural families, and grants for child care programs in public housing projects.

Last April, the Senate passed a somewhat smaller-scaled two-year housing authorization bill and a House-Senate conference will try to reconcile the differences.

Meanwhile, on the Senate side of the Capitol, a Republican filibuster held up action on a campaign financing reform bill that moves in directions the AFL-CIO has urged.

The bill would provide partial public financing of campaigns of Senate candidates who agree to abide by spending ceilings based on the population of their state. It would also restrict the amount of contributions that House and Senate candidates could receive from political action committees.

A 52-47 vote to limit debate was eight votes short of the 60 needed, and behind-the-scenes talks were under way to explore possible compromises.

Trade debate near

Ahead for the Senate is the start of what could be a lengthy debate on the trade bill that the Finance Committee will bring to the floor, and on the many amendments expected to be proposed.

The House Education & Labor Committee meanwhile continued to move at a fast pace on bills high on the AFL-CIO's legislative agenda.

It followed up its 23-11 approval of the plant closing bill by reporting out the next day a bill to stop most uses of polygraph tests by private employers. The vote was 25-9. A similar bill passed the House in the last Congress but was blocked in the Senate.

Metropolitan Life agents win raises

Pay and benefit increases totaling more than $317 per week over the life of the three-year contract were won by 2,000 Food & Commercial Workers insurance agents at 250 nationwide branch offices of Metropolitan Life Insurance Co.

UFCW's chief negotiator, Larry Pelligrini, called the settlement, ratified by a 10-to-1 margin, the "best agreement" ever negotiated in the insurance industry. He estimated average pay and benefit increases of $67.65 the first year, $119.91 the second year and $129.58 the third year.

Compensation increases will be based both on overall production and the length of time agents keep current business in force. An incentive payment will be added to the package on Jan. 1, 1988. The contract also calls for establishing health care accounts for each sales representative and the company matching part of each agent's contribution to a savings and investment plan.

Elizabeth Morgan dies, veteran AFTRA officer

New York—Elizabeth Morgan, seven-term treasurer of the Television & Radio Artists during a distinguished acting career, died May 31 at age 84 after a stroke.

She had been a performer since childhood, in radio, television, theater and films—from soap opera roles to hostess of an issue-oriented talk show. She also was first vice president of the Theatre Authority, the charitable arm of the Actors & Artistes—the association of performing arts unions.

VDT study lacks vital fertility data

A federal study of health hazards faced by video display terminal operators got underway last month, but the interviews of operators from BellSouth Corp. and American Telephone & Telegraph Co. will not include vital questions on stress and fertility.

The study—sponsored by the National Institute for Occupational Safety & Health—was designed to determine the adverse effects on human reproduction from VDTs. The Office of Management & Budget approved the project last year but insisted on narrowing the scope of the study.

Nearly 4,000 current and former operators who worked at either of the telephone companies between January 1983 and July 1986 will participate in the study.

AFL-CIO job safety director Margaret Seminario warned that the omission of fertility and stress questions will seriously limit the study's results, because the researchers "will not be looking at the complete picture."

She also questioned OMB's interference and insistence on dictating the terms and protocol of a scientific study.

Teresa M. Schnorr, who is leading the NIOSH project, agreed and noted that "the changes may hurt the ultimate value of the study." Rep. Ted Weiss (D-N.Y.), at a hearing by the House Select Committee on Children, Youth & Families, also took issue with OMB's role in setting the parameters of the research.

Crafts press bill to curb shadow firms

Building trades unions, backed by all segments of the labor movement, pressed for House passage of a bill to stop evasion of federal labor law by double-breasted contractors and welcomed the start of Senate hearings on a companion measure.

At issue is whether construction contractors who have signed union hiring hall agreements to assure themselves a source of skilled workers can then set up separate nonunion firms with overlapping ownership so as to disregard at will the obligations of the union contract.

The pattern has been for such contractors to shift to the nonunion entity work that otherwise would have gone to the unionized operation. With the help of some controversial court decisions and National Labor Relations Board rulings, a once-rare use of dual companies has become commonplace in construction.

Building & Construction Trades Dept. President Robert A. Georgine told the Senate Subcommittee on Labor that good-faith compliance with prehire agreements is essential to stability in the industry.

Pre-hire agreements

Georgine reminded the panel that Congress had authorized construction employers to enter into prehiring union agreements because the short-term nature of most construction work made impractical the usual process of petitioning for union representation as a prelude to collective bargaining.

The labor-sought legislation would clarify the definition of a single employer to halt the subterfuge of dual companies. It would cover firms having "substantial" common ownership, management or control.

The measure "would merely restore to unions and employees the rights which Congress intended to confer," Georgine testified at the hearing.

In the last Congress, a similar bill passed the House despite opposition by both the Reagan Administration and employer groups but was blocked in the Senate.

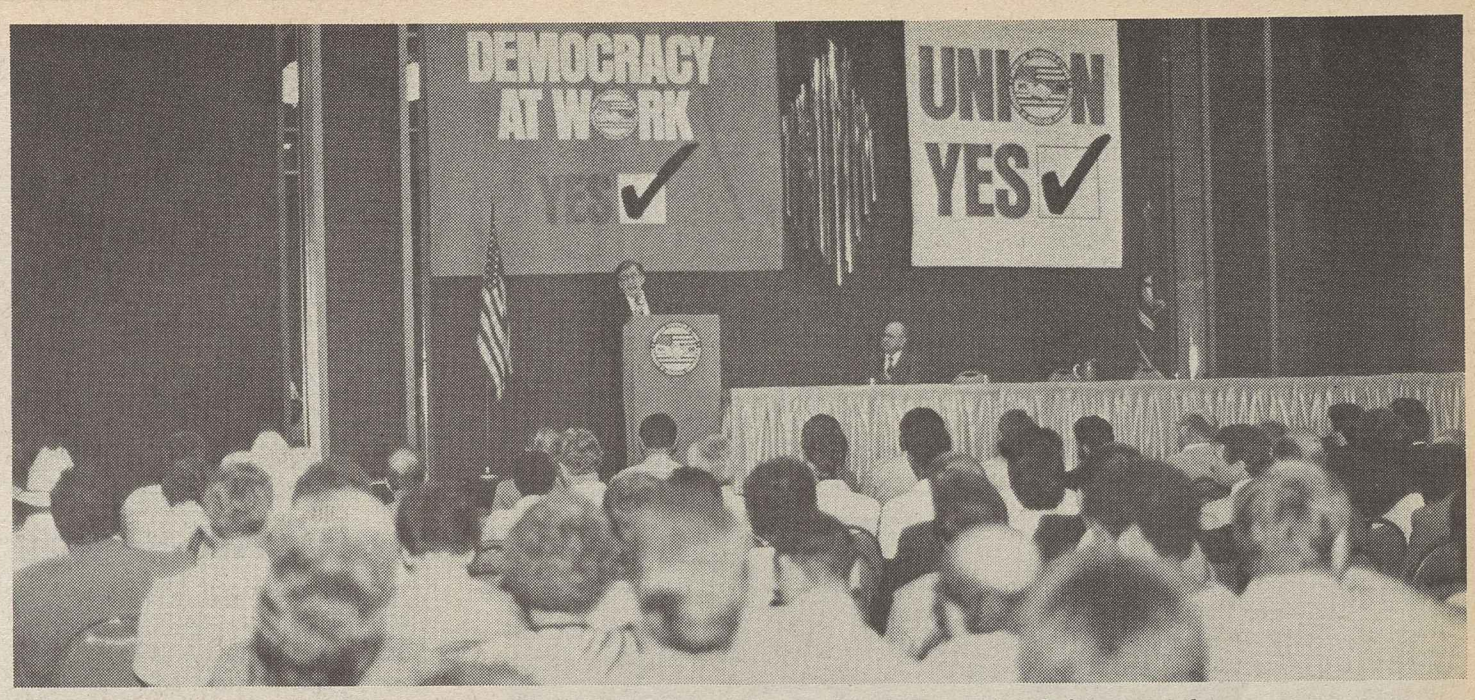
The House Education & Labor Committee has already approved the bill that was introduced by Rep. William L. Clay (D-Mo.) and a floor vote has been tentatively scheduled for June 17.

Bipartisan measure

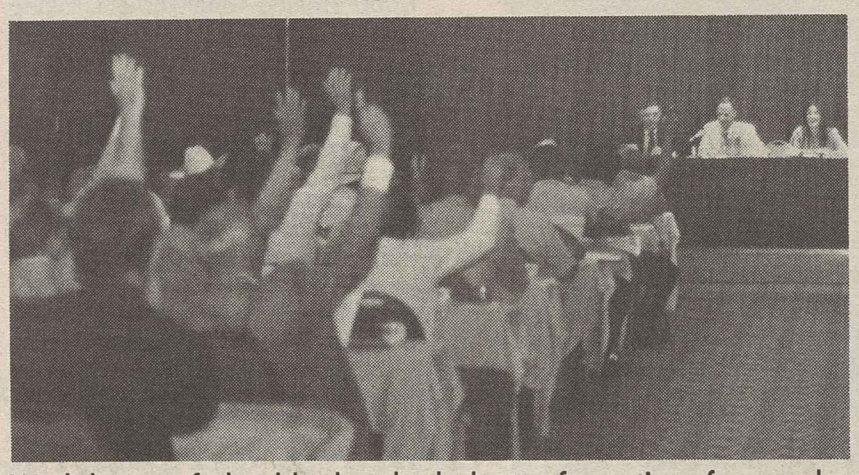
The Senate version has a bipartisan stamp, with Democrats Edward M. Kennedy (Mass.) and Bill Bradley (N.J.) joined by Republicans Alfonse D'Amato (N.Y.) and Lowell P. Weicker Jr. (Conn.) as principal co-sponsors.

Subcommittee Chairman Howard D. Metzenbaum (D-Ohio), who presided at the Senate hearings, said in opening remarks that the legislation is needed to ensure "truth in bargaining."

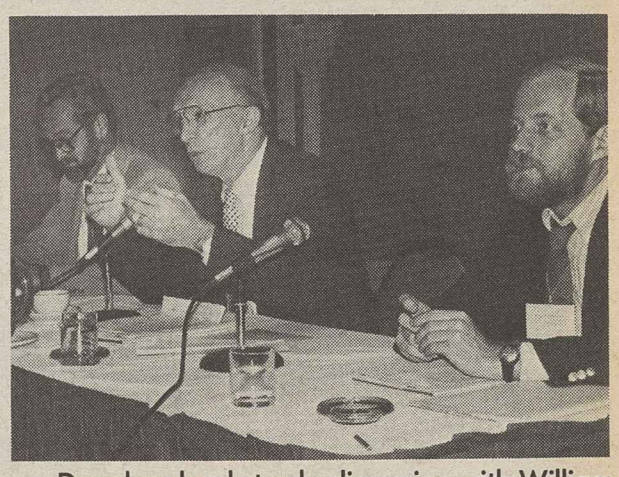
In addition to Georgine, the Senate panel also heard Robert Farrington, executive secretary of the Ohio Building & Construction Trades Council, and Charlie Key, business manager of the North Georgia council, give first-hand accounts of how contractors in their areas have shifted work to nonunion entities to avoid paying union wages and benefits.



Kirkland and Louisiana Fed President Victor Bussie open plenary session at New Orleans conference.



Workshop on federal budget had plenty of questions for panel of Arnold Cantor, Kenneth Young and Peggy Taylor.



Donahue leads trade discussion with William Cunningham, left, and Mark Anderson.

Workers hold key to 1988 elections

Renewed spirit of solidarity evident at regional conferences

Continued from Page 1

"What is important is that we develop the highest degree of unity possible, and that we involve as many fully informed union members and families as possible in the political process—on any fair terms and on behalf of any candidate worthy of their support.

"No other institution or organization in America is serving its members in this way or on this scale. That we are doing so is just one more sign of this movement's vitality."

In his opening remarks, Sec.-Treas. Thomas R. Donahue ticked off a list of key organizing and bargaining gains posted by unions in the region, including news of a fresh election victory by the Aluminum, Brick & Glass Workers at the successor plant of the Kingsport, Tenn., Press. Unions at the plant had been decertified 20 years ago after a bitter five-year strike.

"So we may bend from time to time, but we do not break," Donahue observed.

He also pointed to the variety of ways the federation is following up on the recommendations of the Executive Council's report on "The Changing Situation of Workers and Their Unions." Among them he cited fresh approaches to organizing, grass-roots lobbying, the use of electronic media, and state central body affiliations; the development of associate membership programs; and the Union Privilege Benefit Programs, including the reduced-interest credit card and the nationwide legal-services program.

"Our mission yesterday, today and in the succession of tomorrows," Donahue said, "is to assert the interests of working people on the job and in our society—to see that ordinary people get a fair shake, that they are rewarded properly for their labor, that they get a fair share of the wealth they help create, that they and their families can enjoy the full range of economic, educational and cultural opportunities offered by our nation."

Workshop issues

Kirkland and Donahue moderated two of the four workshops that highlighted the second day of the conference. The workshops dealt with the critical areas of concern to union members that formed the basis for the AFL-CIO's written questions to the presidential candidates.

Kirkland and COPE Director John Perkins led discussions of labor's role in the political process while the impact of the nation's huge foreign trade deficit was the workshop topic for Donahue and a panel that included staff economist Mark Anderson and Legislative Rep. William Cunningham. The workshop on human needs was moderated by James Kennedy, executive assistant to Donahue, aided by a panel that included Legislative Director Robert McGlotten, Civil Rights Director Richard Womack and Assistant Director Larry Smedley of the Dept. of Occupational Safety, Health & Social Security. The federal budget deficit was the focus of the fourth workshop, moderated by Kenneth Young, executive assistant to Kirkland, with a panel that included Education Director Dorothy Shields, Associate Legislative Director Peggy Taylor and Assistant Research Director Arnold Cantor.

Also taking part in the earlier conferences—in San Francisco, New York and Chicago—were Research Director Rudy Oswald and Director Bert Seidman of the Dept. of Occupational Safety, Health & Social Security.

But the federation staff members served primarily as resources, fielding questions and comments from the more than 2,200 unionists who took part in the conferences. The format was the same for all four meetings, with opening and closing plenary sessions and simultaneous workshops rotated to permit everyone to explore each of the central topics. Videotapes of the presidential candidates' presentations to union members were shown at the Chicago and New Orleans meetings.

Rap sessions

As Kirkland put it in his opening remarks, the regional conferences "give us a chance to talk with state and local leaders and union members who are on the firing line . . . a chance to hear how you are doing and a chance to learn what we ought to be doing to help you."

Donahue noted that this was the seventh year of the regional conferences, and he pointed out that many of the initiatives developed by the federation in that span grew out of questions, suggestions and the needs of workers expressed at those conferences.

The New Orleans meeting drew trade unionists from Louisiana, Texas, New Mexico, Oklahoma, Arkansas, North Carolina, South Carolina, Georgia, Alabama, Kentucky, Florida, Tennessee and Mississippi.

16,000 Steelworkers ratify Newport News shipyard pact

Newport News, Va.—The Steelworkers won a wage increase and lump-sum bonus plan in exchange for a temporary wage freeze under a new agreement with Newport News Shipbuilding & Dry Dock Co.

The settlement covers 16,000 shipbuilding workers at the giant shipyard. Members of USWA Local 8888 ratified the pact by a 2-1 margin.

USWA District 35 Director Joseph Kiker said the settlement was one of the best negotiated in the troubled shipbuilding industry over the last two years. The solidarity of the local union and membership increases contributed to the success, he said.

The 46-month agreement temporarily freezes wages but provides an immediate lump-sum bonus of $1,000, with an $800 payment in December 1988 for a total payment of nearly $30 million. Workers will receive a 3-percent wage increase in February 1990.

It includes a comprehensive medical plan that splits costs between workers and the company. Workers will pay 20 percent of their health care costs, with the shipbuilder paying 80 percent. Deductibles were increased to $150 for individuals and $300 for families.

Other contract provisions included an improved pension plan—with the monthly benefits increasing to $18 from $15 per year of service immediately and by $1-increments in each of the following contract years—and increases in life insurance and sickness and accident benefits. Workers also won a prescription drug program for retirees and their spouses.

The agreement also calls for a streamlined grievance process and a more equitable seniority system.

Flight Attendants win baggage limit rule

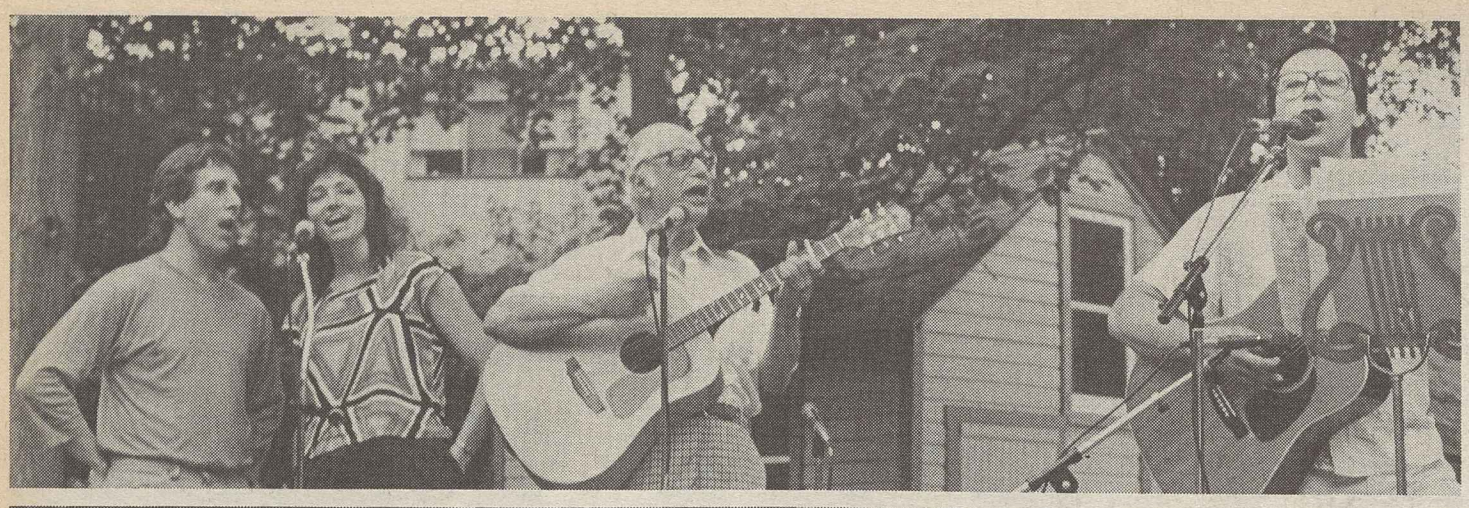
Chalk up one victory for the Flight Attendants.

The AFA succeeded in a three-year campaign to convince the Federal Aviation Administration to set limits on the amount of hand-carried baggage passengers bring aboard commericial air carriers.

The union petitioned for the regulations in 1984, pointing to serious safety hazards involved, and urged the FAA to set uniform limits that would apply to all airlines. The agency chose instead to permit each carrier to set its own volume ceilings, subject to FAA approval.

AFA safety director Matthew Finucane said the action would make it less likely that passengers would be hit in the head by heavy objects stuffed into overhead racks during turbulence and would remove the menace of aisles being blocked by loose baggage during an evacuation.

But he voiced concern over the possibility of public inconvenience if airlines establish dozens of separate baggage limits. Finucane urged the carriers to "adopt uniform limits through their trade associations." The airlines have six months to establish their screening programs.



Memorial songs

A labor picnic and concert in Kensington, Md., commemorated the 50th anniversary of the Memorial Day Massacre where police in southside Chicago fired into a rally of 1,000 striking Steelworkers, killing 10 and injuring 80. More than 100 Washington area trade unionists and their families attended the concert, sponsored by the Labor Heritage Foundation. The group's Chairman Joe Glazer, center, and President Joe Uehlein, right, get a vocal boost from LHF Executive Director Laurel Blaydes and singer Steve Jones. The Chicago Massacre of unarmed strikers occurred May 30, 1937, in a large field outside the Republic Steel Co. plant.

Jobless rate remains stuck at 6.3 percent

Some 7.5 million Americans were jobless in May as the nation's unemployment rate remained stuck at 6.3 percent for the second consecutive month.

Adding in the 1.2 million discouraged workers who have quit job hunting because they can't find work and the 5.3 million who want full-time jobs but have had to accept part-time employment instead, there are 14 million workers—11.6 percent of the civilian labor force—with employment and earnings problems.

And of the 7.5 million on the Labor Dept.'s "official" jobless rolls, 70 percent are not drawing unemployment compensation, adding to the economic woes of America's workers and their families.

Of the unemployed, 14.5 percent have been jobless more than 27 weeks, 13.2 percent have been without work for periods ranging from 15 to 26 weeks, 28 percent have been unemployed between five and 14 weeks and the remaining 44.3 percent joined the jobless ranks within the last five weeks.

According to the establishment payroll survey issued by the Bureau of Labor Statistics, April saw a net gain of 123,000 jobs. But this was achieved by an increase of 133,000 service jobs while the goods-producing sector lost 10,000 jobs.

Unemployment is spread unevenly throughout the economy, the BLS report showed. Managers and professionals have a jobless rate of only 2.2 percent. The rate is 4.2 percent for technical, sales and administrative support workers; 7.3 percent for service occupations; 8.3 percent for construction trades; 9.4 percent for machine operators, and 18 percent for laborers.

Little change

The 5.4-percent unemployment rates for both adult males and adult women were unchanged from the previous month. But they were an improvement over the 6.2-percent and 6.4-percent levels, respectively, for the same month in 1986.

Between April and May, the unemployment rate for blacks increased eight-tenths of 1 percent to stand at 13.8 percent. And for teenagers, it rose three-tenths of 1 percent to 17.7 percent.

The National Committee for Full Employment noted that while the official unemployment rate has dropped nine-tenths of 1 percent in the past year, average weekly earnings, adjusted for inflation, plunged 1.3 percent in the same period—reflecting the continued shift from manufacturing jobs to service employment.

Average weekly hours in manufacturing went up from 40.6 in April to 41 in May, and manufacturing overtime rose from 3.5 to 3.8 hours a week.

High-risk notice called essential to prevent illness

A labor-supported high-risk notification bill to provide medical counseling for workers exposed to health hazards is "a prevention program that will save both lives and money," the AFL-CIO Industrial Union Dept. assured the Senate Small Business Committee.

IUD Legislative Director David Mallino termed the legislation "a carefully worked out compromise" that has bipartisan sponsorship and the support of "a unique coalition of business, labor, public health, public interest and environmental groups."

While the bill is being handled by the Senate Labor & Human Resources Committee, the Small Business panel held a hearing to examine its impact on small firms.

Mallino noted that the measure places no liability burdens on business beyond what exists under current law. "It neither adds to nor subtracts from any legal rights that presently exist," he said.

He stressed that its purpose is to provide workers "who presently are unaware of the health risks they have incurred with the medical information that they and their family doctors need to prevent the onset of occupational cancers and other diseases, or to diagnose and treat the disease early.

Mallino said labor is prepared to work with the bill's sponsors to alleviate any special concerns of small businesses.

The legislation establishes a Risk Assessment Board in the Dept. of Health & Human Services to identify groups of workers whose health is most likely to have been impaired by on-the-job exposure to toxic substances.

Efforts would be made to locate such workers, provide counseling and encourage them to participate in a medical surveillance program.

Court ruling backs Teachers in halting forced drug tests

Albany, N.Y.—Forcing public school teachers to submit to drug tests without a "reasonable suspicion" of drug use is unconstitutional, New York state's highest court ruled.

The unanimous decision by the Court of Appeals, upholding two lower-court rulings that outlawed drug tests for probationary teachers in the Patchogue-Medford school district on Long Island, was a sharp rebuff to U.S. Atty. Gen. Edwin M. Meese, who filed a friend-of-the-court brief supporting the mandatory testing.

The Reagan Administration has been a strong advocate of mandatory drug testing. Last fall, the President signed an executive order requiring random testing of federal employees in "sensitive" positions.

In his brief on the Long Island case, Meese argued that it would be "almost insulting to teachers" to say that their jobs weren't important enough to justify drug tests.

Cloud of suspicion

But Teachers President Albert E. Shanker saw it differently. It is wrong, he said, "to arbitrarily cast suspicion on all teachers." The courts clearly see that, Shanker said, "even if Atty. Gen. Meese and his friends don't."

The AFT is "delighted with the decision," Shanker said, because it underscores the union's contention that "teachers can't be unfairly singled out and discriminated against. It's insulting to say a person who is a teacher is also a suspect. The court correctly says the Constitution protects us all."

In ruling that the tests violated both the state and federal constitutions, the court said that the school district did not have "reasonable suspicion to believe that all or any of its probationary teachers" were engaged in drug abuse.

Thomas Y. Hobart Jr., president of the AFT's 100,000-member New York State United Teachers, expressed hope that the decision will end the Long Island case and serve to discourage other school districts from attempting similar action.

"The problems of drug abuse in our schools, indeed in all society, won't be solved by trampling constitutional rights or lining up employees and making them fill urine bottles," Hobart said.

"Teachers and other school employees, more than anyone, want our schools free of drugs," he emphasized. "They're prepared and willing to work with school boards, administrators, parents and those agencies charged with drug enforcement toward a solution to what is a societal problem."

Because the Court of Appeals enjoys nationwide respect, its decision could have an impact on a dozen state courts due to rule on the issue. Montana, Vermont and Iowa have passed laws limiting such testing.

Textile compact termed ineffective

The Reagan Administration has "made a mockery" of the Multifiber Arrangement, Clothing & Textile Workers Sec.-Treas. Jack Sheinkman charged.

Sheinkman told the House Ways & Means Subcommittee on Trade that the Administration's failure to enforce the international trade pact has opened America's gates to a flood of job-destroying imports.

The MFA is supposed to provide for an orderly growth in textile and apparel trade among nations without disrupting domestic economies, Sheinkman noted. He cited the recent finding by the Office of Technology Assessment that because the United States has left its markets so open, the survival of the U.S. textile and apparel industry at anything close to present levels is "increasingly unlikely."

Sheinkman made these points in his testimony:

- From 1980 to 1986, textile and apparel imports have grown more than 17 percent annually while the U.S. market has grown only 1 percent a year.
- During the same period, some 250 U.S. textile and apparel plants closed, wiping out 300,000 jobs directly and another 150,000 jobs in related industries. In addition, some 750,000 potential job opportunities went to foreign producers.
- The U.S. trade deficit for textiles and apparel reached $21 billion last year, representing more than 12 percent of the total trade deficit.

Human tragedy of imports: 'jobs are lost...people cry'

Continued from Page 1

Joe Moakley (D-Mass.) and Bill Emerson (R-Mo.) recounted the grim statistics—140,000 shoeworkers idled, hundreds of plant closings, imports now accounting for 80 percent of the domestic market. The fault, they said, is the Reagan Administration's failed trade policy.

But it was Jennings who put the crisis into its human dimensions.

In her hometown of Bernie—population 1,000—Brown Shoe manages to stay in business, providing jobs for 550 workers from the surrounding area, she said in a soft voice, edged with worry.

"Everybody's afraid of imports," she said. "You can't get through the day without at least thinking about who's lost their job recently or who might."

"In some towns, when these little factories close down, the town just dies. People cry," Jennings said. "I've been working here for 30 years. The whole town's business revolves around the shoe factory. I'd have a heck of a time finding a new job."

Shoe plant closings devastated two nearby towns, she said. Retail businesses had to shut their doors and the communities became "ghost towns." Most of the laid-off workers had been employed by the same firms for 30 years or more.

"They were too young for social security," Jennings said, "but they had no place to turn to for a job. It's a tragedy and the whole town is hurt."

This wasn't Jennings' first visit to Washington. She came in 1984, along with shoe, textile and apparel workers from around the country, to plead for congressional action at a time when footwear imports accounted for 75 percent of domestic sales. Congress responded by passing a bill to put a ceiling on imports. But President Reagan vetoed the measure and the House fell a handful of votes short of overriding him.

Now Congress is working on a new bill, Nola Jennings is back in town, and when she returns to Missouri she'll leave behind the cardboard cutouts in each congressional office as a reminder that time is running out, that domestic production has shrunk to only 20 percent of the market—and most of all, that the burden falls heaviest on people.

The rally was sponsored by the Fiber, Fabric & Apparel Coalition for Trade—made up of the Ladies' Garment Workers, ACTWU and more than a dozen industry trade associations.

Criminal charges demanded in workplace deaths

By Arlee C. Green

The Justice Dept.'s continuing failure to bring criminal charges against companies and individuals involved in workplace safety violations that result in death was strongly criticized by the National Safe Workplace Institute.

Steelworkers President Lynn R. Williams, a member of the institute's board of directors, said the study "thoroughly documents the Administration's failure to prosecute those whose illegal behavior causes injury and death in the workplace."

"The Justice Dept. should enforce the law, not just that part they happen to agree with," he said.

And AFL-CIO safety specialist Margaret Seminario pointed out that "neither the Justice Dept. nor the Occupational Safety & Health Administration have used their authority to enforce the law. Their lack of action means employers who have grossly violated the law are not being prosecuted."

Seminario predicted that before there is any significant change in the Justice Dept.'s handling of such cases, there will be a change in administrations. She noted, however, that Congress is looking at this situation with an eye to beefing up the law and requiring greater enforcement.

The report, "Safety at Bay—The Failure of the Dept. of Justice to Enforce Federal Occupational Safety Laws," was written by Institute Executive Director Joseph A. Kinney and Prof. James Holzhauer of the University of Chicago.

It called for the Justice Dept. to correct immediately "this serious breakdown in federal enforcement" by establishing an OSHA section in its criminal division and acting on referred cases within 30 days. The report said that OSHA should hire criminal investigators on a regional basis to review fatality cases and become involved in those with potential criminal violations.

Six cases involving jobsite fatalities, which were referred by OSHA, have languished at the Justice Dept. for up to 19 months, including one against Union Carbide. Just 13 have been referred since 1982. Only one case has been successfully prosecuted during the Reagan Administration and that involved not a safety violation, but an assault on an OSHA safety inspector.

No imprisonments

The study stressed that 128,000 workers have died on the job since OSHA legislation was passed in 1970. During that time, the "federal government has failed to take legal action resulting in the imprisonment of a single individual." The department's failure to act "weakens the entire federal enforcement system," the study said.

Under the Carter Administration, OSHA referred about one case a month for criminal prosecution. Under the Reagan Administration, that fell to about one case a year until recently when the pace picked up slightly.

OSHA refers those cases its field representatives deem worthy of prosecution to the Labor Dept. Solicitor's Office for review. That office is supposed to work closely with the Justice Dept., but cooperation between the two is "poor," the study said. It noted a Bureau of National Affairs report last March that showed Labor Dept. lawyers could not identify the Justice attorney with responsibility for OSHA cases.

The report charged that "clearly, the most fundamental reason (why OSHA-referred cases have such low priority at the Justice Dept.'s criminal division) lies with the priorities established by Atty. Gen. Edwin Meese." It further noted that "some prosecutors believe employers must demonstrate 'intent' for a criminal prosecution to be warranted." Since most employers do not intend to kill or maim their workers, motive is seldom present even in cases where "reckless decisions are made that cost lives or result in serious injuries," the study said.

In outlining the need for criminal penalties for occupational safety violations, the study charged the Justice Dept. with making it "outrageously difficult for an employer to face criminal punishment for breaking OSHA laws."

At recent House hearings, it was noted that in 1,376 incidents in 1983 where a worker was killed or more than four workers injured, OSHA found 2,073 violations and fined employers $589,422—an average of $284 per violation. Further, studies have shown OSHA penalties "stand at less than half the levels assessed in the late 1970s and a small fraction of what is authorized by law."

State, local response

A response to the lack of federal action has been an increase in state and local criminal prosecutions of jobsite safety violations. In California, for example, the state OSHA has been involved in 277 criminal cases—seven times the case load that the Labor Dept. has referred for prosecution.

The report pointed out the importance Reagan's OSHA has given to employer-maintained safety records through its policy of exempting businesses with low injury rates from general schedule inspections. This available exemption, it said, has induced many businesses to keep fraudulent records—at the expense of their workers.

OSHA's discovery of major record-keeping violations has gotten wide publicity. But more than that, it shows "the length to which some firms will go to avoid safety measures," the report said, urging that OSHA and the Justice Dept. regard record-keeping violations as "extremely serious offenses, demanding criminal penalties."

Trade adjustment assistance falling short of law's intent

The Trade Adjustment Assistance Act is falling short of its potential to help American workers and businesses battered by foreign competition, the congressional Office of Technology Assessment said.

Created a quarter century ago, overhauled several times since, and now under assault from the Reagan Administration, TAA is supposed to help workers who lose their jobs because of imports by finding or training them for new jobs, the congressional agency said.

The White House wants to end assistance to workers whose jobs have been wiped out by imports. Instead, it would have them covered by Title III of the Job Training Partnership Act—a program open to all displaced workers. But OTA emphasized that the Administration proposal doesn't contain TAA's "desirable elements," particularly its "capacity to support long-term training."

The study also criticized the Commerce Dept. for its failure to provide adequate technical assistance to companies adversely affected by imports. Since October 1986, it noted, the department has released only $2.2 million of the $13.9 million authorized by Congress—an action, OTA said, that has "virtually paralyzed the program."

The report was released by Sens. John D. Rockfeller IV (D-W.Va.) and John Heinz (R-Pa.). Both are members of the Senate Finance Committee that has added TAA provisions to pending trade reform legislation.

Rockefeller pointed out that one of the changes adopted by the committee mandates the Labor Dept. to intensify coordination between trade adjustment aid for import-injured workers with other worker readjustment programs. OTA's report, he said, "underscores the importance of this requirement."

Heinz praised the study for stressing "the importance and usefulness" of the TAA program. "The reality we must face is that the government has a special responsibility to workers displaced by U.S. trade policies," he emphasized.

The congressional study—"Trade Adjustment Assistance: New Ideas for an Old Program"—stressed the need for early action, even prior to layoffs, to help displaced workers find or train for new jobs.

Snail's pace

But, it added, "rapid response is hardly possible in TAA because of the time it takes to determine eligibility—several weeks at least and often much longer."

Although JTPA is supposed to give the states the opportunity to respond immediately to plant closings or mass layoffs, most are not geared up to do the job, the study pointed out.

Options laid out in the study for improving TAA include:

- Reducing delays which leave workers in limbo while waiting for vital assistance.
- Eliminating inequities and inconsistencies in determining eligibility.
- Emphasizing training for workers who can benefit from it and prompt reemployment for others.
- Funding the program at levels high enough to guarantee quality services to eligible workers.

Sen. Kennedy briefs AFL-CIO state leaders on plant closing bill, with Legislative Director Robert McGlotten and Legislative Rep. Jay Power on deck.

Grass-roots drive mobilized in fight for plant closing bill

Continued from Page 1

The headquarters link was in the office of AFL-CIO Organization & Field Services Director Charles McDonald, who set up the 17-state conference call. Joining him was Michael Gildea, who coordinates the Legislative Dept.'s grass-roots lobbying, and other staff members.

The bill labor is lobbying for would apply to plant closings or layoffs affecting at least 50 workers. Except when the decision to close is clearly out of the hands of the employer and not foreseeable, at least 90 days' notice must be given workers, communities and the state dislocated workers unit.

A longer notice—120 days—is required if 101 to 500 workers will lose their jobs. And 180 days' notice must be given if more than 500 workers are affected.

The advance notice requirement is the key to the bill, McGlotten stressed. Senators should be on notice that any vote to delete that requirement would be considered a vote against the intent of the plant closing bill, he said.

The Senate bill also requires employers to provide information on the financial causes of the planned cutback. It encourages putting federal and state resources quickly in place to help workers find other jobs if efforts to keep the plant operating are not successful.

House provisions

A companion bill reported by the House Education & Labor Committee includes a requirement that firms consult in good faith with employees, their unions and communities on the effects of a plant closing or major cutback.

That provision was modified in the Senate version to require only information on the reason for the firm's layoff or shutdown decision.

Still uncertain was whether the Senate showdown would come as an amendment to the trade reform bill that has been cleared for early floor action or in a separate bill.

Meat inspection cutbacks raise health risks

Meat and poultry inspection should serve the public interest, and any other considerations should be secondary, Government Employees President Kenneth T. Blaylock insisted at Senate hearings.

Blaylock told a Governmental Affairs subcommittee that consumer protection has slipped as a result of less stringent surveillance of slaughterhouses and meat processing operations.

The AFGE represents meat and poultry inspectors employed by the Agriculture Dept.'s Food Safety & Inspection Service. The union has objected to inspection changes it contends are dictated by industry pressure to speed up production lines.

At separate hearings held by a House Agriculture subcommittee, the Food & Commercial Workers expressed special concern at public health hazards resulting from inadequate poultry inspection.

Increased risk

UFCW Vice President and Legislative Director Arnold Mayer said the speedup of production lines has increased the risk of salmonella contamination in poultry reaching the consumer.

Mayer, whose union represents 40,000 poultry workers, said bird-by-bird inspection of poultry should not be dropped—as the industry has urged—until alternative systems are proved superior, "not just in the laboratory but in field tests."

The government's message to the industry, he urged, should be that "public health, not profits, comes first."

Blaylock noted in his testimony that while the volume of federally inspected meat and poultry has been rising, the number of inspectors has fallen.

The "motivating force," he charged, has been budget considerations. But the cost of such false economy, Blaylock warned, will be paid by "consumers rendered ill by contaminated meat and poultry." He urged the Senate panel to insist that the inspection process be operated and controlled by the federal government, "free from direct industry influence."

Inspectors should be backed up by their supervisors when they act in the public interest, Blaylock urged. He cited the sworn statement of an AFGE meat inspector who was rebuked for stopping a production line until repairs could be made on a ceiling that was shedding debris on the meat processing operation.

TranStar pilots vote to affiliate with ALPA

Houston—Pilots at TranStar—who had been members of the independent TranStar Pilots Association—voted overwhelmingly to merge with the Air Line Pilots.

Negotiations over a two-year period between ALPA and the independent group resulted in a merger agreement that was approved by the ALPA board of directors and 95 percent of TranStar's 200 pilots.

Court divided in ruling on disability cuts

The Supreme Court ruled that the Social Security Administration can summarily deny disability benefits to workers with minor impairments but expressed concern that the agency has been too hasty to do so.

At issue was the extent to which the government can ignore a provision of the Social Security Act specifying the pertinence of age, education and work experience in considering whether an applicant is unable to work because of a disability.

A 6-3 majority held that the factors of age, education and work history didn't have to be explored before disqualifying someone with minimal impairment. But two members of the majority said that a big rise in disqualifications after the regulation was adopted suggested that it had been applied in ways that were "inconsistent" with the law.

That translates into a majority of five justices that viewed the disqualification procedure as either unlawful or suspect.

Twenty-nine states and several large cities supported the challenge to the regulation brought on behalf of an individual denied benefits. The Social Security Administration's questionable denials of disability benefits, the states and cities contended, had added substantially to their public assistance burdens.

The majority opinion, by Justice Lewis F. Powell Jr., held merely that the language of the regulations didn't conflict with the Social Security Act.

Arbitrary cutoffs

The Social Security Administration has been under heavy criticism throughout the Reagan Administration for arbitrarily dropping large numbers of disabled workers from the benefit rolls and then resisting court orders to reinstate their benefits.

In another action, the Supreme Court agreed to review a much-litigated case stemming from a 1979 protest by the Florida Gulf Coast Buuilding & Construction Trades Council against nonunion construction at a Tampa shopping mall. The council distributed handbills at mall entrances asking patrons to take their shopping elsewhere until the mall owner promised that all future construction will be done by contractors who pay their workers "fair wages and fringe benefits."

The court held in 1983 that the Taft-Hartley Act ban on secondary boycotts was an attempt by Congress to protect "neutral employers" from being hurt by a labor dispute and told the National Labor Relations Board to reconsider the case.

While the labor board issued an order against the unions, the 11th Circuit U.S. Court of Appeals ruled last year that handbilling is a form of free speech protected by the First Amendment even in situations where picketing could be prohibited. The shopping mall owner contested the interpretation, and the Supreme Court agreed to consider the free speech issue.

Continuing obligation

Another case the justices agreed to consider involves an interpretation of the Railway Labor Act on the continuation of contract obligations when an impasse is reached in bargaining and a strike occurs.

The strike last year was by an unaffiliated union of flight attendants against Trans World Airlines. The Independent Federation of Flight Attendants, which had a union shop agreement, called off the strike after the airline had begun hiring strikebreakers. It then sought to collect from TWA union dues that should have been withheld from the pay of the scabs.

Both a federal district judge and the 8th Circuit U.S. Court of Appeals supported the union position.

Home health care workers rally at New York's city hall for living wage.

Connecticut labor hails gains in '87 session of legislature

Hartford, Conn.—Organized labor scored major gains in the 1987 session of the legislature, winning long-overdue increases in the minimum wage and workers' compensation, passage of bills safeguarding the rights of teachers and health care workers, and legislation that breaks new ground in protecting workers from random drug testing.

State AFL-CIO President Betty L. Tianti also hailed legislative action that extends the practice of pay equity, guarantees parental leaves for state employees and expands aid to senior citizens buying prescription drugs.

The legislature voted to increase the minimum wage by 88 cents an hour. It had been stuck at $3.37 since 1981. The wage floor will rise in two steps to $4.25 an hour by October 1988, making it the highest in the nation.

In the wake of the collapse of a building under construction in Bridgeport that claimed the lives of 28 union building craftsmen, the legislature improved the workers' compensation by raising the maximum weekly benefit from $408 to $612.

In other major actions, the legislature:

- Outlawed random drug tests of workers in private industry, permitting testing only when employers have reasonable cause to believe an individual's working ability is impaired by drugs and requiring three tests to assure accurate results.
- Barred private hospitals and nursing homes from charging the state Medicaid program for the costs of hiring anti-union consultants.
- Required local school officials to negotiate teachers' hours of work.
- Ordered a study of the deficit-ridden unemployment compensation fund as a prelude to action in 1988.
- Voted to end the investment of state funds to underwrite the persecution of blacks in South Africa and Catholics in Northern Ireland.

While achievements far outnumbered disappointments, Tianti expressed regret that the legislature failed to enact plant-closing legislation and rejected a bill requiring doctors to accept as full payment of fees the amount approved by the federal Medicare program.

Health care workers rap poverty pay

New York—Several thousand home health care workers rallied outside city hall, calling for pay increases that would lift them above the poverty line and for improved medical benefits and training.

The demonstration was mounted by AFSCME District Council 1707, Local 1199 of the Retail, Wholesale & Dept. Store Union, and the Hospital & Health Care Employees, whose contracts covering 80,000 home health care workers expire June 30. They are employed by 60 nonprofit agencies which are reimbursed for their costs by the city, state and federal governments.

According to Allen Rosen, president of the Home Care Council of New York City, their wages are, for all practical purposes, controlled by the city.

A study by the Hunter College School of Social Work, reported that the average age of these workers—almost all of them women—is 47. Approximately 31 percent are separated or divorced and 22 percent are single parents.

Starvation wages

At the current pay level of $4.15 an hour, they have a median family income of $8,000. The result, the Hunter study said, is that 80 percent can't afford adequate housing, 35 percent often don't have enough money to feed their families, and one-third have no health insurance coverage.

Roman Catholic Cardinal John O'Connor and the Rev. Jesse Jackson took part in the rally.

O'Connor emphasized that the home health care workers "generally are just paid miserably," and that their problem has "long gone unnoticed." He emphasized that the church and city, state and federal governments must all "do more" to help correct the situation.

Jackson pointed out that most of the women are black or Hispanic. He called on government to "assume some responsibility for health care, for the workers and for the quality of life in this country." A living wage "isn't a luxury, it's a necessity," he declared.

NATCA wins big

Air controllers revive union

Continued from Page 1

tion results—will help "remedy these conditions."

NATCA coordinator John F. Thornton said the vote "culminates years of hard work and sacrifice on the part of concerned air traffic controllers."

He pledged that the union will "work within the system," rather than confront it, stressing that the union isn't looking for "an adversarial relationship."

All three union officials stressed the need for reducing the level of risk in the nation's crowded skies.

Young pledged the federation's support in NATCA's efforts to "secure long-overdue improvements in working conditions and to assure safe and reliable air travel for the American public."

DeFries called the election "a victory for air safety and the American flying public." He pointed out that the nation's air traffic system is "under severe strain" and that resolution of the problem requires "input from professionals who know where the system is strong and where it is weak."

And Thornton assured the flying public of the willingness of NATCA members "to continue to work to make the air traffic control system as effective and safe as possible."

For the nation's air traffic controllers, it was a long road back from the earliest days of the Reagan Administration, when the President fired 11,400 of them—70 percent of the total—and outlawed their union for walking off the job. The strike was the culmination of controllers' frustration with the FAA's failure to add more workers to deal with mushrooming air traffic and the agency's insensitivity to the job stress involved.

Staffing crisis

Reagan's action created a crisis in handling the landings and takeoffs of the growing fleet of commercial and private aircraft at airports across the country. With only a handful of technicians left in the towers, air traffic was sharply curtailed, military controllers were assigned to duty with the FAA, and the government began the painfully slow task of bringing the system back to its former operational level.

Six years later, the understaffing crisis and the heavy workload remain a problem. There currently are only 8,500 fully trained controllers. Augmenting their ranks are some 3,000 partially trained interns and 1,500 clerks working in traffic control facilities—at a time when air traffic is up and the government continues to drag its feet on installing sophisticated new equipment.

Congress has tried on several occasions to encourage rehiring of the fired controllers, but has run into a stone wall of opposition in the White House. The National Transportation Safety Board has expressed concern that the understaffing could lead to tragedy in the skies, but the FAA insists it has the capability to deal with the problem, even during the peak summer flying period that lies ahead.

However, just last week the Transportation Dept. announced it will hire an additional 955 controllers, supervisors and traffic management specialists next year. But the new controllers will need three years to complete their training.

On the whole, controllers say, the situation hasn't improved. They're tired of working six days a week. They're concerned about having to handle increased air traffic without a sufficient number of trained controllers in the towers. And they charged management with dozens of examples of being insensitive to their problems, including the botched handling of a drug probe in Los Angeles.

It was against the background of growing dissatisfaction with the treatment they were receiving that an organizing drive among the controllers was launched by MEBA in December 1985.

Start-up effort

Thornton, a former controller, directed the organizing effort with MEBA's financial and staff support. Last September, when NATCA was launched as labor's newest union, its executive board named him as interim coordinator, and the founding convention elected nine regional representatives to spearhead organizing.

DeFries told delegates to that convention in Chicago that the controllers had MEBA's all-out support in creating a "brand new organization of air traffic controllers, run by air traffic controllers."

MEBA's role, he said, would be to "fill your truck with gasoline and send you on your way. We'll follow you with a tow truck in case you break down, but we want you to run your own organization."

The constitution provides for a secret-ballot election at the end of this year to choose a president and executive vice president for three-year terms. The first biennial convention will be held in 1988.

Screen Actors' Harold Hoffman dies at 79

Los Angeles—Harold M. Hoffman, president of the Theater Authority, the charitable-performance arm of the Actors & Artistes, died May 28 after suffering a heart attack while attending a Theater Authority meeting here. He was 79.

Hoffman served as executive secretary of the New York branch of the Screen Actors Guild from 1954-74, was an officer of the Television & Radio Artists' New York local, and represented theatrical unions on the New York City AFL-CIO's advisory committee for many years. He was also on the board of the Motion Picture Players Welfare Fund.

Survivors included his wife Miriam and son Richard.

The Actors & Artistes will hold a memorial service June 18 at Shubert Theatre in New York.

EDITORIALS

Repeal by Inaction

THE TESTIMONY by Labor Sec. William E. Brock at Senate hearings on a bill to raise the minimum wage is puzzling and deeply disturbing.

Its message is that the Fair Labor Standards Act has accomplished its mission, and therefore is no longer needed.

When the law was passed 49 years ago, Secretary Brock noted, "the workforce of that era was largely unprotected by wage and hour statutes" and "sweatshops and exploitation were rampant."

Now, he testified, America needs skilled and educated workers so therefore there is no longer any reason for a minimum wage.

Does the logic puzzle you? It baffles us.

Has exploitation ceased? The Labor Dept.'s own wage-hour inspection force—understaffed as it is—can surely tell the Secretary differently.

Does the fact that fewer people are being paid the legal minimum wage really mean that a floor under wages is no longer needed, as the Administration contends? Or does it merely reflect the fact that the minimum wage has shrunk so in value that it no longer fulfills its function?

If so, that's a convincing argument for raising the minimum—which is the same today as it was when President Reagan first took office.

THE SECRETARY of Labor dismisses any relation between poverty and a subminimum wage, telling us that "nearly half the heads of households in poverty aren't even in the labor force."

A better way of putting it would be to note that nearly half of all households at or below the poverty level depend on earnings that aren't enough to maintain even a minimally acceptable standard of living.

This Administration seems to think that the inadequacy of the present minimum wage reinforces the argument for doing nothing until the pay floor is so low that it has become meaningless.

In reality, the thread of facts leads to the opposite conclusion—that the time for raising the minimum wage is long overdue.

Never Broken

THE DECISIVE vote for union representation by the nation's air traffic controllers comes on the heels of the rebirth of unionism at Tennessee's Kingsport Press, the scene of a bitter and apparently lost strike by five unions a quarter-century ago.

In both cases, a largely new workforce chose union representation for the same reasons that earlier generations have done so—because it is the most effective way of improving conditions of employment.

AFL-CIO Sec.-Treas. Thomas R. Donahue touched on the Kingsport victory in remarks at the federation's regional conference in New Orleans.

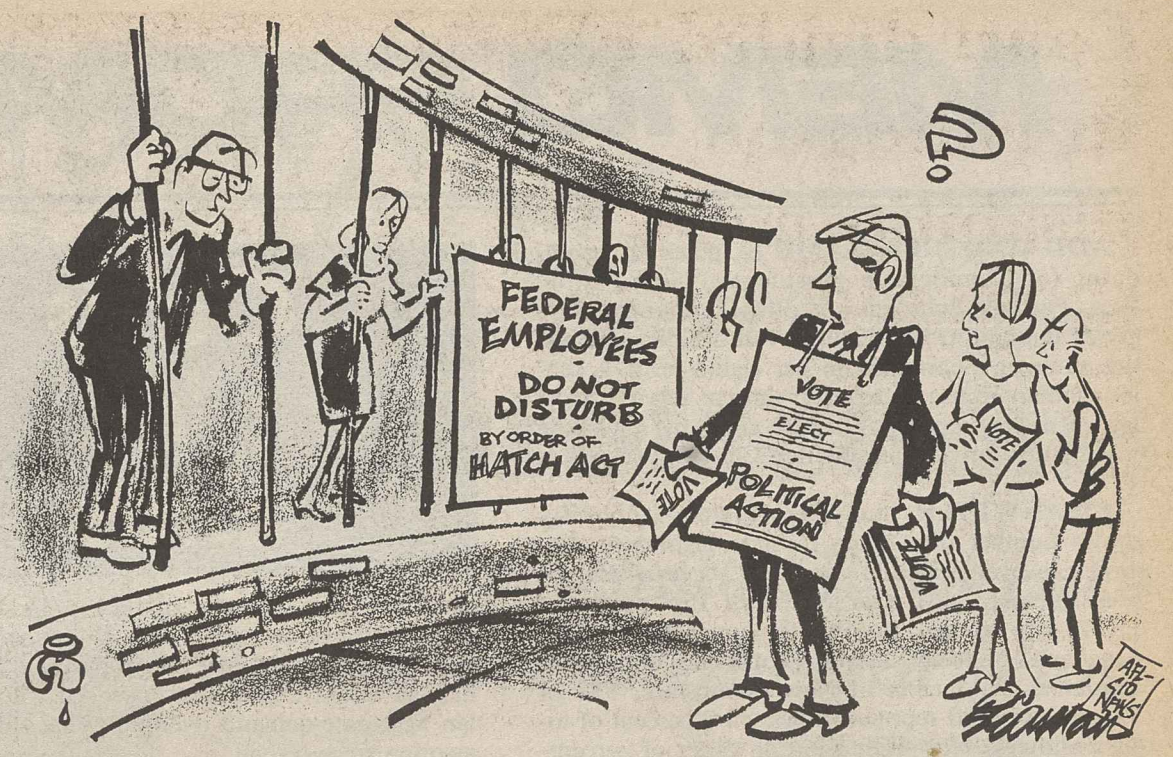
"We may bend from time to time," he said, "but we do not break."

As We Were Saying

AMERICAN INDUSTRY is being distracted by a game called mergers and acquisitions. America must return to fundamentals, to making things of real value. How can you expect your people to work when they are traded like merchandise?

A nation's economy is only as strong as its manufacturing base, and this base is chipped away by every mindless merger and by every decision to shift production to a newly developed country only to save on labor.

—From an article in the New York Times by Akio Morita, chairman of the Sony Corp.



Washington Window

'Free traders' undermine American living standards

By Press Associates

As the debate on America's trade crisis intensifies with the issue moving into the Senate, workers can expect to hear a lot of dire predictions from so-called free traders.

Free traders will spout terrifying figures on how a strong trade bill would cost jobs and drive up consumer prices. They won't talk about their "dirty little secret," as Jeff Faux, president of the Economic Policy Institute, called it.

The secret, Faux said, is that present Administration trade policies—which consist of generally doing nothing except encouraging the devaluation of the U.S. dollar—inevitably will lead to a "dramatic drop" in American living standards.

That was the conclusion reached by Faux and other speakers at a conference on trade, competitiveness and American living standards, which was sponsored by the labor-backed EPI.

Lester Thurow, dean of the Sloan School of Management at Massachusetts Institute of Technology, said that a "falling dollar is the equivalent of a national give-back."

"If every American went to their employer and said 'I will work for 30 percent less,' in terms of the effect on the rest of the world, that is exactly like having the dollar fall 30 percent," Thurow explained.

Low-wage society

There is no doubt that Americans can be competitive in international trade as "cheap workers for the world," Thurow said. With the current low value of the dollar against the Japanese yen, for example, the United States "is already in a position where we are competing basically as a low-wage society," he said.

Figuring on last year's trade deficit of $170 billion and adding the interest on borrowing to cover the deficit and the penalty on the prices of imports and exports due to the decline in the dollar, Thurow calculated that Americans can expect at least an 8-percent cut in their standard of living. That is, if nothing else is done to solve the nation's economic problems.

An 8-percent cut in living standards—a conservative estimate, according to Thurow and other economists—is not as drastic as the 28-percent plunge during the Great Depression of the 1930s. But it is still four times greater than the decline during the deepest recession since World War II in 1981-82, Thurow pointed out.

Adding to the problem, Thurow said, is that this decline in living standards "won't be shared evenly." With the gap between rich and poor already widened during the past six years, "that is not a desirable thing to do," he said, and what the nation needs is a "positive policy for dealing with the trade problem."

Investment needed

In the short term, a strong trade bill, like that passed by the House which includes the Gephardt amendment, could serve as a "trade expansion act" by encouraging countries with huge trade surpluses with the United States to import more American goods, Thurow noted.

But a long-term policy must include action in other economic areas to increase investment and spur productivity, which in turn would increase, not slash, the living standards of American workers.

Such a policy would encourage investment in the infrastructure, civilian research and development, and worker training and education.

While the United States has virtually no education and training available for the nearly 70 percent of its youth who do not go to college, Japanese companies provide intensive training for their workers, and West Germany has an elaborate training system shared by that country's government, management and unions.

These facts underscore the importance of the trade debate and the related economic choices that need to be made now. To prolong the Administration's do-nothing policies is to condemn America's workers to a future of ever-declining living standards.

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MEMO FROM COPE

Odds 'n Ends

ADD ANOTHER NAME to potential candidates for Democratic presidential nomination. Rep. Patricia Schroeder (Colo.) announces she's giving thought to running and will decide sometime this summer. Schroeder, in her eighth term, is senior woman House member in time of service. Most recent major party presidential entry by a woman was that of former Rep. Shirley Chisholm (N.Y.) in 1976.

MEANWHILE, study by Rutgers University shows number of women in state legislatures has grown in every election over past 18 years. Of nation's present 7,461 state legislators, 15.5 percent—1,157—are women. In 1969 the count was 301, or 4 percent, of total. Largest proportion of women legislators by state is in New Hampshire, 138 of 424 senators and representatives, 32.5 percent of total. Following New Hampshire in order of percentage of total legislative seats held by women are Colorado, Maine, Washington, Vermont, Wyoming, Arizona, Connecticut, Maryland, Idaho, Florida. States lowest in representation are Mississippi, Louisiana, Kentucky, Alabama, Pennsylvania, Arkansas, South Carolina, Virginia, Utah, Oklahoma. Nationwide, by party, 58 percent of all women state legislators are Democrats, closely reflecting overall composition of state legislative bodies.

SMALL WONDER most ordinary folks seldom understand what economists are saying when they spout specialized jargon of their field. Here's how one economist describes Alan Greenspan, nominated to be new chief of Federal Reserve Board: "(he has) an intuitive inductive approach with a Keynesian aggregate-demand overlay." That should be reassuring to everyone.

CHANCE OF RETURNING Sen. Orrin Hatch (R-Utah) to private life in 1988 elections dimmed somewhat recently when former Gov. Scott Matheson (D) announced he'd not make challenge. Matheson was considered strongest possible Democratic candidate, a feeling expressed by Hatch himself.

ON OTHER HAND, Hatch's hopes for appointment to U.S. Supreme Court, should vacancy occur during remainder of Reagan presidency, took bit of a jolt. Of all things, it could fall victim to pay raise voted for high court justices by Congress last year. Article One, Section Six of Constitution says no member of Congress shall be named to any other federal office which was voted a pay hike during the member's term.

COMPARISON OF FIGURES in two categories briefly sums up where Reagan Administration sentiments are. In 1980, federal outlay per person for national defense was $811 (using 1987 dollars), compared with $525 per person for programs helping low-income families and children. In 1987, spread widened to $1,160 a head for defense, $487 for programs for needy—from about 8-5 to way over 2-1.

BY THE WAY, while major parties have long path to travel before nominating their presidential tickets, one party already has its standard-bearers. Socialist Party USA picks Willa Kenoyer, Michigan free-lance writer, for President, Ron Ehrenreich, teacher from Syracuse, for VP.

NO SURPRISE in this poll, as chief exec officers of major firms, asked whether they want to see a Republican or Democrat elected President in 1988, went 58 percent for GOP. Eighteen percent said Democrat, 15 percent independent. VP George Bush was top pick of 31 percent of those favoring GOP, Sen. Bob Dole of 28 percent. Among Democrats, Rep. Dick Gephardt, with 21 percent, and Massachusetts Gov. Mike Dukakis with 20 percent, topped field.

FINAL FIGURES on party spending in 1985-86 election cycle are released by Federal Election Commission. They show three major GOP committees poured out $254.2 million, almost a 9-2 GOP advantage.

SAD STATISTIC comes from some experts on nation's housing needs, projecting more than 18 million homeless Americans 15 years from now. They point to destruction of existing low-cost housing, failure of government to fund new units, urge federal and state incentives for non-profit and private housing for low-income families.

SPLIT IN GOP between Pat Robertson religious right forces and establishment types in George Bush camp already rends party in Michigan, South Carolina, threatens to spill over into Iowa, other early primary states. Little common ground seems available right now, as partisans on both sides trade insults. One GOP regular describes get-together of Robertson forces in South Carolina as similar to "a Nazi meeting," another as "like the bar scene from Star Wars." Enough of this kind of talk could shatter coalition that helped propel Reagan into presidency and, for a time, gave GOP control of U.S. Senate. Feelings run hot enough, reportedly, to lead some losers in GOP presidential nomination struggle to sit out general election, costing party big chunk of constituency it needs to hold White House.

'New Right' Returns to Basics

Some "new right" leaders and groups are pulling back from the immediacy of campaigning for ultra-conservative candidates to an emphasis on long-term movement-building they feel has been sacrificed in recent years.

This is the thrust of a story in the newsletter of Group Research Inc., the nation's best-informed and most tenacious student of right-wing and left-wing organizations over the past three decades. The story follows:

Partly as a reaction to the loss of the Senate and partly from the realization that the Reagan Administration is coming to an end, some of the more thoughtful leaders of the conservatives or "new right" are proclaiming their ideas for keeping the movement alive—and winning in the long run.

In sum, they are faulting themselves for concentrating too much on political action, sometimes because their winning candidates let them down, and are "getting back to basics" such as ideology, education of voters and the fundamental principles which drew them into politics originally.

Soon after the 1986 loss of the Senate and the defeat of several key candidates, Paul Weyrich, head of the Committee for the Survival of a Free Congress and various satellite groups, presented the strategy in the *Conservative Digest,* a voice of the "new right" and such other hard-rightists as Birchers. Titled "Conservatives Go Back To The Basics," Weyrich reviewed the electoral and appointive successes his colleagues could hail in previous elections and enumerated their failures to pan out and move ahead.

"The lesson is very clear. . . ," he wrote. "The conservative movement must get back to basics. It is evident that we will not be able to rely on the White House for much more than encouragement on our way to 1988. So we must carry the load ourselves. . . As for setting the agenda, we must do it ourselves."

His charge to readers: "Back to basics in framing the issues. Back to basics in building coalitions. Back to basics in providing voter information on the records of the incumbents. And back to basics on voter identification and turnout."

Weyrich has also been pushing his program with a colleague, William S. Lind, through a series of "Essays on Our Times" which promote a philosophy called "cultural conservatism" and expresses fears that the new right is perceived by many Americans as "a synonym for a bunch of nuts," as Lind puts it.

Weyrich's credentials include helping to create the Heritage Foundation, the major conservative "think tank," and having worked for GOP committees in the House and Senate. Once deeply partisan, Weyrich was quoted after President Reagan's 1985 State of the Union address as feeling: "I can't remember one I've liked better. . . All of the major initiatives are things we strongly support."

Another heavyweight in the conservative movement (and the Reagan Administration) expressed a similar feeling in an interview with the *Conservative Digest* a little later. Bruce Fein, a deputy to Reagan's first attorney general, former general counsel to the Federal Communications Commission and at various times with both the Heritage Foundation and the American Enterprise Institute, urged putting aside "preoccupation with the next election, with what is needed to get that next PAC contribution, with what is needed to push the next bill through Congress."

Instead, he wrote, "focus more of our energies on establishing, through writing and dialogue and publishing and television, a conservative understanding of what this country is about, an articulated, sound conservative explanation of why it is that our values ought to be treasured."

Burton Yale Pines, senior vice president of the Heritage Foundation, started an analysis on a more optimistic chord: "Although Ronald Reagan no longer will be President after Jan. 20, 1989, the Reagan era will not end. His ideas, policies and principles—his philosophy and ideology—will continue to dominate U.S. politics for years after he leaves office. . ."

Pines then undertook to show that the country has changed basically in education, law and order, taxation and religion. Moreover, he declared that changes of attitudes along these lines made Reagan's election possible and the tide "will continue after him," whether a Republican or Democrat wins.

Note: A different tactic has been suggested by Rev. Jerry Falwell's director of legislative affairs, Roy Jones, who said the Christian right had to "mind their manners" to avoid offending Republicans when they controlled the Senate but now all bets are off. "We're going to get our people out of their living rooms, out from in front of the television sets—picketing, demonstrating, knocking on doors until we change some voting patterns."

Is There Another Town Like Pleasantville, N.J.?

Is there another town anywhere in the United States like Pleasantville, N.J.?

Not likely. At least in one respect.

When the mayor and seven-member city council of this community of 14,000 near Atlantic City convene, it could just as well be a union meeting. For the mayor and all council members are unionists.

The mayor is a retired member of the unaffiliated State Troopers Association. The city council president is a member of the Plumbers. The six other council members are: Fire Fighters (2), Plumbers, Carpenters, Electrical Workers, unaffiliated Teamsters.

How Baby-Boom Votes: Another Myth Exploded

The myth was the enormous baby-boom generation would change the political landscape. The 76 million now-voters born between 1946 and 1964 would practically vote as one. Candidates for office—high and not so high—tailored, and are tailoring, their campaigns to ride the baby-boom wave to victory.

Sorry, gang. It's not working out that way.

A recent survey by the non-partisan National Election Studies organization reveals baby-boomers are just like their seniors and their juniors. They vote the way they vote for the same reasons others use to decide who and what to vote for. And the least of reasons is generational.

First, the study showed a remarkable consistency among all age groups in voting in 1986 congressional elections. Here's how the vote went:

Age	% Dem	%GOP
Late baby boom	55	45
Early baby boom	57	43
40-49 years	55	45
50-59 years	56	44
Over 60 years	55	45

The same consistency among age groups showed up on issues like U.S. involvement in Central America, Medicare, aid to the needy, social security. Baby-boomers, it seems, are conditioned not so much by generational considerations as by their economic, educational and social circumstances.

In short, they're like everyone else.

Next myth?

AFL-CIO news

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AFL-CIO LEGISLATIVE ALERT!

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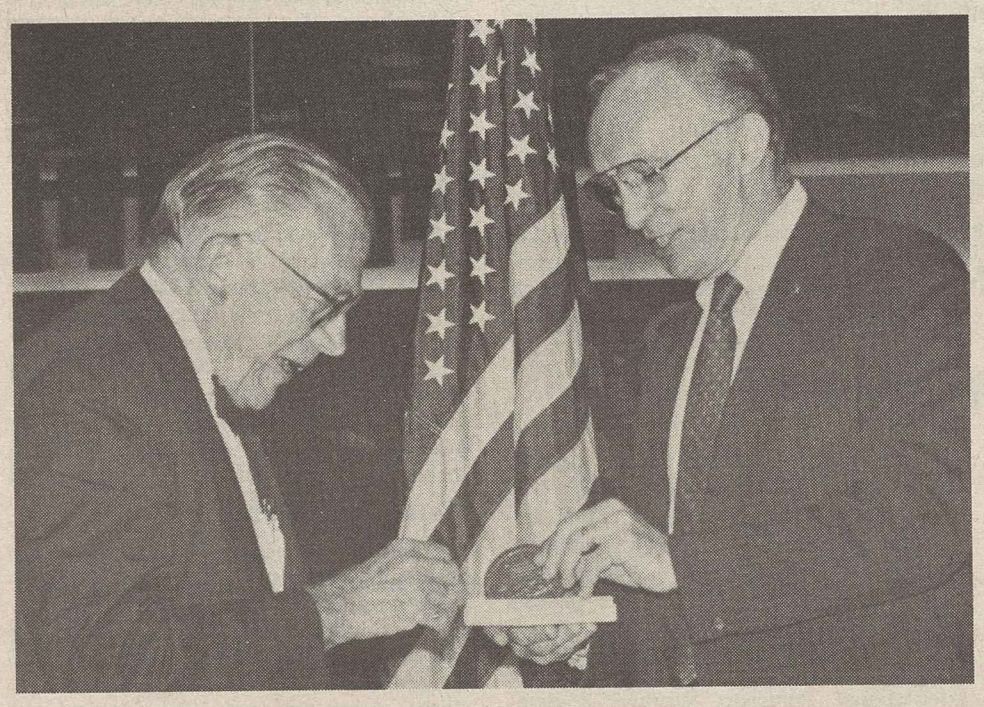
House votes craft protections



Labor's highest honor

AFL-CIO Sec.-Treas. Thomas R. Donahue presents the Murray-Green-Meany award to former Labor Sec. John T. Dunlop. Dunlop was honored for his work as a labor mediator, arbitrator and economist. The award, the AFL-CIO's highest honor, was presented during the federation's National Community Services Conference in St. Louis. (Story on Page 5.)

Unions welcome bill to curb double-breasted contractors

By Gene Zack

In a major victory for organized labor, the House put its stamp of approval on legislation to safeguard the rights of construction workers by outlawing double-breasting and reaffirming the legality of pre-hire agreements.

The vote on the union-sought measure was 227-197—virtually the same margin by which the House approved a similar bill last year, only to see it fall victim to delaying tactics in a Senate then under Republican control.

President Robert A. Georgine of the AFL-CIO Building & Construction Trades Dept.—whose 15 affiliated unions represent 4.1 million craftsmen—lauded the House for once again making clear that workers shouldn't be "exploited or used in the shell game created by employers."

The measure, Georgine said, would compel employers to "live up to the terms of contracts that they, themselves, agreed to" and would end a practice "deliberately designed to destroy trade unions and, in the process, reduce wages and exploit workers."

The bill makes it illegal for a unionized construction firm to set up a nonunion subsidiary to do essentially the same work, but at lower wages in order to evade its contractual obligations. It requires extension of union contract benefits to all employees of the nonunion entity.

The measure also bars employers from repudiating pre-hire agreements unless the workers vote the union out and requires management to bargain with the union after such a pact has expired. This provision is an open rebuff to the Reagan-controlled National Labor Relations Board, which has ruled that employers don't have to engage in such bargaining once the original pre-hire agreement expires.

Although the Senate now has a Democratic majority, Minority Leader Robert A. Dole (Kan.) and Sen. Orin G. Hatch (R-Utah) have threatened a full-blown GOP filibuster—even though a companion bill has the bipartisan sponsorship of Democrats Edward M. Kennedy (Mass.) and Bill Bradley (N.J.) and Republicans Alfonse D'Amato (N.Y.) and Lowell P. Weicker (Conn.).

On Reagan's hit list

Ahead, too, lies the possibility of a veto by President Reagan, who put the measure on his "hit list" in 1986—a move that helped scuttle it in the Senate. Reagan's Office of Management & Budget contended that another veto threat is in the offing.

Voting for the bill were 200 Democrats and 27 Republicans; it was opposed by 148 Republicans and 49 Democrats.

Before final passage, the House soundly beat back a series of Republican amendments aimed at gutting the measure.

Among them was a proposal by Rep. Marge Roukema (D-N.J.) to require an election at the nonunion entity—an action, Rep. Sander Levin (D-Mich.) warned, that would allow employers to "enjoy the fruits" of their deceptive practices while the representation issue wound its tortuous way through the NLRB process. It was defeated by a 249-177 vote.

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U.S. trade deficit rages despite upturn in exports

The nation's foreign trade deficit raged at a near-record pace during the first four months of 1987, despite a slight decline in April.

The April trade shortfall was $13.3 billion—down $300 million from the previous month. But since January, the United States has accumulated a deficit of $54.3 billion, significantly more than the $52.2 billion trade loss in the year-ago period.

Comparing the first four months of this year with the same period in 1986, American exports have increased 7 percent while imports have risen 6 percent.

In the all-important manufactured goods sector, the shortfall so far this year is $47.5 billion—6.3 percent above the $44.5 billion mark for the first four months of 1986.

A wash-out

Manufacturing exports were up 8 percent over the same period last year while imports are up 7 percent.

The AFL-CIO said that while it's "good to see manufacturing exports increasing," it would be "a mistake to conclude that the situation is turning around fast enough to save American jobs that remained threatened by predatory foreign competition."

The White House hailed the figures as proof that President Reagan's policies are spurring economic growth and creating new jobs. But federation economist Mark Anderson took strong exception to that characterization.

He warned that this was part of a concerted Administration attempt to beat back pending trade legislation. The measure would crack down on nations using unfair tactics to run up huge trade surpluses with the United States. It passed the House by a 290-137 vote and is awaiting Senate action.

As far as the trade deficit is concerned, Anderson said, "at best, we're still treading water."

Labor's assessment was echoed on Capitol Hill by Sen. Don Riegle Jr. (D-Mich.), author of a get-tough trade amendment similar to one which Rep. Richard Gephardt (D-Mo.) succeeded in tacking onto the measure before final passage in the House. The figures, said Riegle, are "devastating" and the slight decline between March and April isn't sufficient to offer substantial help to the economy.

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Displaced Safeway employees win severance pay package

In a landmark out-of-court settlement, the Food & Commercial Workers won agreement from Safeway Inc. to guarantee severance pay and transfer rights that could mean tens of millions of dollars to workers displaced by the leveraged buyout of the nationwide supermarket chain.

The immediate effect is to provide $5 million in severance pay to 5,000 UFCW members in the Dallas area who lost their jobs when Safeway closed that division in April.

The longer-range benefit extends an umbrella of protection to some 15,000 more employees in the company's endangered divisions in Arkansas, Louisiana, Missouri, New Mexico and Oklahoma, where shutdowns or selloffs to competitors loom.

And, since the agreement calls for payments if Safeway sells its divisions to firms that don't retain the employees and negotiate a UFCW contract, it provides a powerful incentive to Safeway to find buyers willing to keep their existing workforce and negotiate new union contracts.

That's what happened in Salt Lake City, Utah. Safeway sold its stores there to a firm that immediately agreed to a new contract that protects the jobs and pension rights of 8,000 union members.

"This is a major breakthrough in our efforts to protect our members in the after-

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Runaway firms devastate workers

Donahue protests Trade Commission's fast shuffle on study

El Paso, Tex.—U.S.-based multinational corporations "continue to profit from long-established patterns of repression and exploitation of workers" throughout Latin America, the Caribbean Basin and elsewhere around the globe, AFL-CIO Sec.-Treas. Thomas R. Donahue charged.

Addressing a meeting of the Texas AFL-CIO Twin Plant Task Force, Donahue focused on problems caused by runaway American firms that have set up shop in the booming maquiladora complex across the Rio Grande.

Included in the audience were members of an International Trade Commission investigating team that was in the border region to assess the impact of the maquiladora project.

Although the ITC trade analysts had been in the area for several days, they made no attempt to contact the labor movement.

Hearing labor's concerns

When he got wind of their presence, El Paso AFL-CIO President Victor Munoz, who chairs the state federation's task force, insisted that they remain an extra day to hear labor's concerns about the problems.

When he returned to Washington, Donahue fired off a letter to Susan Liebeler, who chairs the ITC, protesting the investigators' action in giving organized labor only seven days to file its comments on the maquiladora impact on U.S. jobs and objected to the commission's failure to hold public hearings in both Washington and along the border.

Although the commission was soliciting "the views and input from the private sector," Donahue wrote, "I have been unable to find that any significant effort has been made to do that with respect to trade union and community views."

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One vote and it's unanimous

Flushing, N.Y.—The vote was unanimous for the Service Employees.

The 1-0 representation election victory was sufficient for the National Labor Relations Board to certify the 67,000-member SEIU Local 32B-32J as the collective bargaining agent for a two-worker unit at Northern Star Realty Co.

The company protested the election that was held last January. It argued that the SEIU could not be certified on the basis of one vote cast and insisted that the board bar another election for a year.

But a three-member NLRB panel cited a decision issued in March involving the Electrical Workers and Lemco Construction Co. of Atlanta as a basis for its ruling. In Lemco, the NLRB abandoned a numerical test previous boards used in determining whether in elections where just a single vote is cast that is "representative" of the desire of a bargaining unit. That numerical test considered whether a majority of eligible workers voted in the representation election.

In the Lemco case, just one worker voted in an eight-employee unit. Five workers, who intended to vote at the last minute as a group in favor of the IBEW, arrived too late to cast ballots.

Local 32B-32J President Gus Bevona said of the NLRB decision, "We're proud of every organizing victory, large or small, and we organize small units with the same diligence and vigor that we use for units of 1,000 people or more."

Observing that NLRB rulings go against unions with great consistency these days, Bevona said, "We are delighted this worked to our advantage. It provides a glimmer of hope that even in this difficult time for unions, justice can prevail.

"We may have rececived only one vote in the Northern Star election, but once we negotiate a contract, I'm confident of the full support of both employees in the unit."

Election tapes wow members in union halls

Organized labor from coast to coast is responding enthusiastically to the AFL-CIO's "Democracy at Work" project, aimed at getting workers actively involved in the 1988 presidential elections.

In addition to scheduled viewings in union halls of the videotapes in which the Democratic and Republican presidential candidates speak directly to working men and women, there is a mounting demand from the grass-roots for additional material to fire up union members.

Delegates who attended the federation's regional conferences have been deluging the Labor Institute of Public Affairs with orders for two additional federation-produced videotapes.

One of the videos being requested is "Labor's Political Process, 1987-88," in which President Lane Kirkland explains the role workers and their families should play in next year's election.

The other video, "What They Mean When They Say," features syndicated columnist Mark Shields in a humorous assessment of the stump speeches candidates make on the campaign trail.

Home viewership

In addition, the federation's videos of the presidential hopefuls are beginning to develop an audience beyond the union hall.

The Communications Workers reported that members from Kansas, Maryland, New York and New Jersey have ordered individual prints they can show at home—helping to widen viewership to include families, friends and neighbors.

The presidential videos constitute the most intensive voter education effort mounted by any organization in the country. Their popularity can be measured by the fact that a corporate official asked LIPA if he could purchase a print to show to the executives of his large midwestern public utility.

But management officials will have to turn to another source for a close-up look at the candidates. LIPA told him that the videos were produced for the exclusive use of trade unions and their members.

Reprints of the special edition of the American Federationist—featuring candidates' views on the trade and budget deficits, meeting human needs and labor's political role—are being mailed to all members of directly affiliated local unions.

Hardline tactics trigger campaign by Paperworkers

The Paperworkers launched a corporate campaign against International Paper Co. to counter its "company-wide concessionary demands" that resulted in a lockout in Mobile, Ala., and strikes at two other locations.

UPIU President Wayne E. Glenn announced the campaign at a Washington press conference on June 16, the same day that 1,100 UPIU members struck International's paper mill in Jay, Maine. They joined 370 members on strike since June 8 in DePere, Wis., and another 1,200 locked out since Mar. 21 in Mobile. Another 720 members in Lock Haven, Pa., were set to strike on June 20.

Glenn said company demands in this round of negotiations have included "virtually the same economic concessions for each mill." The key issues, he said, are the company's insistence to end the premium pay for Sundays and holidays, expand contracting out provisions and impose varied contract expiration dates.

Corporate arrogance

Glenn pointed out that most hourly employees work 39 out of 52 Sundays each year, as well as most holidays. The elimination of premium pay would cut wages by 7 to 12 percent, he added. "IP's philosophy is that Sunday is no different that any other day. And that is corporate arrogance of the worst kind," Glenn stressed.

He noted that IP's claim that it needs to subcontract out work to cut labor costs and be competitive in the industry is false. He stressed that over the past seven years, in response to marketplace realities, the union has made many compromises.

A union study showed IP's profits more than doubled between 1985 and 1986—from $133 million to $305 million, and 1987's first-quarter earnings soared 298 percent above the year-ago period. Glenn underscored the brashness of the company's contracting-out demand, noting its average labor costs per worker were almost $11,000 below the industry average in 1986.

The company wants to stagger contract expiration dates, ranging in duration from 13 to 36 months—a move that could weaken the union's future bargaining stance.

The corporate campaign, which is being coordinated with the AFL-CIO Industrial Union Dept., will include a "massive community and Wall Street education on International Paper," Glenn said.

Reflagging of Kuwaiti ships undermines maritime law

Three unions representing American sailors—Seafarers, National Maritime Union and Marine Engineers—joined forces in calling for the scuttling of President Reagan's plan to put Kuwaiti oil tankers under the U.S. flag.

In a joint statement, the unions accused the Administration of trying to circumvent longstanding federal law requiring that all officers and 75 percent of unlicensed seamen aboard American-flag vessels be U.S. citizens.

The unions did not challenge the Administration's arguments that national security demands a U.S. presence in the war-torn Persian Gulf.

But they charged that the government was exploiting a loophole in the law that permits waiving citizenship requirements in those cases where a vessel loses American personnel during a voyage once the ship has left a U.S. port. "This law should certainly not be distorted to suit a political situation," the unions insisted.

In testimony before the House Merchant Marine & Fisheries Committee, SIU President Frank Drozak said that if the White House wants to move oil in the gulf, there are other options available.

There are nearly 40 tankers in the existing U.S.-flag fleet that are without work and are presently laid up, Drozak pointed out. But the Administration has refused their owners' offers to provide tanker service and has ignored the union's pledge to provide "trained American citizens who are eager and willing to serve the national interest in this region," he said.

NMU President Shannon J. Wall, vice chairman of the seafarers' section of the International Transport Workers' Federation, blasted the move in telegrams to Reagan and Sec. of State George Shultz.

"Placing the American flag on the Kuwaiti tankers," he said, "makes a farce of our U.S. ownership, manning, construction and safety standards." He warned that if Reagan pursues this course, the ITF would declare the tankers "flag-of-convenience" ships, subject to sanction by federation affiliates around the world.

MEBA President C.E. DeFries told the Senate Foreign Relations Committee that the reflagging proposal is "ill-conceived and dangerous."

In testimony presented on DeFries's behalf by his special assistant, Karl Landgrebe, MEBA made clear that if the Administration wants to put the Kuwaiti tankers under U.S. control, it should insist on manning them with American citizens to comply with existing law.

U.S. status as debtor nation worsens

The United States slipped $37 billion deeper into hock with the rest of the world during the first quarter of 1987, earning this country the dubious distinction of being the largest debtor nation in world history.

Since it lost its creditor nation status in 1985, America has racked up a worldwide debt approaching the $350-billion mark—nearly equal the combined indebtedness of all the developing countries in Latin America.

Before the Reagan Administration came to office, sales of American services and U.S. investment abroad more than offset the merchandise trade deficit. But imports have risen steeply, foreigners have increased their American holdings at a rapid pace, and the United States has paid record amounts of interest to citizens of other nations who hold government bonds.

Economists warn that unless action is taken to stem the torrent of imports and reduce the national debt, America could find itself with a $1-trillion world deficit by the end of this decade.

Meanwhile, the United States led the industrialized world in improving its manufacturing efficiency last year, and was the only major country to reduce effective labor costs.

Productivity up

The 3.5-percent increase in output by American workers outstripped gains of 2.9 percent in Britain, 2.8 percent in Japan and 1.9 percent in France and West Germany. It marked the first time since the government began keeping the statistics in 1950 that the United States outpaced all its major competitors.

The efficiency gains and only modest wage and benefit increases for workers enabled U.S. manufacturers to cut labor costs per unit of output by slightly more than one-half of 1 percent from 1985 levels. By contrast, unit labor costs rose 5 percent in Britain, 3.8 percent in Canada, 3.1 percent in West Germany, 2.6 percent in France and seven-tenths of 1 percent in Japan.

In other economic developments:

- American industry snapped out of a two-month slump by boosting production five-tenths of 1 percent in May. Producers of durable goods led the way, recording a gain of eight-tenths of 1 percent in output over April's levels.
- The nation's factories, mines and utilities operated at 79.6 percent of capacity in May, an improvement of two-tenths of 1 percent over April and the first increase since February. Despite the small monthly movement, overall operating rates remained essentially unchanged since December 1986.
- A slowdown in energy price increases held the producer price index to a three-tenths of 1 percent rise in April. However, the index rose at an annual rate of 4.9 percent during the first five months of this year—a sharp reversal of the 1986 trend, when producer prices fell 1.4 percent.
- Retail sales dropped six-tenths of 1 percent in May, due largely to slumping automobile sales. The lackluster showing extended a pattern in effect since January as American consumers continued to curb discretionary spending in the face of high debt burdens and sluggish growth in personal incomes.
- Business sales fell three-tenths of 1 percent in April while inventories rose two-tenths of 1 percent. Economists said the combination of these two trends will likely spell cutbacks in production and employment in the months ahead as manufacturers try to work down inventories.

Building trades hail vote on double-breasting

Continued from Page 1

By a margin of 247-179, the House rejected a move by Rep. Steve Bartlett (R-Tex.) to allow management to circumvent the bill's intent by setting up dummy corporations that, on paper, were not interrelated.

And an amendment offered by Rep. James Jeffords (R-Vt.) to require an "interchange" of employees between the unionized and nonunion firms before the two companies could be considered a "single employer" was repudiated by a 265-159 vote.

Prior to the vote, federation Legislative Director Robert M. McGlotten urged House members to pass the double-breasting bill without crippling amendments. Action is needed, he said, to restore the construction craftsmen safeguards written into law a quarter-century ago, but eroded over the years by NLRB and court rulings.

In other congressional actions:

- House and Senate Democratic leaders, after six weeks of negotiations, agreed on a $1-trillion compromise budget for fiscal 1988 that would require the White House to accept $19.3 billion in new taxes in order to get $296 billion for the Pentagon. If the President rejects the unspecified tax hikes, military spending would be cut to $289 billion.
- Two House committees—Ways & Means and Energy & Commerce—appeared headed toward a compromise on their differing approaches to help the elderly and disabled meet the soaring cost of prescription drugs.

Both plans call for financing the cost through premium increases for Medicare beneficiaries but they differ on the total amount of out-of-pocket expenses that would be required before federal assistance kicks in.

Supporters say that the bill's final version should win by a wide enough margin to insure that any Reagan veto could be overridden.

Finley retires

Sheinkman elected ACTWU president

Miami Beach, Fla.—Jacob Sheinkman was elected president of the Clothing & Textile Workers at ACTWU's fourth constitutional convention. Sheinkman, 60, has served as secretary-treasurer since 1976, when the Clothing Workers merged with the Textile Workers.

He succeeds Murray H. Finley who retired. Finley was elected president of the Clothing Workers in 1972, president of the merged ACTWU in 1976 and has served as an AFL-CIO Vice President for the last 15 years.

The 3,000 delegates also elected Charles Sallee secretary-treasurer and Arthur Loevy executive vice president.

In a convention address, Finley highlighted the union's achievements made in spite of the Reagan Administration's anti-union policies and skyrocketing trade and budget deficits that have hurt workers. He pointed to gains in contract negotiations and new headway in organizing campaigns.

Sheinkman reinforced that theme, emphasizing that ACTWU has "won path-breaking struggles in Southern organizing" and has "grown in service to our members" despite the loss of 300,000 textile and apparel jobs, 1,000 plants and 600 footwear facilities over the past six years.

Service sector war

"We're going to bring the union to the shop floor and into the homes and neighborhoods," Sheinkman pledged. "We're going to reach workers in the service sectors, where the real war on poverty needs to be fought" and work with "our friends and allies in the social movements not only in congressional lobbies and in the marches on Washington but in our home towns and backyards," he added.

ACTWU's agenda also includes winning fair trade, putting an end to "the export of our jobs and tax dollars" that allows American corporations to exploit workers in developing countries, and better labor standards at home, he said.

"During the Reagan years, we have witnessed relentless cutbacks in unemployment insurance, health and safety regulation, enforcement of wage and hour laws and even child labor laws. We have seen poverty rise by one-third in the midst of a so-called economic boom, while a permanent jobless rate of 7 percent is declared 'full employment,'" Sheinkman charged.

To overcome the greed and social irresponsibility of the Reagan years, Sheinkman called for solidarity among all workers to raise labor standards worldwide and to champion human rights.

Changing priorities

"We need to alter the priorities of our government and link our foreign and economic policy to the observation of human and labor rights," he said.

In a convention address, AFL-CIO President Lane Kirkland applauded ACTWU's organizing victories, achieved through "old-fashioned solidarity and new strategies, coordinated campaigns with other unions and exercising the muscle of your members through pension funds and company ownership."

"As long as employers are tempted to reduce wages and working conditions to the lowest common denominator, there will always be a need for unions" to restrain management's worst tendencies and protect workers' standard of living, he insisted.

Calling the 1988 elections "a golden opportunity" to help bring about a change in the national course, Kirkland outlined the federation's "Democracy at Work" project through which the AFL-CIO has made available statements by 13 declared and potential candidates for the presidency.

The project's goal is to "involve as many fully informed union members and families as possible in the political process, on behalf of any candidate worthy of your support," he said.

"As long as this country remains a democracy, we intend to see that labor's votes are counted, that labor's voice is heard and that labor's views are heeded," Kirkland declared.

ACTWU's top officers with AFL-CIO President Lane Kirkland during convention in Miami Beach, Fla. From left, newly elected President Jacob Sheinkman, Sec.-Treas. Charles Sallee, Kirkland and retired President Murray Finley.

Court rules for 27 Seafarers on $2-million back pay award

Richmond, Va.—The 4th Circuit U.S. Court of Appeals upheld a National Labor Relations Board order requiring Baker-Whiteley Towing Co., a Baltimore tugboat firm, to pay $2 million in back wages and benefits to 27 Seafarers—an average of $74,000 each.

Baker-Whiteley was formerly Outreach Marine Corp., a corporation which the NLRB held was set up as an alter ego of McAllister Brothers Inc. in April 1984 so the company could scuttle its union contract.

The NLRB adopted an administrative law judge's findings and conclusions that MBI and Outreach had violated the federal labor law by refusing to recognize and bargain with the union, abrogating the union's contract, unilaterally changing the terms and conditions of employment and dealing directly with the employees in setting new terms and conditions of employment.

MBI had an agreement with the Seafarers covering captains, mates and engineers, and another covering deckhands. MBI, a subsidiary of McAllister Brothers Towing & Transportation Co., claimed operating losses from 1981 to 1983 when it demanded significant wage and benefit concessions.

The SIU rejected those concessions, but offered the company a short-term, low-interest loan to cover its cash-flow needs. The company countered by offering to sell the firm to the workers, but before they could formally respond, MBI was sold to a company formed by Alcide Mann, a former general manager of MBT&T.

Contract abrogated

Following the sale, all management personnel remained on their jobs. The new company, Outreach Marine, refused to rehire 15 of the union workers, refused to honor the terms and conditions of the collective bargaining agreements, redefined the employees' duties, cut the number of crew members on each boat and eliminated fringe benefits.

MBI continued to maintain to its customers that it was a union operation and in a letter advising them to expect a rate increase, MBI said its "existing labor contracts" would end on Sept. 30, 1984, and that it was "presently negotiating a new labor contract which hopefully will be concluded for a period of three years." MBI refused the Seafarers' demand for a retraction of the letter.

In refuting the companies' argument that the NLRB's finding of alter-ego status was not supported by substantial evidence, the court held that all the circumstances surrounding the business transfer showed that, as the NLRB found, MBI "sold its boats to Outreach in order to evade its obligations under the union contracts."

In setting the back pay remedy, the NLRB held the companies liable for the docking-pilot fees that MBI's tug captains lost. The court upheld that remedy, noting that "since the loss of such fees was directly attributable to the companies' unlawful conduct, we cannot say the Board abused its discretion in holding the companies liable for their reimbursement."

Safeway settles with UFCW on buyout

Continued from Page 1

math of Safety's leveraged buyout," said UFCW President William H. Wynn. "It provides immediate relief for thousands of our laid-off members in Texas and greatly strengthens job security for all our Safeway members."

Faced by the threat of a hostile takeover from Dart Drug Inc. last year, Safeway turned to a "white knight"—Kohlberg, Kravis & Roberts of San Francisco—which borrowed $4.6 billion to finance the takeover and mortgaged the supermarket chain's assets in the process. KK&R then began a process of spinning off some of the divisions to recoup part of the money.

The UFCW filed suit in Alameda County Court in California to protect the claims of 100,000 members in the event that Safeway want bankrupt under the burden of that debt. The union agreed to withdraw the suit as part of the settlement.

Wynn noted that the union's legal advisers were concerned that the suit—brought under California's "fraudulent conveyance" statute—could have dragged through the courts for years with the result that workers' claims for past wages, benefits and recoupment of concessions might have been effective only in the event of bankruptcy.

The agreement provides one-half week's pay for each year the employee worked for Safeway, up to a maximum of 16 years, in the event of the sale to a nonunion employer. In addition, Safeway will contribute to pension trust funds for UFCW members in divisions that are closed to enable those within one year of vesting to meet the full vesting requirement.

Worker training

Safeway also agreed to work with the UFCW in obtaining government retraining funds for dislocated workers in Dallas and other areas if stores are closed.

UFCW Executive Vice President William J. Olwell, director of collective bargaining and negotiated benefits, expressed hope that the settlement would mean that "there will be no more Dallases—where experienced, dedicated workers found themselves suddenly out of work after years of loyal service."

While Wynn hailed the settlement as a landmark in labor-management relations, he emphasized that workers will continue to carry the major economic burden of "merger mania" until legislation is enacted to curb corporate abuses.

"Only Congress can assure workers, consumers and communities a fair and honest deal," he stressed. "The fast shuffle that current regulations allow takeover artists causes panic. Permitting investment bankers to play with borrowed money leads companies to sell off assets and destroy jobs when they win. Prompt, decisive action by Congress to outlaw this 'corporate cannibalism' is crucial to save our economy from economic self-destruction."

ULLICO assets hit record $1.6 billion

The Union Labor Life Insurance Co. reported an 18.3-percent rise in assets during 1986, moving to a record $1.6 billion.

ULLICO's annual report noted high returns from all categories of investments, including an 11.1 percent return on funds in the "J for Jobs" account which is invested entirely in mortgages on projects built by union contractors.

Benefit payments to policyholders totaled $465.2 million over the year, ULLICO President Daniel E. O'Sullivan reported. He noted that the union-owned insurance company issued its first policy 60 years ago.

Congress pressed to rescue family farmers

The AFL-CIO urged adoption of a new agricultural program that will shore up America's embattled family farmers and give them a voice in deciding how to manage the food and fiber they produce.

Testifying before a Senate Agriculture subcommittee, legislative representative Ernest DuBester stressed the need for a "healthy agricultural system based on strong, prosperous family farms." He called for an end to the present farm subsidy system "dominated by wealthy tax-loss, tax-shelter seekers, giant agribusiness and food conglomerates."

DuBester noted that 400,000 farm families have been forced off the land in the past six years and that a third of the remaining 600,000 "are in serious trouble." Their salvation, he said, lies in enactment of legislation sponsored by Sen. Tom Harkin (D-Iowa) and Rep. Richard A. Gephardt (D-Mo.).

He took sharp exception to claims by opponents of the Family Farm Act of 1987 that the legislation is "anti-consumer" and would lead to skyrocketing prices at the supermarket.

In 1974, DuBester pointed out, wheat sold for $4.25 a bushel and a loaf of bread cost 47 cents. By 1986, wheat prices had fallen to $2.25 a bushel while the cost of a loaf of bread more than doubled to 99 cents.

No relationship

Similarly, in 1981 farmers got $3.19 for a bushel of corn and a 12-ounce box of cornflakes cost $1.09. Now corn is down to $1.50 a bushel—one-third the price six years ago—but cornflakes cost $1.15.

"It is clear that cost increases for food to the consumer are not directly linked to farm commodity prices received by the farmer," he testified. And lower prices and farm income "bring havoc and desolation" to farm families.

Beyond that, DuBester told the subcommittee, there is a direct interconnection between the farm crisis and the erosion of jobs in the agricultural implement business. During the last six years, 65,000 of these workers—62 percent of the total employed in the industry—have lost their jobs and thousands more have suffered repeated layoffs.

The AFL-CIO testimony underscored the economic tragedy that has devastated family farms. Its rippling factor had adversely affected chemical companies, fertilizer manufacturers, transportation companies and an array of other business that rely on the purchasing power of farmers and ranchers.

The burden also falls on retailers and banks in rural communities when farmers can't meet their payments. DuBester noted that farm banks accounted for nearly half of the more than 125 U.S. bank failures in 1986.

New Mexico unions fight export of jobs

Gonzalez denounces new link to maquiladora sweatshop

Las Cruces, N.M.—The New Mexico AFL-CIO took a strong stand against establishing a new port of entry on the U.S.-Mexican border, warning it could steal jobs from an area already suffering double-digit unemployment.

Testifying before a congressional Joint Economic Committee hearing chaired by Sen. Jeff Bingaman (D-N.M.), State Federation President Neal Gonzalez pointed out that there is "depression-level unemployment of 15.4 percent" in Luna County—where it's proposed that products assembled in American-owned Mexican plants be given easier access to the U.S. market.

At the root of the proposal to open up a new cross-border operation at Columbus is the continuing expansion of the maquiladora complex along the Rio Grande—a haven for runaway American corporations that have already invested more than $2 billion in building assembly plants in Mexico, to which they export U.S. jobs and from which they import finished products.

Under this arrangement, the only American duty paid on these products is for the value added in Mexico. This is usually little more than the sweatshop wages paid to a workforce composed primarily of girls and young women earning between 30 and 75 cents an hour.

Promoters of the maquiladoras contend that the program involves the creation of "twin plants"—American counterparts of the Mexican operations.

"With unemployment in the border area running at unacceptably high levels," Gonzalez testified, "there's a certain appeal to that proposal. Our brothers and sisters in Mexico would get jobs, we are told, and we would get jobs, too. The trouble is that it hasn't happened that way—and it's not going to happen that way."

Anyone who claims that there has been equal employment opportunity along the border, Gonzalez told the committee, "had to cook the books to come up with any figures supporting that conclusion." He pointed to the 865 U.S.-owned assembly plants employing 300,000 workers on the Mexican side of the 1,700-mile-long border, and challenged maquiladora proponents to show where comparable operations exist in American border cities and towns.

Unfulfilled commitment

Gonzalez said that a recent report by the International Trade Commission makes clear that "the promise of job generation in border communities remains unfulfilled."

In those cases where American "twins" do exist, many are located in foreign trade zones which, the ITC said, focus more on "storage and distribution rather than manufacturing." The foreign trade zones "constitute just one more gift to industries whose profits seem to be their most important product," the state federation president emphasized.

According to the ITC, the trade zones are used for "the manipulation of merchandise" in order to delay paying U.S. duties. This provides "cash flow advantages to a company that ultimately sells its products in the U.S. market," the commission said.

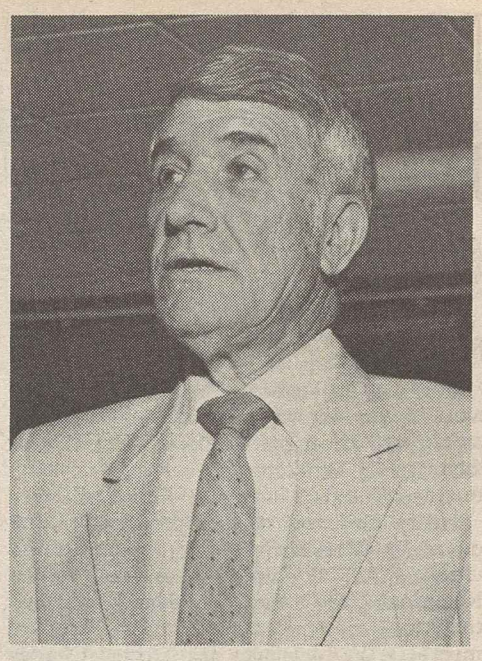
Mislabeled products

Gonzalez also criticized the practice of allowing companies that do final manufacturing on products entering the trade zones to sell them in the domestic market with a "Made-in-the-USA" label.

That's "a cruel hoax to foist on the American consumer," he declared, and makes "a mockery of those television commercials that tell the public that 'Made-in-the-USA' matters."

Gonzalez stressed the American labor movement's long struggle "to protect the rights of all workers—not just trade union members and not just American workers." In that spirit, he told the committee, "we are concerned about improving the incomes and working conditions of Mexican workers."

But, he said, "investment by U.S. companies on the other side of the Rio Grande is not a solution to the economic problems facing Mexican workers. The maquiladora plants do not substantially contribute to the economic and social development of the Mexican people and the products are not for Mexican consumption. Clearly someone benefits, but it is not the workers on either side of the border."



Neal Gonzalez testifies.

Gonzalez stressed that the maquiladoras are a "threat to the jobs of American workers who are directly displaced through these American investments—and to thousands more who are indirectly affected because they have to compete with the output of these operations."

Workers in the United States and Mexico "deserve a better fate," he declared.

Trade panel hit for fast shuffle on runaways

Continued from Page 1

In his remarks to the labor task force, Donahue stressed that the multi-billion-dollar investment in U.S.-owned assembly plants in Mexico "is doing injury to workers in both Mexico and the United States." And in some instances, he charged, agencies of the American government have been in open "complicity" with these firms.

The operation was established in the 1960s to provide jobs for Mexican workers following the end of the bracero program.

At the time, "we were given solemn assurances that the maquiladora program would promote employment" in both countries, Donahue said. The pledge was to create "twin plants" that would provide an equal number of jobs in each country.

The maquiladora scheme was slow to get under way, he pointed out. Ten years ago, there were only 300 U.S.-owned assembly plants in Mexico, employing 80,000 workers.

But the program gathered steam during the Reagan Administration, as a rising tide of imports made the maquiladoras attractive to American firms who had "a long and disgraceful history of being runaways" in their endless search for "a workforce they could exploit," Donahue said.

Low-cost, easy access

Because the plants lay just across the border, they offered easier access to American markets at transportation costs far lower than those the firms were paying to bring goods from offshore operations in Taiwan, Korea and other Third World countries.

The maquiladoras had another appeal. "They had a workforce that was hungry for jobs," Donahue said. "And they had a government in Mexico City that discouraged unions, apparently thought little or nothing of health, pension or unemployment benefits, and imposed no requirements that the assembly plants be safe and healthy places to work."

The rush to the "golden mills" produced a $2-billion U.S. investment in Mexican assembly plants, employing a workforce of close to 300,000. And the Reagan Administration offered further encouragement, he continued, promoting a lavish exposition in Acapulco to educate American businessmen on "why they should close down operations in this country and open shop in Mexico."

Congress put a stop to the Commerce Dept.'s use of taxpayers' dollars to promote the exposition, but by then it was too late. The program was turned over to a private public relations firm already under contract to the U.S. government. Hundreds of American businessmen went to Acapulco, Donahue pointed out, where they were told by the promoters:

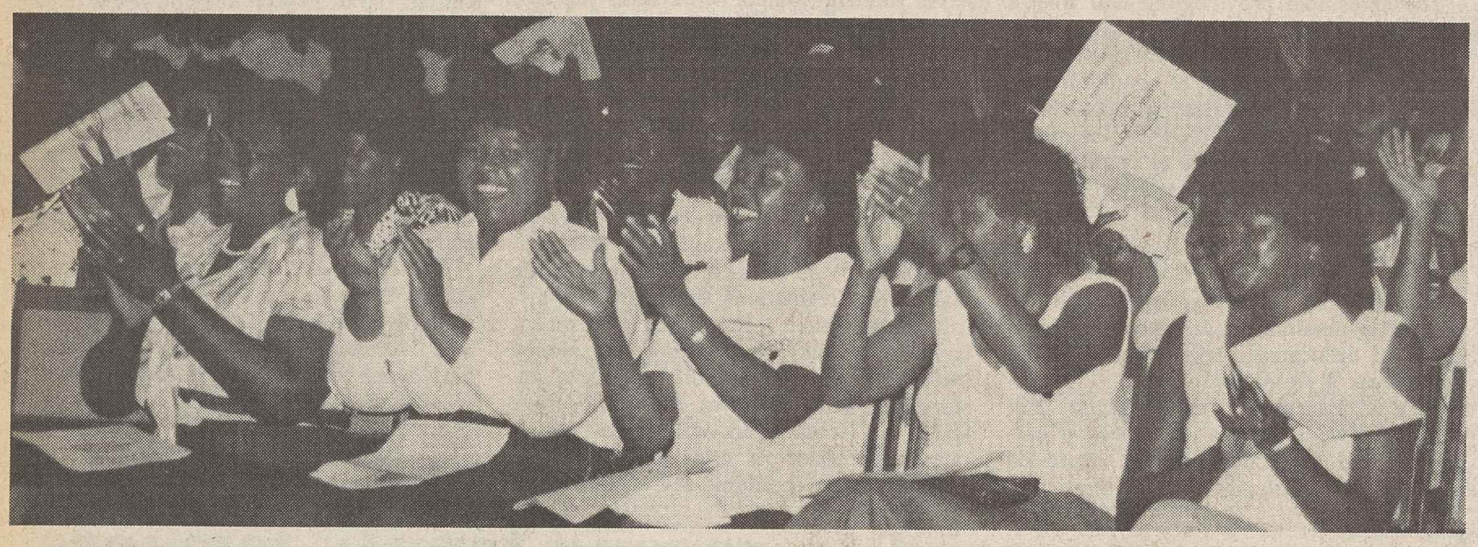
"The bottom line is this. Your cost per Mexican worker is 69 cents an hour versus at least $9 an hour in the states. That's a savings of $15,000 a year per worker."

Broken promises

Donahue was critical of the "string of broken promises" made by the American government about the maquiladoras.

"There are 865 assembly plants in the maquiladoras," he said. "Where are the 865 'twins' in America's border towns? . . . The maquiladoras employ 300,000 people. Where are the 300,000 jobs in U.S. cities and towns along the Rio Grande?"

He said it would be difficult to improve on Munoz's description of the maquiladora program. Munoz called it "a monster that every day devours our jobs, closes our plants and adds to our trade deficit."



UFCW members applaud ratification of first contract at Delta Pride Processors Inc. in Indianola, Miss.

Mississippi catfish workers win first contract

Greenwood, Miss.—By an overwhelming 99-percent margin, members of Food & Commercial Workers Local 1529 ratified their first union contract with Delta Pride Processors Inc. of Indianola, the world's largest catfish processing facility.

The vote came eight months to the day after the 1,150 workers at Delta Pride climaxed a hard-fought organizing campaign in the heart of the anti-union Mississippi Delta by winning the largest union victory in a National Labor Relations Board-supervised election in 1986.

The workers—90 percent of them women and nearly all of them black—won pay increases averaging 65 cents an hour. Prior to the union victory, wage rates ranged between $3.35 and $3.95 an hour.

The contract also provides for the establishment of a pension plan, an additional week's vacation, and two more paid holidays—Dr. Martin Luther King's birthday and each worker's own birthday.

The agreement also includes reinstatement offers and back pay for 17 workers the UFCW claimed had been fired for union activity.

Positive relationship

UFCW President William H. Wynn praised negotiators on both sides of the bargaining table for "putting aside the bitterness of the election and working together to produce a first contract that forges a positive labor-management relationship in a growing industry."

Catfish production is a booming industry in the South. American consumers are eating four times as much catfish today as they did in 1980, and its popularity continues to grow. About 75 percent of all catfish production is centered in this region, where Delta Pride dominates the industry.

UFCW Vice President Douglas H. Dority said the contract will be a major boost to other organizing campaigns in the delta. The union also represents workers at Pride of the Pond in Tunica, who organized shortly before the Delta Pride election and approved their first contract earlier this year.

The union has other organizing campaigns underway at several other catfish plants in the region, and the NLRB is investigating UFCW charges of unfair employer tactics that resulted in union election losses at ConAgra/Country Skillet Catfish in Isola and Simmons Farm-Raised Catfish plant in Yazoo City.

Trade loss climbs as Senate readies for vote on curbs

Continued from Page 1

Sen. Lloyd Bentsen (D-Tex.), chairman of the Senate Finance Committee, agreed. "Our trade situation continues to muddle along, piling on more international debt month after month, and it will continue to do so until we put an effective trade policy into effect," he stressed.

Nor did the Administration's rosy claims excite a major segment of the business community. Jerry Jasinowski, chief economist of the National Association of Manufacturers, said the nation faces continuing high deficits because of the failure of Western leaders to agree to stimulate world growth during the Venice economic summit.

Anderson said that if the present trend continues, this year's trade deficit could drop to $160 billion from 1986's record $170-billion peak. But, he pointed out, that would still leave a deficit nearly five times greater than the $36-billion shortfall recorded in 1980.

Government economists estimate that for every $1 billion in domestic sales lost to imports, 22,500 American jobs are destroyed.

The April trade figures showed that, once again, the United States ran its largest deficit with Japan. At $4.9 billion, it was virtually the same as in March. There was a $2.3-billion shortfall with Western Europe, $1.6 billion with Taiwan, $1.3 billion with Canada, $800 million with the Organization of Petroleum Exporting Countries, $700 million with Korea and $500 million with Mexico.

Management test abuses jeopardize labor's drive to curb drug use on job

By Candice Johnson

St. Louis—The abuse of drugs by some workers and the abuse of drug testing by employers and government were the twin themes of the AFL-CIO's National Community Services Conference.

Nearly 400 participants—labor's community service representatives from local unions and affiliated with United Way and Red Cross agencies—reviewed referral and treatment plans for workers and family members who needed help in overcoming drug or alcohol addiction and discussed ways to ease the wave of drug testing that has jeopardized the jobs and livelihoods of thousands of workers.

Community Services Director Frank Emig called drug abuse one of the nation's most serious social problems, one with far-reaching health and economic repercussions.

He added that the conference sessions would likely raise more questions than answers for the community service representatives who not only provide help for workers using drugs but seek to protect workers' rights during a period of drug-testing hysteria by management and government.

Letter Carriers President Vincent Sombrotto told delegates that their ability "to get things done" was a big plus in promoting a truer public perception of organized labor. "The American people need to know what kind of people make up the labor movement," he stressed, calling community services and grass-roots programs critical parts of the labor movement.

Programs slashed

On the problem of substance abuse, Sombrotto noted that while the Reagan Administration believes its "just-say-no" campaign is sufficient to stop drug use, Reagan budget cuts have restricted or eliminated many rehabilitation programs. Sombrotto is chairman of the federation's Committee on Community Services.

Rev. John McVernon, director of community education for a group of private treatment centers in New York, also scored the "government's obsession with a drug-free America" as one-sided. He pointed out the inconsistencies of Administration policies that push mandatory drug testing while limiting funds for drug education and rehabilitation and that ignore worker concerns about toxic substances in the workplace.

McVernon praised the work of labor's community services representatives, adding "don't let government or employers invade workers' private space."

Selective zeal

In question and answer sessions, participants noted that the federal government's zeal for drug testing does not include toxic chemicals and other hazards encountered daily on the job.

Terry Parsley, chairman of community services for Machinists Local 1781, pointed out that members who work for United Air Lines suffer serious health problems due to frequent exposure to methylene chloride, a solvent that results in long-term damage to the nervous system and causes symptoms similar to intoxication.

But the Occupational Safety & Health Administration does not consider ridding the workplace of methylene chloride overexposure as a necessary part of the push for a "drug-free workplace," he added.

Participants also agreed that anonymity is vital to successful drug and alcohol treatment programs, citing the effectiveness of treatment programs like Alcoholics Anonymous and Narcotics Anonymous, where workers keep their dignity while getting the help they need. Unrestricted drug testing is a major threat to workers' rights of privacy and dignity, participants concluded.

Rochelle Ripley of the Connecticut United Labor Agency outlined a protective drug-testing measure just passed by the state that includes strong safeguards for workers. Because the most commonly used urine test is highly inaccurate, Ripley said, the Connecticut statute requires three tests of increasing accuracy at employer cost. The measure also outlaws random testing, requiring real cause before an employer can seek to test any worker, she said.

Bargaining approach

Attorney Cary Hammond, an expert on the legal aspects of drug testing and collective bargaining protections, discussed current court challenges to forced testing by employers and suggested contract language that could protect workers against mandatory, random testing.

He outlined the constitutional protections of the Fourth and Fifth amendments against unreasonable search and self-incrimination. While the Supreme Court has not yet determined that a urine sample constitutes an unreasonable search and seizure, some appeals courts have found that the search is not an unreasonable one, Hammond said.

He emphasized that a union must not merely object to testing but must demand to bargain over the issue. Otherwise, he said, employers can still impose test procedures. Hammond also suggested that a general clause on testing be included in the contract, giving the union veto power over any program an employer might try to impose during the term of the collective bargaining agreement.

Workshop discussions

The conference speakers joined participants in afternoon workshop sessions to continue discussions on the abuses of testing and suggested steps for the referral and treatment of workers needing help.

Other speakers included John Castleberry, community service representative from Kalamazoo, Mich.; Heidi Israel, executive director of a rehabilitation program; Dr. Samuel C. Klagsbrun, psychiatrist and medical director; Presidents Daniel J. McVey of the Missouri AFL-CIO and Robert Kelley of the St. Louis AFL-CIO; Regional Director L.D. Porter; John K. King of the St. Louis Council on Alcoholism; James Dushaw, Electrical Workers; Jack McCabe, Sheet Metal Workers, and Elizabeth McNichol, Service Employees.

U.S. worker delegation at ILO session includes, from left, Executive Director Charles Gray of the Asian-American Free Labor Institute, AFL-CIO European Rep. James E. Baker and Executive Director William C. Doherty Jr. of the American Institute for Free Labor Development.

ILO warned global trade war pits worker against worker

Geneva—The escalating global trade war is pitting workers against each other, and the International Labor Organization must work not only to generate employment but also to improve wages, working conditions and health and safety protections, the U.S. worker delegate declared.

Addressing the ILO's 73rd annual session, James E. Baker, the AFL-CIO's European representative and head of the American worker delegation, denounced countries that "systematically violate freedom of association, create company unions, whether controlled by employers or ruling parties, and artificially maintain low labor standards."

These practices have the effect of subsidizing exports, Baker charged. He called them "a particularly vicious form of protectionism since the subsidy comes from workers in producing countries where they often work in abominable conditions."

On the other side of the coin, Baker noted, workers in importing countries like the United States "are forced to give back hard-won gains or even lose their jobs in the adjustment to unfair competition."

Progress eroded

The result, he said, is to undermine the social progress made in the more economically advanced countries where workers have, over the years, won enactment of wage and hour laws, health and safety regulations, social security coverage and collective bargaining agreements.

"Development in the Third World will not come through the impoverishment of the developed world," he emphasized.

Baker urged the ILO—which brings together labor, business and government representatives—to develop "a real and meaningful international social contract" to take labor in one country "out of competition" with its counterpart in another country.

He recommended inclusion of "social clauses" in such trade arrangements as the General Agreement on Tariff and Trade and strengthening of the ILO's existing accords dealing with multinational enterprises.

"A more open trading system and the expansion of world trade with increasing and freer capital flows will only be possible with a strong and enforceable social component," Baker emphasized.

Democratic trade unions virtually swept elections to the ILO governing body, with 13 of the 14 worker members and 12 of the 14 deputy worker members chosen from the ranks of the International Confederation of Free Trade Unions, the World Confederation of Labor and the Organization of African Trade Union Unity.

Baker was elected to the governing body and Bert Seidman, director of the federation's Dept. of Occupational Safety, Health & Social Security was elected vice chairman of the ILO conference committee on employment and social security.

Polish delegation challenged

The ICFTU and WCL formally challenged the credentials of the Polish workers' delegation on the ground that it was nominated by the Jaruzelski regime without consultation with Solidarnosc—regarded as the voice of free unions in that country.

The protest was sent to ILO Sec.-Gen. Francis Blanchard by ICFTU Gen. Sec. John Vanderveken and WCL Gen. Sec. Jan Kulakowski. The issue is not expected to come up for formal consideration until near the end of the conference.

Among items on the agenda for the coming weeks are resolutions dealing with shelter for the homeless, drug and alcohol abuse, and the challenge of mounting worldwide unemployment.

Mary Conway dies at 81, retired staff member

New London, Conn.—Mary Conway, a longtime employee of the AFL-CIO, died May 26 of complications from a stroke. She was 81.

Conway worked in the Dept. of State & Local Central Bodies as an administrative assistant. She joined the AFL-CIO headquarters staff in 1955 and retired in 1970. Survivors include her sister, Margaret Sullivan.

Return to sender

Visitors to the U.S. Capitol can go to the Senate gift shop and purchase picture postcards featuring the Iwo Jima memorial—commemorating one of the great battles against Japan in World War II.

The postcards were printed in Japan.

It "doesn't make sense," Sen. Robert W. Kasten (R-Wis.) said in a speech on the Senate floor. "Do we see 'Remember the Alamo' cards printed in Mexico? Has anyone heard of Fourth of July calendars printed in Britain?"

The Republican senator suggested that the Senate consider made-in-the-U.S.A. postcards, adding that American visitors must be confused by the Japanese imports "after hearing our speeches on the trade deficit."

John Dunlop saluted for humanitarian role

St. Louis—John T. Dunlop, veteran labor mediator and economist, was honored by the AFL-CIO for his efforts on behalf of working men and women with the Murray-Green-Meany Award, the federation's highest tribute.

The award—which recognizes outstanding humanitarianism—traditionally is conferred during the federation's national conference on community services. In presenting the award, AFL-CIO Sec.-Treas. Thomas R. Donahue noted that it is given to individuals "whose contributions have benefited the whole human race." And so in honoring Dunlop, the federation pays tribute not just to his work as an economist, but to his character, knowledge, experience and concern, Donahue added.

"John Dunlop knows more about a wider range of specific corporations and trades and industries than anyone else alive," Donahue observed. "He knows what they're for and how they work and what everybody does for a living" as well as the origins of their disputes and how "step by step, those disputes can be resolved to the advantage of all concerned," he said.

"There is not a diplomat or statesman who has done more to tame human antagonism in the economic setting" Donahue said, noting that Dunlop's work "will be a force for generations to come."

Labor secretary

Dunlop, an economics professor and former dean at Harvard University, served as Secretary of Labor in the Ford Administration.

In accepting the tribute, Dunlop said receiving the Murray-Green-Meany Award was a double pleasure because he had worked with many of its earlier recipients.

He called labor's community service program a highly effective means of advancing the union movement, especially work in education and training, dealing with the problems of retired workers and forming coalitions to win health care coverage for workers and their families.

"These are areas of community services that will help us in overcoming hostility, bad press and the false appraisals that many elements of our communities have made," he continued.

Dunlop said he was anticipating a "new spirit" that will deal with the "abiding problems of our society that have recently been neglected," with labor and its community services efforts to play a key role.

Winners of the Murray-Green-Meany Award receive a bronze medallion and a $5,000 check. The award honors Presidents Phil Murray of the CIO, William Green of the AFL and George Meany, who led the merged federation.

President Kirkland plays "Solidarity Forever" on harmonica presented by Grain Millers President Robert Willis, left, and Sec.-Treas. Larry Jackson.

Grain Millers grist agenda at 50th anniversary parley

Las Vegas, Nev.—The Grain Millers, celebrating their 50th anniversary, set a course for the future by shaping key legislative goals and re-electing top officers during a five-day convention.

President Robert Willis, Sec.-Treas. Larry R. Jackson and Executive Vice President Gerald Miller were re-elected by acclamation to new four-year terms.

Delegates adopted resolutions on trade, bankruptcy actions and pension plan terminations. They noted that imports of food to the United States hit a record $24 billion in 1986, making up 6 percent of the total $400 billion spent on food in the nation last year. That amount is nearly double the percentage of import penetration in 1980.

In urging legislation to lower America's trade deficit, the convention stressed that the nation has switched from being the world's dominant food exporter to being the second largest food importer, behind West Germany.

In a convention address, AFL-CIO President Lane Kirkland said the union's first half century has not been easy and in many ways, "the last six years have been tougher than the previous 44. Even so, you are entering the second half of your first century in good fighting trim."

All in all, Kirkland told the 300 delegates, "in the militancy and vigor of your membership, in your internal unity, in your solidarity with the rest of the labor movement, and in the quality of your leadership, I think you are at this moment as powerful a force for human progress as ever in your history."

That is "good news for the entire labor movement and the entire society," he continued. "Because if America is going to get back to the job of improving the human condition, instead of reducing it to the lowest common denominator, the journey back has to start here."

'Play it again'

The Grain Millers, aware of Kirkland's musical abilities, presented the federation leader with a harmonica, on which he played labor's theme song—"Solidarity Forever"—to the delight of the delegates.

President Robert Harbrandt of the AFL-CIO Food & Allied Service Trades Dept. told the convention that while some of the jobs its members perform are the same as they were 50 years ago, the companies the union bargains with have changed significantly, with many on the Fortune 500 list of the largest corporations.

He reminded delegates that the Reagan Administration's Occupational Safety & Health Administration still hasn't issued a final grain dust rule—a measure which directly affects the lives of the union's members. OSHA inability to produce this standard and many others than have been bottled up for years raises serious questions about the agency's ability to carry out its mandate to protect workers' lives, he said.

The delegates approved salary increases of $4,000 the first year and 3 percent the second year for the three officers.

A bust of Hubert H. Humphey was unveiled at the convention in a ceremony that included the late Minnesota senator's son, Douglas. The bust will be placed in the union's Minneapolis headquarters executive board room which was named in honor of the former vice president.

Investments near $200 million in Housing Trust

Union and pension fund participation in the AFL-CIO Housing Investment Trust should top the $200-million mark by Sept. 30, HIT trustees were told.

Floyd H. Hyde, HIT's chief executive officer, reported that the housing trust gained 11 new participants during the half-year ended Mar. 31, and that funds placed with the trust rose by $18.4 million during the same period. There are "firm commitments" for additional investments of $23 million for the second half of the year, Hyde told the trustees, noting that the Electrical Workers national pension fund will invest $15 million this year.

The AFL-CIO created the housing trust as an investment plan that channels union and pension fund money into the unionized construction of homes, health care facilities and residential retirement projects.

Federation Sec.-Treas. Thomas R. Donahue asked members of the HIT board to serve as "ad hoc advisory committee members" of the planned Building Trust, authorized by the Executive Council last February.

Investment vehicle

The Building Trust will be empowered to fund construction and mortgage loans and to invest as a limited partner in commercial and industrial construction projects which are both union-built and union-serviced.

President Robert Georgine of the Building & Construction Trades Dept., praised the plans for "this broadened field of investment by unions and pension funds in commercial and industrial properties."

"The new AFL-CIO Building Trust," he said, "is fully consistent with labor's goals and purposes to stimulate investment in union-built and union-serviced commercial construction. The results will benefit not only the unions of the construction industry, but indirectly, workers in a large number of industries and service trades."

Unemployment taxes cut as jobless lose benefits

The AFL-CIO scored a Labor Dept. decision to cut the unemployment tax rate for employers by two-tenths of 1 percent next January.

James Ellenberger, the federation's benefits specialist, noted that the move to cut employer contributions comes "at a time when less than one-third of the 7.5 million unemployed receive any kind of jobless compensation."

Employers will pay an annual tax rate of six-tenths of 1 percent capped at $42 per employee. Employers now pay $56 a year per worker earning $7,000 or more.

The two-tenths of 1 percent tax was originally enacted to repay advances of more than $8.7 billion from general revenue funds to the extended unemployment compensation account in the late 1970s, Ellenberger noted. Those funds were borrowed to pay for the federal share of extended benefits for workers unemployed more than 26 weeks during the recession in the mid-1970s.

While that debt will be retired by the end of year, Ellenberger pointed out that less than 1 percent of the long-term jobless—just 7,200 out of 1.2 million workers—receive any extended benefits.

"This is a callous, cruel way to treat displaced workers, especially those with a long attachment to the labor force," he said. "These long-term unemployed persons, with children, homes and responsibilities, are forced to exhaust their personal savings and go on welfare" because they are not eligible for extended benefits, Ellenberger added.

Congress should build up the extended benefit account and make assistance more available to unemployed workers, he said. But instead, the Administration has told the long-term jobless "they're on their own," he said.

Ellenberger also criticized changes in the trigger mechanism the Reagan Administration made in 1981. The trigger determines when workers in each state qualify for the extended benefits, based on a "rolling" 13-week average insured unemployment rate. The Administration's adjustments have made it nearly impossible for workers in states suffering from high unemployment like Louisiana, West Virginia and Mississippi to regularly receive the extended benefits, he said.

Currently, only workers in Alaska are drawing extended benefits.

Workers' comp probe asked in IBP's injury report scam

The nation's largest meatpacker, IBP Inc., has "knowingly and willfully violated criminal provisions of the Nebraska Workers' Compensation Act by engaging in deceptive injury reporting practices," the Food & Commercial Workers charged.

The union requested Nebraska's attorney general to launch a thorough investigation of IBP's system of reporting injuries at its Dakota City plant.

At the same time, the UFCW's prodding of the Occupational Safety & Health Administration to expand its investigation of record-keeping violations to cover all IBP plants bore some fruit. The agency promised to examine the underreporting of worker injuries at the firm's Emporia, Kan., plant "in the near future."

Some 2,200 members of UFCW Local 222 were locked out last December after they rejected IBP's concession-laden final offer. The Dakota City plant was reopened with scabs in March and the lockout became a strike. OSHA has been looking into the worker injury record-keeping at IBP since January when the union requested the investigation, charging IBP maintained two sets of injury logs—one "sanitized" for OSHA inspectors.

In requesting the Nebraska investigation, UFCW Local 222 Business Agent William J. Schmitz said the local found that nearly one-third of the sample of injuries that had been either not reported or misreported to OSHA were also botched in reports to the state's Workers' Compensation Court.

Schmitz pointed out that the company may have avoided paying the required workers' compensation to these workers. In most cases, the workers did light-duty work at reduced wages. But IBP omitted information which would have required it to make up the wage difference.

The union urged the attorney general to act "expeditiously," pointing out that management had reviewed more than 1,000 medical records at the Dakota City plant and filled out hundreds of "first reports" for injuries as far back as 1983 to be filed with the workers' compensation court.

Meanwhile, OSHA Administrator John A. Pendergrass, in a letter to Chairman Tom Lantos (D-Calif.) of the House Employment & Housing Subcommittee, said that because the investigation at the Dakota City plant has already required more than 3,000 hours of work, the agency would only add the Emporia plant to the investigation until the "inspections have been completed."

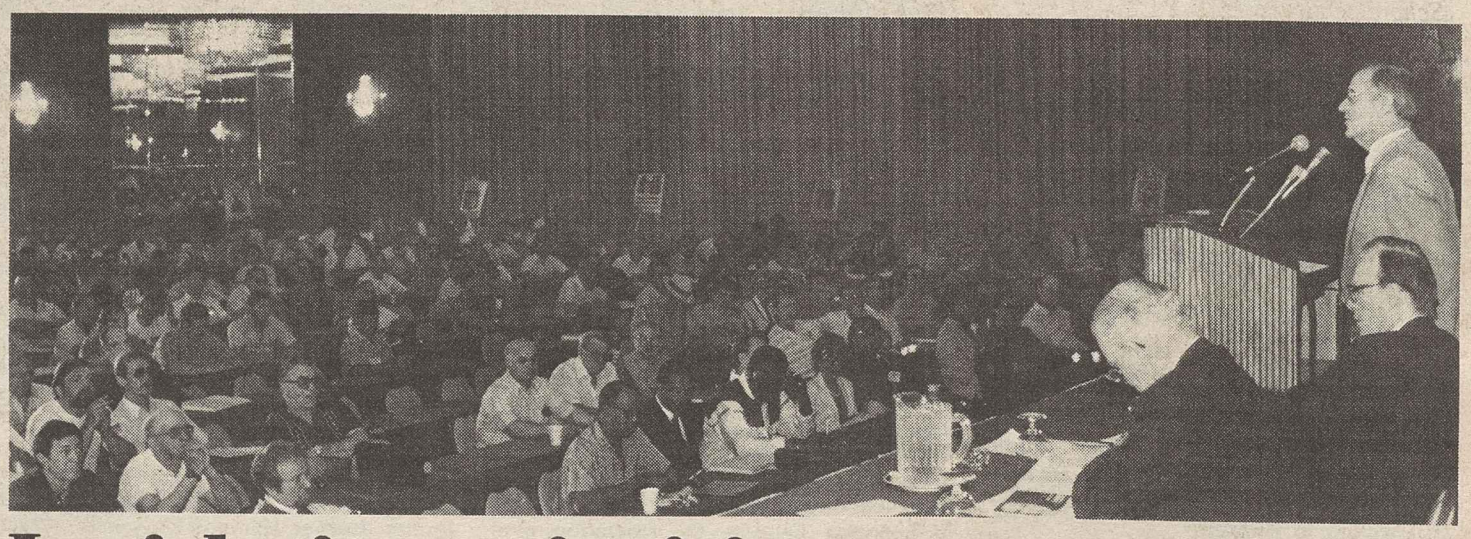
Three-year pact ends Baltimore Guild strike

Baltimore—Newspaper Guild members ratified a strike-ending three-year contract covering editorial and commercial workers at the Sun newspapers.

The settlement, approved by a 258-110 vote, narrows wage differentials between city and suburban plant workers, and lowers workers' contributions on health insurance premiums from the rate that the Sun management had been demanding.

The top minimum scale for reporters will increase to $790 over the three years from the current $700 a week. Advertising workers will receive weekly raises totaling $85.

All other unions at the Sun honored Guild Local 35's picket lines during the six-day strike.



Legislative priorities

Steelworkers President Lynn R. Williams outlines key legislative goals to some 700 USWA legislative conference participants before they embarked on Capitol Hill lobbying rounds. Williams cited the need for effective legislation on plant closings, trade adjustment assistance for displaced workers and the House-passed fair trade measure. Delegates also viewed the videotaped responses of 13 presidential candidates.

EDITORIALS

Board Room Maneuvers

TODAY'S CORPORATE WORLD is volatile and precarious. At least in the United States its character is being drastically altered by new technologies, by a changing world economic order, by deregulation and, in recent times, by what only can be described, without exaggeration, as an orgy of speculative greed and corporate blood-letting.

Each day's newspaper brings lurid accounts of new mergers and acquisitions, hostile takeovers, "greenmail" and "leveraged buyouts."

A new vocabulary has had to be invented to describe the tactical contrivances of these corporate war games, and their character and consequences are vividly expressed in its terms, such as "poison pills," "scorched earth" and "junk bonds."

Great energy and vast resources are exhausted in this internecine struggle. In the process, the actual identities of corporations are blurred and obscured as they lose the expertise and specialization that were once their hallmarks.

Now steel corporations extract oil. Oil companies make motion pictures. Motion picture companies own newspapers. And any or all of them are potential targets of financial buccaneers who are ignorant of and indifferent to the tools, technology and talents that create their products.

THE IDEALOGUES of the libertine marketplace would have us see in these trends a healthy economic shakeout, removing complacent management, and leading somehow, some day, to greater efficiency and a higher standard of living. Were this a credible prospect, few of us in the house of labor would be troubled.

But when we observe billions of dollars committed without the making or marketing of a single new product, when we see corporations mortgage themselves to the hilt to fight off raiders, we are indeed troubled. In the end we know that it is working people who pay, and pay dearly, with the loss of their livelihoods and the debasement of their communities.

These raids are not merely the work of a handful of ruthless individuals. Their depredations would not be possible without the costly complicity of major banks, brokerage firms, investment houses, prestigious law firms and the alleged cream of our leading universities and business school graduates.

THE LABOR MOVEMENT cares about the future of the corporation. The lot of its members is inextricably linked to the continuing production of goods and services on their native soil and in their home towns.

But does anyone in the executive suite care about the future of the corporation?

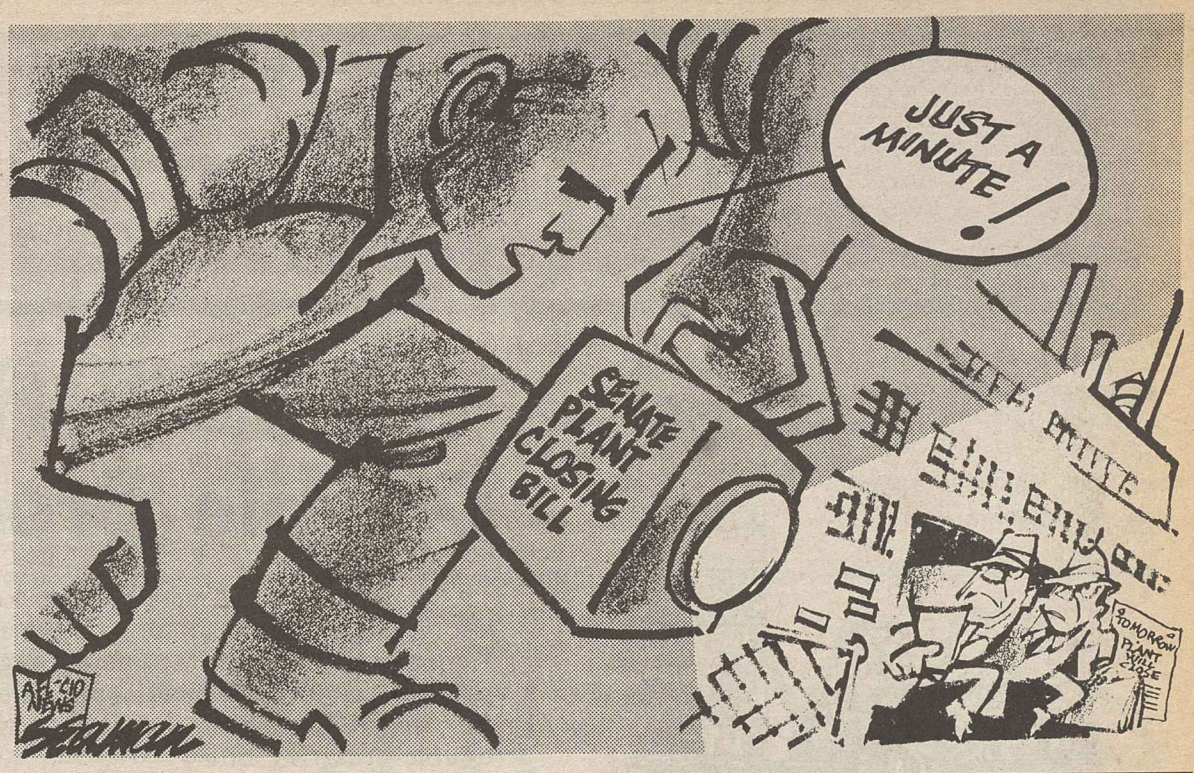
The question is serious, at a time when corporations are the prey of roving adventurers—specialists in asset-stripping, the profitable use of bankruptcy, and the technique of buying a company with its own assets and credit, including its workers' pension funds. All too often, they leave in their wake industrial hulks that should be thriving factories and ghost towns that should be vital communities.

Increasingly, today's corporation is the chess piece of a new breed, whose skill lies not in production or service but in assembling and moving large sums of capital in search of fast turnover and short-term gain.

OTHERS IN MANAGEMENT have responded to this new world and its vulnerabilities by preparing golden parachutes with which to bail out in lavish style, if defenses fail, leaving the rest of the company's passengers and crew to their fate.

I find this hard to understand for I come from a seafaring tradition in which the captain is supposed to be the last, and not the first, to leave a sinking ship. He is expected to go down with that ship if all the passengers and crew have not left safely. Certainly, he has no private gold-plated and silken-cushioned lifeboat all his own. I leave it to you to judge what such an arrangement would do to shipboard morale.

—From an address by AFL-CIO President Lane Kirkland to the 17th International Management Symposium of the St. Gallen School of Business & Public Administration, St. Gallen, Switzerland, May 18, 1987.



Washington Window

Low-income housing gap drives millions into slums

By Press Associates

Nearly 19 million low-income Americans will be priced out of the housing market in the next 16 years without a renewed national commitment to preserve and build affordable housing.

The warning of a growing housing gap came in a study commissioned by the Neighborhood Reinivestment Corp., a nonprofit group created by Congress in 1978 to spur revitalization of low-income neighborhoods and to help maintain a supply of low-income housing.

Titled "At Risk of Loss: The Endangered Future of Low-Income Rental Housing Resources," the study was written by Prof. Phillip Clay of the Massachusetts Institute of Technology.

As the federal government lessened its role in providing low-cost housing in the 1970s and as a hands-off approach became doctrine in the Reagan Administration, there has been "an increasing crisis of affordability," Clay noted.

Emphasizing the "erosion of low-income housing," William A. Whiteside, executive director of Neighborhood Reinvestment, warned that without changes in federal policies, millions more will be "living in slum conditions."

The growing portion of income that low-income families must dole out for shelter, leaving less for other necessities, is cited in the study, which defines affordable housing as costing 30 percent of family income. Of families earning less than $7,000 a year, 78 percent now pay more than 35 percent of their income for rent. For those with an income of $10,000-$15,000, 59 percent do; and for those in the $10,000-$15,000 income range, 36 percent pay this "onerous amount for rent," the study said.

From bad to worse

The situation is about to go from bad to much worse, the study warned. It said that in 1983, there were 12.9-million low-rent units, a number which will drop by 27 percent to 9.4 million by 2003. During the same 20-year period, it said, the number of households needing low-rent units is projected to shoot up from 11.9 million to 17.2 million. A low-rent unit was defined as living quarters costing $325 a month or less.

This will leave a huge housing gap of 7.8 million units needed to house 18.7 million people—the equivalent of the combined populations of New York City, Los Angeles, Chicago, San Francisco, Dallas, Atlanta, Philadelphia and Washington.

In addition to market forces driving up costs, a key threat to the supply of low-rent housing is expiring federal contracts. As many as 900,000 of the 1.9 million privately owned but federally assisted low-income housing units across the country could be refinanced by 1995 because their contracts will have expired, the study said. The owners then would be under no obligation to rent to low-income tenants.

Free-market approach

The Administration's "conservative ideology" has stressed a free-market approach like housing vouchers, the study said. But more than half of those offered housing vouchers failed to find private housing in the open market.

The public housing program begun in the 1930s grew steadily through the 1960s. But since 1970, development has been mainly units for elderly and handicapped individuals, not families. As of 1986, there were 1.3 million public housing units. Today, the study noted, "no new family public housing is in the pipeline to replace units lost or to meet the need reflected in the growing waiting lists" in cities across the country.

The housing crisis is so acute that solutions must start with federal action, the study said. It called for a national policy to save and improve the nation's supply of 4 million public and subsidized housing units—which have a $250-billion replacement value—and to build low-cost housing. "The market cannot produce or maintain housing for the poor," it said.

It's up to Congress to fulfill the 1949 Housing Act's promise of "decent housing in a suitable neighborhood" for every American family.

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AFL-CIO news

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AFL-CIO LEGISLATIVE ALERT!

Omnibus Trade Fight In Senate Is Taking Shape

The full Senate is expected to vote on S. 490, the omnibus trade bill near the end of June or the beginning of July. In the meantime, the general outline of what the floor fight will look like has begun to take shape.

The most difficult and important battle will be over the Riegle amendment. S. 490, as it was adopted by the Finance Committee has many good points, but is deficient in one key area: it lacks an enforcement mechanism which, like the Gephardt amendment, would ensure a reduction in unfair trading practices and, thus, would help to reduce our trade deficit. Senator Donald Riegle (D-MI) and others are now working to finalize the language which will be offered on the floor.

Fair trade supporters may also have to fight off several anticipated weakening amendments. These include:

*A move to strike a key provision which recognizes the denial of workers' rights as an unfair labor practice. Without this provision, the American standard of living will continue to decline as workers either lose their jobs or are forced to compete on an equal basis with products manufactured under near-slave labor conditions.

*An amendment to remove the Trade Adjustment Assistance (TAA) language from the bill. As it currently stands, the TAA provision authorizes a 1% import fee to finance worker assistance, improves educational benefits and, for the first time, extends benefits to workers who are indirectly injured by trade.

*Efforts to protect "gray market" products from trade restrictions. Gray market goods are those which bear U.S. trademarks, but are manufactured overseas for foreign consumption. They are sold in the U.S. without the authorization of the U.S. trademark owner, compete with American made goods, and take work away from U.S. labor.

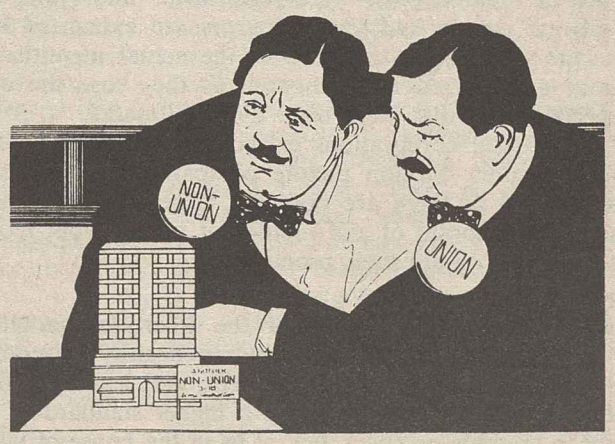
What You Can Do: To ensure the enactment of an effective trade bill which will help stem the flow of American jobs being lost to imports, both the House and the Senate versions need to be as strong as possible going into conference. All senators should be urge to support the Riegle amendment, and oppose any efforts to weaken S. 490.

Roll Call: House Victory On Double Breasting Legislation

On June 17, American workers won another significant victory in the House of Representatives. Members beat back several crippling amendments, then voted 227 to 197 to pass H.R. 281, the anti-double-breasting bill.

H.R. 281, which was designed to close loopholes in federal labor law, would prevent building contractors from walking away from collective bargaining agreements. Union contractors who have set up a phoney, non-union alter-ego in the same geographic area would be considered as a single entity for collective bargaining purposes.

In addition, H.R. 281 protects the long-standing practice of "pre-hire" agreements.



Roll Call: Find your representative and see how he or she voted on H.R. 281. "R" means they voted right, "W" wrong, "A" absent and "S" the Speaker did not vote.

ALABAMA
1. Callahan (R) W
2. Dickinson (R) W
3. Nichols (D) W
4. Bevill (D) R
5. Flippo (D) R
6. Erdreich (D) R
7. Harris (D) R

ALASKA
AL Young, D. (R) W

ARIZONA
1. Rhodes (R) W
2. Udall (D) R
3. Stump (R) W
4. Kyl (R) W
5. Kolbe (R) W

ARKANSAS
1. Alexander (D) R
2. Robinson (D) R
3. Hammerschmidt (R) W
4. Anthony (D) W

CALIFORNIA
1. Bosco (D) R
2. Herger (R) W
3. Matsui (D) R
4. Fazio (D) R
5. Pelosi (D) R
6. Boxer (D) R
7. Miller, G. (D) R
8. Dellums (D) R
9. Stark (D) R
10. Edwards, D. (D) R
11. Lantos (D) R
12. Konnyu (R) W
13. Mineta (D) R
14. Shumway (R) W
15. Coelho (D) R
16. Panetta (D) R
17. Pashayan (R) R
18. Lehman, R. (D) R
19. Lagomarsino (R) W
20. Thomas, W. (R) W
21. Gallegly (R) W
22. Moorhead (R) W
23. Beilenson (D) R
24. Waxman (D) R
25. Roybal (D) R
26. Berman (D) R
27. Levine (D) R
28. Dixon (D) R
29. Hawkins (D) R
30. Martinez (D) R
31. Dymally (D) R
32. Anderson (D) R
33. Dreier (R) W
34. Torres (D) R
35. Lewis, J. (R) W
36. Brown, G. (D) R
37. McCandless (R) W
38. Dornan (R) W
39. Dannemeyer (R) W
40. Badham (R) W
41. Lowery (R) W
42. Lungren (R) W
43. Packard (R) W
44. Bates (D) R
45. Hunter (R) W

COLORADO
1. Schroeder (D) R
2. Skaggs (D) R
3. Campbell (D) R
4. Brown, H. (R) W
5. Hefley (R) W
6. Schaefer (R) W

CONNECTICUT
1. Kennelly (D) R
2. Gejdenson (D) R
3. Morrison, B. (D) R
4. Vacancy
5. Rowland, J. G. (R) R
6. Johnson (R) R

DELAWARE
AL Carper (D) R

FLORIDA
1. Hutto (D) W
2. Grant (D) W
3. Bennett (D) R
4. Chappell (D) W
5. McCollum (R) W
6. MacKay (D) W
7. Gibbons (D) W
8. Young, C. (R) W
9. Bilirakis (R) W
10. Ireland (R) W
11. Nelson (D) W
12. Lewis, T. (R) W
13. Mack (R) W
14. Mica (D) W
15. Shaw (R) W
16. Smith, L. (D) R
17. Lehman, W. (D) R
18. Pepper (D) R
19. Fascell (D) R

GEORGIA
1. Thomas, L. (D) W
2. Hatcher (D) W
3. Ray (D) W
4. Swindall (R) W
5. Lewis (D) R
6. Gingrich (R) W
7. Darden (D) W
8. Rowland (D) W
9. Jenkins (D) W
10. Barnard (D) W

HAWAII
1. Saiki (R) W
2. Akaka (D) R

IDAHO
1. Craig (R) W
2. Stallings (D) W

ILLINOIS
1. Hayes (D) R
2. Savage (D) R
3. Russo (D) R
4. Davis (R) R
5. Lipinski (D) R
6. Hyde (R) W
7. Collins (D) R
8. Rostenkowski (D) A
9. Yates (D) R
10. Porter (R) W
11. Annunzio (D) R
12. Crane, P. (R) W
13. Fawell (R) W
14. Hastert (R) W
15. Madigan (R) W
16. Martin, L. (R) W
17. Evans, L. (D) R
18. Michel (R) W
19. Bruce (D) R
20. Durbin (D) R
21. Price (D) R
22. Gray, K. (D) R

INDIANA
1. Visclosky (D) R
2. Sharp (D) R
3. Hiler (R) W
4. Coats (R) W
5. Jontz (D) R
6. Burton, D. (R) W
7. Myers (R) W
8. McCloskey (D) R
9. Hamilton (D) W
10. Jacobs (D) R

IOWA
1. Leach (R) W
2. Tauke (R) W
3. Nagle (D) R
4. Smith, N. (D) R
5. Lightfoot (R) W
6. Grandy (R) W

KANSAS
1. Roberts (R) W
2. Slattery (D) R
3. Meyers (R) W
4. Glickman (D) R
5. Whittaker (R) W

KENTUCKY
1. Hubbard (D) W
2. Natcher (D) R
3. Mazzoli (D) W
4. Bunning (R) W
5. Rogers (R) W
6. Hopkins (R) W
7. Perkins (D) R

LOUISIANA
1. Livingston (R) W
2. Boggs (D) R
3. Tauzin (D) W
4. Roemer (D) W
5. Huckaby (D) W
6. Baker (R) W
7. Hayes (D) W
8. Holloway (R) W

MAINE
1. Brennan (D) R
2. Snowe (R) W

MARYLAND
1. Dyson (D) R
2. Bentley (R) R
3. Cardin (D) R
4. McMillen (D) R
5. Hoyer (D) R
6. Byron (D) W
7. Mfume (D) R
8. Morella (R) W

MASSACHUSETTS
1. Conte (R) R
2. Boland (D) R
3. Early (D) R
4. Frank (D) R
5. Atkins (D) R
6. Mavroules (D) R
7. Markey (D) R
8. Kennedy (D) R
9. Moakley (D) R
10. Studds (D) R
11. Donnelly (D) R

MICHIGAN
1. Conyers (D) R
2. Pursell (R) W
3. Wolpe (D) R
4. Upton (R) W
5. Henry (R) W
6. Carr (D) R
7. Kildee (D) R
8. Traxler (D) R
9. Vander Jagt (R) W
10. Schuette (R) W
11. Davis (R) R
12. Bonior (D) R
13. Crockett (D) R
14. Hertel (D) R
15. Ford, W. (D) R
16. Dingell (D) R
17. Levin (D) R
18. Broomfield (R) W

MINNESOTA
1. Penny (D) R
2. Weber (R) W
3. Frenzel (R) W
4. Vento (D) R
5. Sabo (D) R
6. Sikorski (D) R
7. Stangeland (R) W
8. Oberstar (D) R

MISSISSIPPI
1. Whitten (D) W
2. Espy (D) R
3. Montgomery (D) W
4. Dowdy (D) R
5. Lott (R) W

MISSOURI
1. Clay (D) R
2. Buechner (R) W
3. Gephardt (D) R
4. Skelton (D) R
5. Wheat (D) R
6. Coleman, E. (R) W
7. Taylor (R) W
8. Emerson (R) W
9. Volkmer (D) R

MONTANA
1. Williams, P. (D) R
2. Marlenee (R) W

NEBRASKA
1. Bereuter (R) W
2. Daub (R) W
3. Smith, V. (R) W

NEVADA
1. Bilbray (D) R
2. Vucanovich (R) W

NEW HAMPSHIRE
1. Smith, R. (R) W
2. Gregg (R) W

NEW JERSEY
1. Florio (D) R
2. Hughes (D) R
3. Howard (D) R
4. Smith, C. (R) R
5. Roukema (R) W
6. Dwyer (D) R
7. Rinaldo (R) R
8. Roe (D) R
9. Torricelli (D) A
10. Rodino (D) R
11. Gallo (R) R
12. Courter (R) R
13. Saxton (R) W
14. Guarini (D) R

NEW MEXICO
1. Lujan (R) W
2. Skeen (R) W
3. Richardson (D) R

NEW YORK
1. Hochbrueckner (D) R
2. Downey (D) R
3. Mrazek (D) R
4. Lent (R) R
5. McGrath (R) R
6. Flake (D) R
7. Ackerman (D) R
8. Scheuer (D) R
9. Manton (D) R
10. Schumer (D) R
11. Towns (D) R
12. Owens (D) R
13. Solarz (D) R
14. Molinari (R) R
15. Green (R) R
16. Rangel (D) A
17. Weiss (D) R
18. Garcia (D) R
19. Biaggi (D) R
20. DioGuardi (R) R
21. Fish (R) R
22. Gilman (R) R
23. Stratton (D) R
24. Solomon (R) W
25. Boehlert (R) W
26. Martin, D. (R) R
27. Wortley (R) W
28. McHugh (D) R
29. Horton (R) R
30. Slaughter (D) A
31. Kemp (R) W
32. LaFalce (D) R
33. Nowak (D) R
34. Houghton (R) R

NORTH CAROLINA
1. Jones, W. (D) R
2. Valentine (D) W
3. Lancaster (D) W
4. Price (D) W
5. Neal (D) W
6. Coble (R) W
7. Rose (D) W
8. Hefner (D) W
9. McMillan (R) W
10. Ballenger (R) W
11. Clarke (D) R

NORTH DAKOTA
AL Dorgan (D) R

OHIO
1. Luken (D) R
2. Gradison (R) W
3. Hall, T. (D) R
4. Oxley (R) W
5. Latta (R) W
6. McEwen (R) A
7. DeWine (R) W
8. Lukens (R) W
9. Kaptur (D) R
10. Miller, C. (R) W
11. Eckart (D) R
12. Kasich (R) W
13. Pease (D) R
14. Sawyer (D) R
15. Wylie (R) W
16. Regula (R) W
17. Traficant (D) R
18. Applegate (D) R
19. Feighan (D) R
20. Oakar (D) R
21. Stokes (D) R

OKLAHOMA
1. Inhofe (R) W
2. Synar (D) W
3. Watkins (D) W
4. McCurdy (D) W
5. Edwards, M. (R) W
6. English (D) W

OREGON
1. AuCoin (D) R
2. Smith, R. (R) W
3. Wyden (D) R
4. DeFazio (D) R
5. Smith, D. (R) W

PENNSYLVANIA
1. Foglietta (D) R
2. Gray (D) R
3. Borski (D) R
4. Kolter (D) R
5. Schulze (R) W
6. Yatron (D) R
7. Weldon (R) R
8. Kostmayer (D) R
9. Shuster (R) W
10. McDade (R) R
11. Kanjorski (D) R
12. Murtha (D) R
13. Coughlin (R) W
14. Coyne (D) R
15. Ritter (R) W
16. Walker (R) W
17. Gekas (R) W
18. Walgren (D) R
19. Goodling (R) W
20. Gaydos (D) R
21. Ridge (R) R
22. Murphy (D) R
23. Clinger (R) W

RHODE ISLAND
1. St Germain (D) R
2. Schneider (R) R

SOUTH CAROLINA
1. Ravenel (R) W
2. Spence (R) W
3. Derrick (D) W
4. Patterson (D) W
5. Spratt (D) W
6. Tallon (D) W

SOUTH DAKOTA
AL Johnson (D) R

TENNESSEE
1. Quillen (R) W
2. Duncan (R) W
3. Lloyd (D) W
4. Cooper (D) W
5. Boner (D) A
6. Gordon (D) R
7. Sundquist (R) W
8. Jones, E. (D) W
9. Ford, H. (D) R

TEXAS
1. Chapman (D) R
2. Wilson (D) R
3. Bartlett (R) W
4. Hall, R. (D) W
5. Bryant (D) R
6. Barton (R) W
7. Archer (R) W
8. Fields (R) W
9. Brooks (D) R
10. Pickle (D) R
11. Leath (D) W
12. Wright (D) S
13. Boulter (R) W
14. Sweeney (R) W
15. de la Garza (D) R
16. Coleman, R. (D) R
17. Stenholm (D) W
18. Leland (D) R
19. Combest (R) W
20. Gonzalez (D) R
21. Smith (R) W
22. DeLay (R) W
23. Bustamante (D) R
24. Frost (D) R
25. Andrews, M. (D) R
26. Armey (R) W
27. Ortiz (D) W

UTAH
1. Hansen, J. (R) W
2. Owens (D) R
3. Nielson (R) W

VERMONT
AL Jeffords (R) W

VIRGINIA
1. Bateman (R) W
2. Pickett (D) R
3. Bliley (R) W
4. Sisisky (D) W
5. Daniel (D) A
6. Olin (D) W
7. Slaughter (R) W
8. Parris (R) W
9. Boucher (D) R
10. Wolf (R) W

WASHINGTON
1. Miller, J. (R) R
2. Swift (D) R
3. Bonker (D) R
4. Morrison, S. (R) R
5. Foley (D) R
6. Dicks (D) R
7. Lowry (D) R
8. Chandler (R) W

WEST VIRGINIA
1. Mollohan (D) R
2. Staggers (D) R
3. Wise (D) R
4. Rahall (D) R

WISCONSIN
1. Aspin (D) R
2. Kastenmeier (D) R
3. Gunderson (R) W
4. Kleczka (D) R
5. Moody (D) R
6. Petri (R) W
7. Obey (D) R
8. Roth (R) W
9. Sensenbrenner (R) W

WYOMING
AL Cheney (R) W

Decade of despair: Young men's wages drop 30%

By Candice Johnson

Young men are facing a devastating decline of real earnings and job opportunities that threatens their ability to move up within the labor market and support a family above the poverty level. Their real average wages plunged nearly 30 percent from 1973 to 1984.

Those are the findings of the Children's Defense Fund in "Declining Earnings of Young Men: Their Relation to Poverty, Teen Pregnancy and Family Formation." The report by the nonprofit public interest group analyzed wage, education and famlily data covering men in the 20-24 age group.

Men of all races in this age group saw their annual real earnings—measured in 1984 dollars—plummet from $11,572 to $8,072 over the 1973-84 period. For black men, the drop was even more dramatic, as wages fell by 50 percent between 1973 and 1984.

The "continuing shift of jobs in the U.S. economy from goods-producing to service sectors and the reduced ability of young men to secure full-time, year-round employment" was the chief factor in the dropping wages, the study found.

Eroded minimum wage

But the decline also reflects the eroded value of the minimum wage. Young minimum-wage workers lost nearly one-fourth of their real earnings during the 1980s, the report noted, with 26 percent of all young workers earning hourly pay below $4 in 1985.

A third factor is a steep drop in employment and hours of work for young workers, the study added.

Today's young workers are unable to obtain jobs in manufacturing industries that had been "the primary source of better-paying jobs for young adults, particularly those with less than a college education." Since 1974, the proportion of young workers employed in manufacturing jobs has fallen by one-fourth, and twice as many young adults now work in low-wage trade and service jobs than in the manufacturing sector. The percentage of those working full-time dropped from 82 percent in 1979 to 76 percent in 1985.

Hardest hit by the changing economy are those

Continued on Page 6

AFL-CIO news

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JUNE 27, 1987

Real earnings lag 1.2 percent behind May '86

American workers continued to take it on the chin in May, as their real average weekly earnings lagged 1.2 percent below the level of a year ago, despite a gain of four-tenths of 1 percent over the previous month.

At the same time that the Bureau of Labor Statistics was announcing this bad news, the Commerce Dept. reported that corporate profits surged 7.8 percent in the first quarter, to an annual rate of $335.4 billion.

Real average earnings reflect the buying power of the paychecks of nonsupervisory workers after adjusting for the erosion caused by inflation. The past decade has been hard on workers and their families. Measured in constant 1977 dollars, weekly wages last month bought 10.3 percent less than they did in May 1978.

BLS said that average weekly earnings increased 2.5 percent between May 1986 and 1987 while average weekly hours inched up three-tenths of 1 percent. But these gains were overwhelmed by a 3.7-percent increase in the cost of living during the same 12-month period, producing the 1.2-percent shortfall in purchasing power.

Change in measurement

The situation would have been even worse—a 4-percent jump in living costs since May 1986—but earlier this year the Administration changed the marketbasket of goods and services used to compute the CPI. In the process, it downgraded components that directly affect workers and their families, and gave more weight to products purchased by the more elite upwardly mobile segment of society.

In other developments:

- Consumer prices rose four-tenths of 1 percent in May, pushed up by sharp increases of seven-tenths of 1 percent in both food and medical costs over the previous month.

A 6.8-percent increase in health care costs during the past 12 months continued to take the biggest bite out of paychecks. Over the same period, apparel costs were up 5.6 percent, food prices were 4.7 percent higher, and both transportation and housing costs rose 2.9 percent.

- Orders for big-ticket goods edged down one-tenth of 1 percent in May, depressed by a drop in demand for military hardware. Without the slump of 13.1 percent in Defense Dept. procurement, orders for durable goods—those expected to last three years or more—would have risen 1.4 percent last month.

Airline job security bill flies

On with the show

Ceremonial ribbon-cutting by AFL-CIO Sec.-Treas. Thomas R. Donahue opens the 42nd Union-Industries Show at Atlantic City's convention center. The annual show features the skills, services and products of union members and their employers. From left: President Lenore Miller of the Retail, Wholesale & Dept. Store Union, Sec.-Treas. Calvina S. Little of the United Garment Workers, Donahue, President James E. Hatfield of the Union Label & Service Trades Dept., which sponsors the exhibition, Rep. James J. Florio (D-N.J.) and W. Michael Blumenthal, chairman of Unisys Corp.

House clears safeguards on merger fallout

By Gene Zack

Brushing aside the threat of a Reagan veto, the House approved legislation guaranteeing labor protective provisions for airline employees adversely affected by mergers or takeovers.

The measure, approved by voice vote, requires safeguards for the jobs, pay, working conditions and seniority rights of workers as a basis for government approval of commercial air carrier consolidations.

It is identical to a measure that passed the House by a 375-27 vote in the last Congress. Although the bill had solid bipartisan support in the Senate, passage was blocked by a 49-49 tie vote on a procedural issue in the 1986 adjournment rush.

Dole rebuffed

Passage of the bill was a direct rebuff to Transportation Sec. Elizabeth Dole, who has consistently refused to follow the pattern set by the Civil Aeronautics Board prior to airline deregulation. The CAB historically conditioned its approval of mergers and acquisitions on the existence of LPPs.

The White House statement warning of President Reagan's pending veto claimed that the bill was unnecessary because sufficient safeguards exist and that government-imposed protections should be invoked only to "prevent labor strife that could disrupt the national air transportation system."

But in the report that accompanied the bill, the House Committee on Public Works & Transportation took sharp issue with that conclusion. It pointed out that using that yardstick, it would be "highly unlikely" that LPPs would ever be im-

Continued on Page 3

Travel plan helps members stretch union-won dollars

The AFL-CIO has inaugurated a new service to give the 13 million members of its 89 affiliated unions new economic clout in the marketplace—a travel program to bring down the rising cost of air fares, lodging, tours and car rentals.

This is the third program put in place by the federation's Union Privilege Benefit Programs, joining low-interest rate credit cards and low-cost legal services to help members get more value from their union-won paychecks.

President Lane Kirkland noted that "after paying for life's necessities, the next largest expense for the average American family is for travel." And, he pointed out, workers often stand in line at airports, hotels and car rental counters, where they pay full cost while corporate travelers receive substantial price breaks.

"This unique travel program does not currently exist anywhere else in America," Kirkland stressed, "and is a further opportunity for our members to stretch their hard-earned dollars and receive top quality service."

For unionists, this means the use of a special toll-free 800 number that guarantees them the lowest possible air fare avail-

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MEMO FROM COPE

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Focus on plant-closing notice as Senate opens trade debate

The Senate began debate on an omnibus trade bill to which the Democratic leadership attached plant-closing legislation aimed at alerting workers and communities to pending shutdowns or layoffs induced by a deluge of imports.

Majority Leader Robert C. Byrd (D-W.Va.) wrapped into the sweeping trade legislation the advance notice provisions contained in a measure sponsored by Senators Howard M. Metzenbaum (D-Ohio) and Edward M. Kennedy (D-Mass.), cleared last month by the Senate Labor & Human Resources Committee.

Opponents were weighing a move to strip the notice requirement language from the trade legislation. Failing that, there remains the prospect that conservatives would seek to gut this provision. Their claim is that it ties management's hands.

Supporters of plant-closing notification pointed out, however, that the measure is needed to ease the impact of trade-related shutdowns and massive layoffs that idled workers and had an adverse ripple effect through local economies—particularly in those communities that rely primarily on a single employer for payrolls and taxes.

As the battle was joined, the Senate also

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Poll shows voters back fair deal for workers

A nationwide survey of more than 700 registered voters found strong support for government help in meeting the needs of working Americans, especially those in service sector jobs.

The poll, commissioned by the Service Employees, showed widespread backing for legislation to raise the minimum wage and require employers to provide unpaid parental leave and health care benefits for workers and their families.

In releasing the survey results, the SEIU noted that the private marketplace has been unwilling to address the concerns of growing numbers of service workers. "It is clear these needs will be met only if the government takes an aggressive role to require workplace standards on pay and benefits," the union emphasized.

The poll showed overwhelming support for parental leave legislation, with 77 percent of the respondents calling the proposal to provide up to 18 months of unpaid leave a "good idea."

Voters responded 62 to 35 percent in favor of government- or employer-provided pay during maternity leave, and 73 percent said they would be more inclined to support candidates who favored parental leave policies. A majority of voters—53 percent—said they were "willing to support child care programs for working parents" through their taxes.

By a 71-20 percent margin, respondents supported a proposal now under consideration in Congress to raise the minimum wage by $1.30 over a three-year period. Support for the increased wage floor was higher among women than men—with 73 percent of female voters favoring an increase compared to 68 percent of male respondents.

On the question of health care coverage, voters rejected the idea that government should "just leave the issue alone." Nearly two-thirds agreed that "government should require all employers to offer a health plan to their employees."

By a 2-1 margin, voters supported a Senate measure requiring employers to provide health care coverage for workers and their families, with employers paying at least 80 percent of the costs and providing subsidies for low-wage workers.

Nearly two-thirds of the respondents indicated they were "a lot more inclined" to support candidates and public officials who favored the health plan, with 21 percent "a little more inclined."

An overwhelming 81 percent of the voters said government should set standards to make certain that "jobs pay enough and provide adequate benefits" so workers can care for their families.

The SEIU pointed out that support for parental leave, health coverage and a higher minimum wage cuts across age, income, geographical and political lines.

Costly shutdowns

Advance notices of plant closings and mass layoffs should either be required by federal law or "encouraged" through the use of tax incentives, the prestigious National Academy of Sciences recommended.

In an implied rebuke to the Reagan Administration—which has teamed up with the U.S. Chamber of Commerce, the National Association of Manufacturers and other business groups in opposing the legislative approach—the academy noted that workers displaced by new technology suffer "painful and costly adjustments."

A 20-member panel on technology and employment observed that new labor-replacing systems such as robots and computers create higher wages and less unemployment provided they're phased in gradually.

Adequate advance notice—preferably two or three months—tends to cut the time a displaced employee is out of work by 25 percent, the panel said. This in turn reduces the public tax dollars needed to support workers until they find new jobs.

At present, the academy said, the burden of technology-related unemployment is borne primarily by taxpayers and the workers whose jobs are shot out from under them. Legislation requiring advance notice would "distribute more equitably" some of the cost burden to employers who close their plants and layoff workers.

'Democracy at Work' project draws praise from news media

The AFL-CIO's "Democracy at Work" project—the most extensive education effort ever launched by any organization to involve voters in presidential politics—is drawing attention and praise from the nation's news media.

Favorable reports on the two-pronged campaign have appeared in major newspapers, smaller dailies and national news magazines as well as on television networks.

The federation project includes the special issue of the American Federationist containing Democratic and Republican candidates' written answers to key questions, augmented by their videotaped appeals for the support of union members and their families.

The Washington Post sent a reporter to a showing of the video by Communications Workers Local 2001 in Charleston, W.Va. He described the tape prepared by the Labor Institute of Public Affairs as "the hottest new video in politics—a sort of sneak preview of the 1988 campaign."

The Post reporter referred to the hour-long video as "a novel supplement to the political education" campaign for which the federation has long been noted—bringing its members up to speed on who the candidates are and where they stand on key issues.

On the other side of the continent, Los Angeles Times labor columnist Harry Bernstein noted that the announced or anticipated candidates from both parties have "formally asked the AFL-CIO for its early endorsement" in the primaries that begin next spring. "Every well-known Democratic and Republican presidential hopeful not only asked for it," Bernstein wrote, "they have been pleading their cases on videotapes."

The Atlanta Constitution took the same approach, reporting that the four-minute segments featuring each of the presidential aspirants "show candidates from both major parties making their pitch for labor's support."

Voter involvement

The San Francisco Chronicle said the AFL-CIO undertaking "will probably involve more members" than any other voter education campaign either underway or planned by any national organization. And, the newspaper said, the campaign will "ensure that labor issues are talked about" in the 1988 elections.

The use of the Federationist insert in which candidates address the issues of foreign trade, the federal deficit, domestic social policies and the role of unions in the political process and the videotapes in which the presidential aspirants described the kind of White House they would run, is a "novel plan" for reaching members, said the Chicago Sun-Times.

The New York Times called the video—being shown at union meetings and available to members for personal use with their families and friends—"an unusual 'home movie.'"

Coverage of the program also appeared in the National Journal magazine, the nationwide syndicated column written by veteran political observers Jack W. Germond and Jules Witcover, and newspapers that include the Detroit Free Press, the Alabama Journal in Montgomery, the Arizona Daily Star in Tucson, the Piqua, Ohio, Daily Call, The Charleston, S.C., Evening Post, the Buffalo Evening News and the Baltimore Evening Sun.

CORRECTION

In its June 6 issue, the AFL-CIO News reported that the Supreme Court granted the Communications Workers' request to review a case concerning restrictions on the use of union dues. That report failed to note that a lower court ruling ordering CWA to refund 80 percent of dues paid by a group of agency fee payers, as mentioned in the story, was overturned by the 4th Circuit U.S. Court of Appeals.

The appellate court sustained a new accounting system put into place by the union which shows that more than 80 percent of the union's expenditures goes for collective bargaining and contract administration activities, even as narrowly defined by the lower court.

CWA is seeking dismissal of the suit and will argue before the Supreme Court that neither the U.S. Constitution nor the National Labor Relations Act places restrictions on the expenditure of union dues or agency fees.

Focus on plant-closing notice as Senate takes up trade bill

Continued from Page 1

faced a key vote on an amendment by Sen. Donald W. Riegle Jr. (D-Mich.) cracking down on unfair trade practices employed by other nations to flood the American marketplace.

The Riegle proposal is a variation of the amendment Rep. Richard Gephardt (D-Mo.) succeeded in attaching to the House-passed measure, establishing a mechanism to ensure a phased 10-percent annual reduction of all excessive trade surpluses piled up by other nations.

AFL-CIO Legislative Director Robert M. McGlotten said the Riegle measure "moves in the direction" of the Gephardt amendment by putting other nations on notice that America will no longer tolerate job-gutting trade deficits that last year alone claimed more than 2 million jobs in this country.

Three-year standard

The Riegle amendment would give offending nations three years in which to either eliminate all barriers to U.S. products or face sanctions. But retaliation would be limited only to those products directly involved in the unfair trade practices.

Labor-backed provisions in the trade bill face stiff right-wing challenges in the days ahead, including conservative efforts to:

- Strike language recognizing the denial of workers' rights abroad as an unfair labor practice.
- Remove the Trade Adjustment Assistance language from the bill authorizing a 1-percent import fee to finance worker subsistance, improve educational benefits and, for the first time, extend aid to workers indirectly injured by unfair foreign trade practices.
- Delete a provision that would impose trade restrictions on "gray market" goods—those bearing U.S. trademarks and manufactured overseas for foreign consumption which subsequently return to this country where they compete with American-made goods.

The Administration has mounted an all-out assault on the job-saving trade legislation. President Reagan has claimed repeatedly that it would touch off a trade war with other nations.

But action to reduce the drain on jobs, the destruction of industries and the impoverishment of communities has bipartisan support on Capitol Hill. The bill won final House approval by a 290-137 vote—more than enough to override a presidential veto— although the Gephardt amendment was adopted by a narrow 218-214 margin.

Federation President Lane Kirkland said the House action "serves notice that our country is determined to reduce its current job-destroying trade deficit."

Merchant fleet agreements boost pay for 11,000 seamen

The Seafarers and the National Maritime Union overwhelmingly ratified separate three-year contracts with tanker and dry cargo ship operators, covering 11,000 merchant seamen on about 185 ships.

Both contracts provide for 2-percent wage increases payable on July 1 in each year of the agreement. In the NMU package, however, the first 2-percent raise will be diverted to support the union's welfare plan.

The SIU agreement is with the American Maritime Association, which bargains for Sea-Land, Cove Shipping Inc., Hudson Waterways Corp., Overseas Shipholding Group, OMI Corp., Victory Carriers Inc., and Puerto Rico Marine Management Inc. The new contract covers 5,000 seamen on 65 ships.

Hourly rates will be raised in the first year to $12.30 for able-bodied seamen, $10.31 for cooks and $17.99 for engineers. A cost-of-living provision takes effect if the consumer price index rises more than 10 percent over the three-year period. The employers also agreed to increase payments for health care and pensions.

The NMU contract is with the Maritime Service/Tanker Service Committee, representing tanker and dry cargo ship operators. The agreement continues the operators' obligation to provide funds for the union's pension and welfare plan, vacation plan, hiring hall, upgrading and retraining, and Washington research office.

The contract also requires dry cargo ship operators to provide for a supplemental pension benefit beginning next January. The benefit is already in effect for tankers.

The new NMU package gives ship operators more flexibility in overtime reporting, rest periods, and the type of work they can assign to members, the union said. At the same time, it tightens work jurisdictions and provides work guarantees for certain day workers. The birthday of Dr. Martin Luther King Jr. was added as a paid holiday.

Power press safeguards lacking

Citing the "alarming frequency" of on-the-job hand amputations among power press operators, the National Institute for Occupational Safety & Health recommended additional safeguards including better placement of hand and foot controls.

The workplace injuries are continuing, despite federal standards for power presses that have been in place for 15 years. In a bulletin to industry groups, labor unions and others, NIOSH said the current Occupational Safety & Health Administration standards for placement of hand controls may be inadequate. It also recommended safeguards that cannot be bypassed by operators.

NIOSH reported that between 1,600 and 2,000 amputations occur annually among power press operators. Some result when the operator reaches into the press to move stock while the machine is in operation, others when the foot pedal is accidentally tripped while the worker's hands are in the work area.

Many power presses are foot-activated. For these, NIOSH suggested point-of-operation safeguards be installed that cannot be bypassed or misadjusted. It also recommended that additional interlocking safeguards be considered so the foot control is inoperable when the safeguards are not functioning.

Takeover mania imperils workers and communities

Plan seeks to curb fast-buck speculators

The AFL-CIO wants Congress to subdue the corporate takeover mania that has devastated workers and communities.

Testifying before the Senate Banking Committee, General Counsel Laurence Gold said effective federal legislation is vital to curb manipulators out to "make a fast buck."

Gold stressed that steps are necessary to stabilize the marketplace by "placing limits on highly speculative activities." In the past, he said, takeovers were initiated by "financially secure, stable companies desiring to grow or to enter a new market by acquiring and operating" existing businesses.

But "today's raiders have neither financial strength nor managerial achievement," he told the committee. "They are stock market operators and . . . are generating deals not because of any desire to operate the target but rather simply to profit from the deal itself."

Gold said that legislation introduced by Sen. William Proxmire (D-Wis.), the committee chairman, and Sen. Donald W. Riegle Jr. (D-Mich.) is "a constructive, but far too modest, step forward."

Worker safeguards needed

While the measure "would go a long way toward creating a system that is fairer for stockholders and investors," Gold pointed out, it "does not provide any protection against the dislocations" workers face in the wake of a takeover. And, he added, it still leaves "enormous room to make enormous profits by speculating on a company."

The federation urged that the Proxmire-Riegle bill be amended to include key provisions in legislation introduced by Sen. Terry Sanford (D-N.C.) that would:

- Mandate the filing of an "economic impact statement" that would disclose plans to close facilities, terminate employees and abide by collective bargaining agreements.
- Require bidders to provide financial data including the extent to which assets of the acquired company will be used to finance the transaction. This basic information, Gold emphasized, is required by employees and stockholders "to assess their situation and to determine how to advance and protect their interests."
- Forcing investors who make an unsuccessful tender offer to give up short-range profits they've made through the transaction. No other proposal, Gold said, "provides any realistic hope of limiting the ability of professional investors to manipulate the market."
- Prohibiting hostile takeovers in which more than 25 percent of the financing is secured against the assets of the target company. This is a minimum step, the AFL-CIO insisted, to deal with the problem of "excessive leverage" which mortgages the target company to the hilt so investors can realize enormous short-term profits.

Another flaw in the Proxmire-Riegle bill, Gold noted, is a provision that would cede authority to the states to regulate the internal affairs of corporations organized under their jurisdiction.

Labor's experience with industrial relations laws containing similar givebacks of authority to the states "has led us to the conclusion that a sound and preemptive federal law regulating a single interstate transaction is superior to an approach based on divided federal-state regulation, with all the potential for conflict that such divided authority poses."

AFL-CIO General Counsel Laurence Gold calls for curbs on corporate raiders. He's accompanied by Legislative Rep. Ernest DuBester.

House votes protections for jobs theatened by airline mergers

Continued from Page 1

posed. In the event of a strike, the committee said, other carriers would simply step in, provide additional domestic service and thus avoid "disruption" of a nature serious enough to meet the White House criteria.

The committee criticized Dole for "refusing to follow existing statutes and explicit congressional directives" mandating the imposition of LPPs to assure that employees wouldn't have to bear a disproportionate burden of the wave of mergers that erupted following deregulation of the airline industry in 1978.

The report also charged the airline industry with "greatly exaggerating" the costs of labor protective provisions. It said the estimates were based on the salaries of the most senior and highly paid employees, although it is "the most junior, lowest-paid employees" who lose their jobs.

"The benefits which employees are likely to receive from LPPs," the committee report said, "are insignificant compared to the 'golden parachutes' which protect top airline management."

The bill is a stopgap measure, amending a section of the Federal Aviation Act scheduled to expire on Jan. 1, 1989. Insisting it would be "wrong" to let that section die, the committee pledged it would review the situation to see what disposition should be made of the LPP provisions.

The committee report said that the most likely approach would be to enact new legislation, taking authority over LPPs away from the Transportation Dept. and transferring it to the Labor Dept., "the agency with expertise over employee welfare matters."

A Senate Commerce Committee version of the bill provides for such a transfer.

Congress approves budget protecting vital social agenda

Intensifying the confrontation between Congress and the White House over fiscal policy, the House and Senate approved a $1-trillion budget for 1988 that the AFL-CIO hailed for protecting important social programs.

The Senate voted 53-46 for the First Budget Resolution. Earlier, the House had adopted the version ironed out in conference by a 215-201 margin.

Just prior to the Senate vote, Legislative Director Robert M. McGlotten emphasized that labor continues to oppose the rigid requirements for deficit reduction contained in Gramm-Rudman-Hollings. This legislation, enacted in the 99th Congress, mandates a series of spending reductions to achieve a balanced budget.

McGlotten called the budget "a reasonable approach to bringing down the deficit."

The bill worked out by House-Senate conferees, he told senators, "protects important domestic programs such as education, job training, community development block grants, transportation, Medicaid and food stamps from the harsh cuts that have befallen them in earlier budgets."

Trade assistance

In addition, McGlotten pointed out, the budget provides "urgently needed assistance" for workers dislocated because of the torrent of imports flooding the domestic market.

The budget resolution is strictly a working document to guide the House and Senate in the months ahead and it doesn't have to go to the President for his approval. But its passage sets the stage for showdowns later this year on appropriations and revenue measures that Congress will send to the White House.

The choices facing Reagan won't be palatable. If he wants the $296 billion that the budget sets aside for Pentagon spending, he'll have to accept $19.3 billion in new, unspecified taxes in the coming year. If the President balks at the revenue side of the measure, Congress will pare the Defense Dept. budget to $289 billion.

Reagan has already mounted a media blitz—using prime-time television for an address to the nation and a series of speeches before conservative groups around the country—to threaten a veto of "any legislation that raises the American people's taxes." What he doesn't mention is that his own budget, submitted to Congress earlier this year, called for $22.4 billion in revenue increases.

Retiree health benefits

Elsewhere on Capitol Hill:

- The Senate Judiciary Committee put its stamp of approval on a bill aimed at protecting the health benefits of retired workers whose companies file for protection under the bankruptcy statutes. The measure, introduced by Sen. Howard M. Metzenbaum (D-Ohio), would bar employers from modifying medical and life insurance payments to retirees without first negotiating with pensioners or their unions or unless a bankruptcy court orders a modification.
- Senate leaders decided not to attempt to override President Reagan's veto of a bill writing into law the "fairness doctrine"—a policy that requires radio and television broadcasters to represent divergent views on controversial subjects. The AFL-CIO had supported the bill, aimed at preventing the Federal Communications Commission from dismantling the long-standing practice of ensuring that the public hears both sides of an issue.
- The Senate confirmed Fred W. Alvarez as assistant secretary of labor for employment standards.

Mandated health care package needed to end crisis

A bill requiring employers to provide minimum health care benefits for all workers "as a condition of doing business" would greatly ease the crisis faced by 37 million Americans who have no health insurance, the AFL-CIO said.

In a statement to the Senate Labor & Human Resources Committee, the federation expressed its support for the Minimum Essential Health Care bill, which would require employers to offer a basic package of benefits to meet the health care needs of workers and their families.

The bill is sponsored by Senators Edward M. Kennedy (D-Mass.) and Lowell Weicker (R-Conn.).

"About 1 million Americans were turned away from doctors' offices or hospitals because they could not pay," the federation pointed out, with millions of children, pregnant women and seriously ill persons unable to obtain needed care.

"It is time for Congress to specify some basic requirements with respect to health care that employers wishing to do business in this country must meet," the AFL-CIO declared.

The current patchwork system of employer-provided benefits penalizes companies that do offer health care coverage, the AFL-CIO pointed out. "In competitive bidding situations, common in the construction and service industries, companies that offer health care protection are disadvantaged because they are competing with companies that have substantially lower labor costs because they do not offer health care protection," the statement said.

Part-time covered

Because the measure calls for minimum benefits for both full-time and part-time workers, employers would be dissuaded from downgrading workers to part-time status, the AFL-CIO said. And a minimum-benefit requirement also would ease the problems and costs of smaller employers in obtaining insurance, it added.

But the federation opposed a provision that would require all workers to contribute up to 20 percent of the premium cost for the minimum benefit package, stressing that those costs would make the plan unaffordable for low-wage workers.

President John Sweeney of the Service Employees called the bill "a uniquely American solution that relies on setting minimum standards for private enterprise rather than on providing comprehensive coverage through government programs."

Sweeney, who heads the AFL-CIO Committee on Health Care, noted that while society had been making headway toward the goal of decent, universal health protection, "years of progress toward comprehensive, employer-provided health insurance for workers and their families have been stopped cold," with one in every six Americans lacking health care coverage.

More than two-thirds of the uninsured "live in families of full-time, full-year workers" and face strong financial barriers to obtaining medical care, he said.

Sweeney also highlighted the findings of an SEIU survey on health insurance options for service workers. The report indicated that while 61 percent of those surveyed were offered some health insurance, more than 53 percent were still without coverage because they could not afford the premiums for themselves and their families.

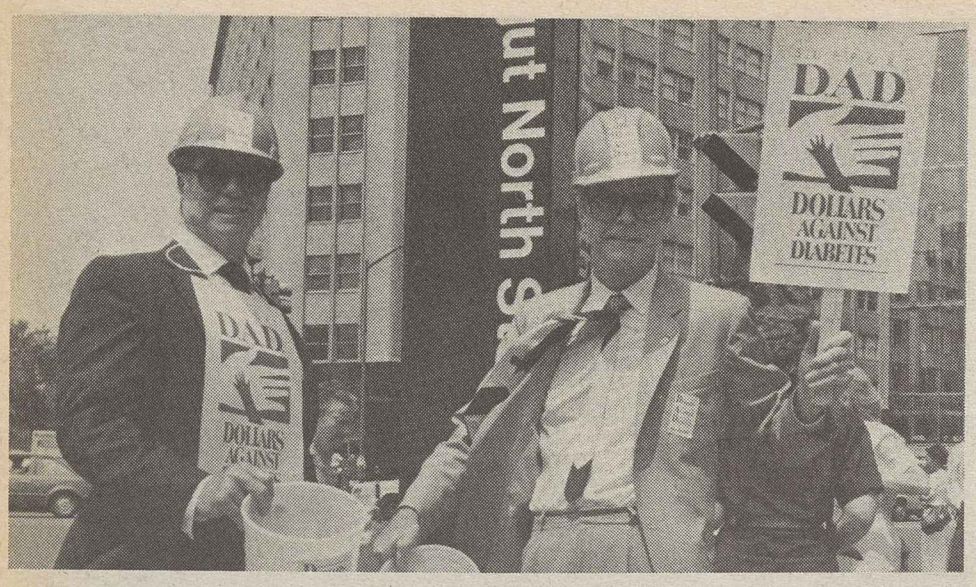
Also testifying was Auto Workers President Owen Bieber, who called the lack of health insurance coverage for workers "one of the most serious social problems facing this nation."

"Our society has already made a determination that all employers should be required, as a condition of doing business, to provide all employees with a minimum wage, protection against unemployment—through unemployment insurance—and basic retirement and disability insurance through social security," Bieber noted.

Logical step

It is time to take "the next logical step" and extend health protection to workers and their families, he added.

Bieber said the bill would improve access to medical care for millions of Americans and would provide some relief to the majority of public and private employers who provide health insurance for their workers but who pay higher insurance premiums so that hospitals and care providers can recover the costs for patients classified as "uncompensated care."



DAD knows best

Building & Construction Trades Dept. Sec.-Treas. Joseph F. Maloney, left, and Sheet Metal Workers President Edward J. Carlough team up at Washington intersection for the BCTD's "Dollars Against Diabetes," or DAD campaign. More than 150 building trades workers across the country spent Father's Day weekend on street corners and going door-to-door, collecting funds for research to wipe out the life-threatening disease. With three-fourth of the participating local councils reporting, the drive has collected $500,000 for diabetes research, the BCTD said.

Leather & Plastic Workers approve key bylaw changes

Atlantic City, N.J.—The Leather Goods, Plastic & Novelty Workers adopted constitutional changes designed to strengthen and streamline the union, including reduction of the executive board from 26 to 21.

The change, said union President Dominic DiPaola, reflects the reality "of a membership erosion during the past five years as a direct result of the Reagan Administration's inane and callous trade policy," which has decimated the American handbag, luggage and personal leather goods' industry.

Sharp criticism of Reagan's "ill-conceived, insensitive and destructive policies" ran like a thread through DiPaola's convention report and guest speeches.

AFL-CIO Sec.-Treas. Thomas R. Donahue told the convention, "No industry has been hit harder than yours by the impact of imports." He urged the delegates to go on the offensive to protect "not only your jobs," but also to open opportunities in this and other countries for other "than the exploiters, polluters and merger profiteers who have destroyed, with the cooperation of the Reagan Administration, our country's industrial base."

Economic policy

He continued, "We need an economic defense policy as well as a military defense policy. What will undergird American strength is a full-employment society in which all those who are willing and able to work can find employment at wages consistent with American living standards."

Stanley Nehmer, who represents the union on trade matters in Washington, noted that 85 percent of the handbags and 62 percent of the luggage sold in the United States today are imports. He spelled out what passage of the Textile & Apparel Trade Act of 1987 would mean in terms of increased job security for workers.

Seafarers President Frank Drozak, head of the AFL-CIO Maritime Trades Dept., thanked the delegates for supporting an SIU strike in New Bedford, Mass. He said employer resistance there rubs off from the anti-labor policies of the Reagan Administration—"which was launched with the destruction of the air controllers union."

COPE Director John Perkins told the delegates that their votes in the 1986 elections helped regain Democratic control of the Senate and increase liberal strength in House. Now "we are in a better position to veto the veto" of Reagan on trade measures and "indeed on all socially responsible legislation."

The convention delegates also unanimously re-elected the unions top three officers to five-year terms—President DiPaola, Sec.-Treas. Randolfo Bobe and Executive Vice President Peter Donatello Sr.

Legislative goals

The delegates adopted resolutions calling for legislation on foreign trade, plant closing notification, use of lie detectors in employment, minimum wage increase, job creation and training, electronic monitoring of workers, and improvements in unemployment and workers' compensation benefits.

Other resolutions urged measures on health care cost containment and labor law reform, condemned South Africa's apartheid regime and pressed for "a meaningful program of comprehensive care for senior citizens."

Top officers elected by Actors & Artistes

New York—The Actors & Artistes elected top officers at the affiliate's 13th biennial convention.

Newly elected officers are Treas. Willard Swire of the Actors' Equity, Second Vice President Gene Boucher of the Musical Artists, Fourth Vice President Rod McKuen of the Variety Artists and Fifth Vice President Jack Rechtzeit of the Hebrew Actors.

The 20 delegates re-elected President Frederick O'Neal, Executive Sec. John C. Hall and First Vice President Kenneth Orsatti. The third vice president's post is vacant.

Unions comprising the AAAA are Actors' Equity, Screen Actors, Television & Radio Artists, Musical Artists, Variety Artists, Hebrew Actors, Italian Actors, Screen Extras and the Puerto Rican Artists.

Succeeds Fuentealba

Emerson takes baton as Musicians' leader

Las Vegas, Nev.—The Musicians elected J. Martin Emerson, a former AFM secretary-treasurer, to a two-year term as president. In the first contested election ever held for the union's top post, Emerson defeated incumbent Victor Fuentealba by a vote of 708-650.

Emerson, 74, who had served a decade as secretary-treasurer of the union, came out of a two-year retirement to accept a draft by supporters. He will take office on Sept. 1.

The challenge to the incumbent centered in part on the results of the union's negotiations last winter with the recording industry. Fuentealba has served as president since 1977.

In other elections, Sec.-Treas. Kelly Castleberry defeated Los Angeles Local 47 Sec. Serena Kay Williams, 909-446, and Canadian Vice President Alan Jay Wood defeated Toronto Local 149 President Bobby Herriot, 719-639. In an uncontested race, Vice President Mark Tully Massagli was given another two-year term.

Two new members were elected to the union's executive board—Vince DiBari of Los Angeles and Bob D'Arcy of Washington. They joined incumbents Richard Totusek of Spokane, Wash., Eugene Frey of Cincinnati and John Glasel of New York.

Addressing the 713 delegates after the election results were announced, Emerson said, "I hope we can forget the scars and disappointment of politics and come together again. I want your love and respect and prayers in our struggle against the forces which would destroy us."

In his key report to the delegates, Fuentealba, 64, said that the last contract between the AFM and the recording industry was the best possible, explaining that several record companies were hoping for a strike. After several locals walked out of negotiations in protest, Fuentealba reached a tentative settlement that was presented to the members.

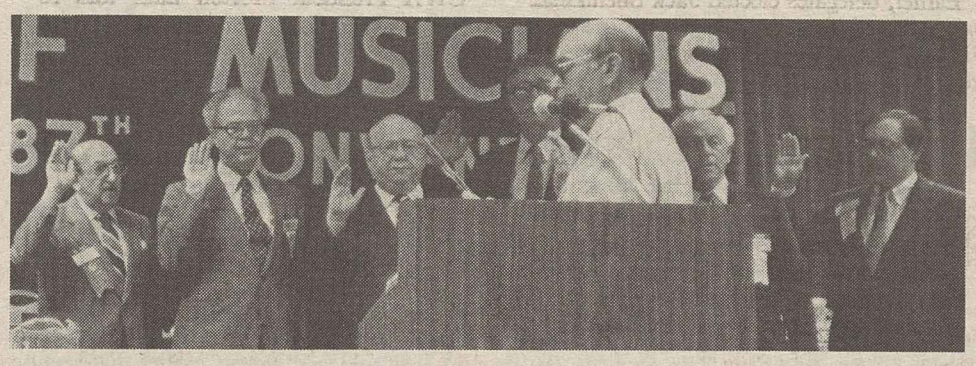
"A strike is a weapon of last resort. You strike to win, not to lose," he said. Although he lost the election, Fuentealba received a lengthy standing ovation from the delegates at the convention's end.

In other convention action, delegates adopted a resolution requiring all national contracts to be ratified by those members covered by the agreements. Although this has been the practice, until now it has not been required by the bylaws. "This officially makes us a democratic union," declared Dennis Dreith, head of the Recording Musicians of America, a division of the AFM.

Life-member status

Convention delegates adopted a compromise resolution on the status of tens of thousands of life members. It requires that these longtime AFM members pay 25 percent of regular dues, qualifying for special status at age 65, after 35 years' membership. This changes action taken at the 1985 convention which called for life members to pay 50 percent of regular dues beginning at age 70. Before 1985, life honorees didn't have to pay dues and locals were allowed to set their own eligibility requirements.

The delegates also adopted a resolution requiring the use of "non-gender language" in the union's constitutions and all bylaws, contracts and correspondence. In another action, the convention voted to grant the Recording Musicians of America "conference" status, which would enable the RMA to submit recommendations at union conventions and enhance its position in the union. The convention action still must be approved by the AFM executive board.



AFM officers are sworn in, including new President J. Martin Emerson, third from left, and Sec.-Treas. Kelly L. Castleberry II, right.

Employer polygraph abuses assailed

Untruthful 'lie detectors' jeopardize workers' livelihoods

The rampant abuse of so-called lie detectors by employers is a "national disaster" that "unjustly condemns and stigmatizes honest workers for life," robs them of their jobs or bars them from advancement, the AFL-CIO testified.

Legislative Rep. Ernest DuBester told the Senate Labor & Human Resources Committee that employers administer over 2 million polygraph examinations annually—"more than all police forces and intelligence agencies combined."

While the Constitution and the courts protect citizens from polygraphs in the hands of law enforcement officials, he said, workers have no such protections from the widespread use of "lie detectors" by private employers.

Opening the hearing, Chairman Edward M. Kennedy (D-Mass.) called use of polygraphs a "national employment disgrace." He pledged that the committee will come up with a legislative solution similar to one he and Sen. Orrin G. Hatch (R-Utah) introduced last year. That bill won committee approval by a bipartisan 11-5 vote but was buried in the adjournment rush.

In the last Congress, the House overwhelming approved a polygraph bill introduced by Rep. Pat Williams (D-Mont.). His identical bill was reported favorably by the House Education & Labor Committee earlier this month.

A federal ban on any polygraph testing in the workplace is vital, DuBester told the committee. Forty states and the District of Columbia have enacted laws affecting the use of these machines, yet the number of polygraph tests administered by employers has increased 400 percent in the last decade.

DuBester described the state laws as a "patchwork of restrictions, prohibitions, regulations and licensing requirements." He noted that many employers skirt them by simply sending workers and job applicants to take tests in neighboring states where no restrictions exist.

Tests 'don't work'

President William Wynn of the Food & Commercial Workers told the committee that polygraphs "just don't work." Both employers and workers "have been duped into believing polygraphs can distinguish truth from deception," Wynn said. "But they can't."

Robert Harbrant, president of the AFL-CIO Food & Allied Service Trades Dept., challenged management claims that the use of polygraphs reduces employee crime. There is no cost-benefit evidence that supports this contention, and the problem can better be solved "through less objectionable and more effective means" that could benefit both employers and employees, he said.

DuBester pointed to a 1982 study made for the Justice Dept. indicating that securities frauds, corporate kickbacks, embezzlement and insurance fraud cost business three times more than employee pilferage—yet "you do not find many polygraph examinations being conducted in corporate boardrooms."

He cited the unanimity among the congressional Office of Technology Assessment, the American Psychological Association and the American Medical Association that there is no validity to the claim that "lie detectors" can detect lies.

Even proponents of such testing admit the results can be wrong "at least 10 percent of the time," DuBester pointed out. The result, he said, is that of the 2 million workers tested annually, at least 200,000 "may have their employment opportunities terminated, curtailed or blocked—not because of their work records but rather because employers rely on inaccurate tests."

The federation doesn't "trivialize the seriousness" of internal theft which can cripple business and "cheat honest workers out of the fruits of their labors," DuBester testified.

But he stressed that the solution lies in joint action by workers and management to identify unethical procedures, design a system of internal accounting and develop a discipline and grievace system that assures due process—not in the indiscriminate use of a polygraph machine in which the examiner holds "the worker's future, reputation and job in his hands."

ACTWU puts new emphasis on organizing

Miami Beach, Fla.—New strategies for organizing topped the agenda of the Clothing & Textile Workers convention, as delegates voted to reinforce the union's organizing efforts with new techniques.

Much of the credit for recent ACTWU successes was given to the union's volunteer organizer program, where workers travel to other shops and factories to spread the union message.

The 3,000 delegates voted to step up those grass-roots activities and other strategies, including corporate campaigns and coordinated efforts with other unions.

In a resolution on fair trade, delegates stressed that trade reform was necessary to raise the living standards of workers around the world, as well as to safeguard the jobs and working conditions of those in the United States. A level playing field in world trade will also promote free trade unions throughout the world, the resolution pointed out.

Delegates cheered President Jay Mazur of the Ladies' Garment Workers, who said the labor movement would continue as the defender and voice of the "little people" in the fight for economic and social justice.

Wages and child care

In a series of resolutions, the convention called for an increase in the minimum wage, endorsed expanded child care opportunities and stressed the need for pay equity.

Delegates applauded ACTWU's education programs, noting that the union's "Buy American" and other educational campaigns allowed them to "take pride in their union" and pass its traditions onto family and friends.

The convention also voted to strengthen programs to help members develop basic union skills, including grievance handling and contract negotiation.

Earlier, delegates elected Jack Sheinkman president to succeed retiring Murray H. Finley. Sheinkman had been secretary-treasurer of the 280,000-member union.

"Jobs with Justice" campaign—to regain workers' rights—is kicked off at a Washington press conference by a panel of union leaders. From left are Winpisinger, Trumka, Chatak, Bahr, Bywater and Bieber.

Coalition opens 'jobs with justice' drive

Focus on regaining workers' rights eroded under Reagan

By Arlee C. Green

"Jobs with Justice," an educational campaign to restore the basic rights of workers—so chronically eroded during the Reagan years—was kicked off in Washington and Miami by a coalition of organized labor, religious, civil rights, consumer and community groups.

Focus of the nationwide drive will be the "right to job security, the right to an adequate and fair standard of living, and the right to organize a union to secure these rights," said the leaders of five major unions at a Washington press conference.

Labor's role is being coordinated by the AFL-CIO Industrial Union Dept., with participation of the Communications Workers, Machinists, Auto Workers, Electronic Workers, Clothing & Textile Workers, Transport Workers, Service Employees, Steelworkers, Paperworkers, AFSCME and the unaffiliated Mine Workers.

CWA President Morton Bahr told reporters, "American workers are being pushed to the wall. They are angry and are realizing that corporate America's solution to the problems of competing in an international economy, of attempting to lower workers' wages and standard of living to the levels of those in South Korea, is not the answer." Jobs with Justice will attempt to focus that anger into a positive campaign, Bahr said, "to organize workers to fight back for their rights."

Miami rally

Just prior to the Washington press conference, Jobs with Justice was launched at Miami International Airport where 3,500 workers gathered to protest Eastern Airlines takeback demands. IAM President William W. Winpisinger said that in the past 10 years, Eastern workers invested $926 million in the company in forgone wages and benefits. Now, Eastern, owned by the anti-union Texas Air Corp., is demanding steep wage slashes of up to 47 percent.

Eastern employees walked off their jobs to attend the rally where flight attendant Diane Murphy, a member of the Transport Workers, told how she missed an assignment after having been beaten and raped in her home. Despite a doctor's note, Eastern held she did not have an adequate excuse for missing the flight, she said.

Transport Worker Al Edden, who works for the Metro Dade Transit System, said he nearly died of internal bleeding after his ulcer burst and he had to wait two hours for a replacement driver. Many TWU members have ulcers, he said, because they don't have the right to eat meals on the job.

A major rally, one of about half-dozen already planned, will be held July 29 at the Miami Convention Center. All presidential candidates have been invited to attend—not to speak, but to listen to the concerns of workers, said Florida AFL-CIO President Dan Miller.

At the Washington press conference, IUD Sec.-Treas. Elmer Chatak said the campaign will be an on-going one and "we hope to celebrate at the end of 1988" its success in getting workers more involved in protecting their rights. An "I'll be there . . ." pledge is a key part of the campaign, Chatak said. Union members will be asked to pledge themselves to "be there" at least five times in the next year in actions supporting worker rights.

IUE President William H. Bywater accused the Reagan-packed National Labor Relations Board of trampling workers' rights by reversing dozens of earlier board decisions. And Winpisinger underscored the destruction of worker rights in the airline and railroad industries by the National Mediation Board, charging that its Reagan appointees have "systematically overruled, turned around and watered down" long-standing board precedents.

Change for worse

UAW President Owen Bieber said labor-management relations have changed significantly in this decade. "There is no way to guarantee the future of America playing under the current rules," he said. Jobs with Justice seeks to get workers to take a more active role in protecting their rights. "Corporate America must be asked why it is shutting down plants, moving jobs out of communities and demanding givebacks," he said.

Mine Workers President Richard Trumka underscored every worker's right to a safe and decent-paying job. "Our society must grant, as a human right, meaningful and productive employment to all those willing and able to work," he said.

Cudahy ordered to restore $35 million in health care

Omaha, Neb.—An arbitrator has ordered the owners of Patrick Cudahy Inc. to restore nearly $35 million in health benefits it took away from 1,000 retired Food & Commercial Workers when the contract covering its operation here expired in 1982.

The retirees formerly worked at plants in Denver, Atlanta, Seattle, Phoenix, Salt Lake City, San Antonio and Wichita, Kan., all of which were closed prior to 1981. The Omaha meatpacking facility was sold following a 1982 strike triggered by management's insistence on a new contract sharply cutting retiree health benefits and increasing retiree-paid premiums.

The UFCW protested and filed a grievance, and a federal judge subsequently ordered the issue to arbitration.

Arbitrator William E. Rentfro concluded that workers choosing to retire when Cudahy plants were closed were led by company personnel to believe their health benefits established by the UFCW contract would continue for life at the company's expense.

Sweeping order

He ordered Cudahy's owners—AMS Industries Inc., a subsidiary of General Host Corp.—to reinstate all benefits in existence prior to the 1982 reductions, reimburse retirees for the premiums they had paid, and pay all medical costs that were covered by the former program.

Meanwhile, Cudahy challenged the legality of the right of the National Labor Relations Board's general counsel to file complaints after the company was cited for failing to bargain in good faith with the 850 members of UFCW Local P-40 at its Cudahy, Wis., plant.

The NLRB accused the firm of entering into negotiations with the intent not to reach an agreement, but force a strike and to destroy the local's ability to act as bargaining agent. The company responded with a suit claiming only the Justice Dept., and not the NLRB, is empowered to handle prosecutions.

Slashed wages

It was management's latest move against the 850 workers who struck the plant Jan. 3 after overwhelmingly rejecting Cudahy's demands to cut wages of production workers from $9 an hour to $6.25.

The packinghouse hired 700 permanent replacements. But 100 have already left the payroll because of scores of injuries resulting from management's insistence on maintaining production levels with unskilled workers. The Occupational Safety & Health Administration is investigating the surge of injuries which produced 17 ambulance cases in a three-day period.

Cudahy has applied for benefits under the Targeted Jobs Tax Credit program which would give the company a tax break equal to 40 percent of the $6,000 in wages paid to low-income employees. The scabs were promised five-pound canned hams for filling out questionnaires on their work history and welfare participation.

Flight Attendants win USAir job protection

The Flight Attendants ratified a new two-year contract with USAir that provides labor protective provisions in the event of merger—including the carrier's current efforts to acquire Pacific Southwest Airlines and Piedmont Airlines.

Approved by 2,600 AFA members, the agreement freezes pay and benefits but provides for further negotiations if the PSA and Piedmont takeovers are cleared by the Transportation and Justice Depts.

The contract preserves the existing two-tier pay schedule which merges with the regular pay scale after five years. Salaries range from $1,063 a month in the first year to $2,680 in the 13th year.

Arkansas convention prods legislature on labor's agenda

Hot Springs, Ark.—Faced with a hostile legislature, the Arkansas AFL-CIO convention set up a special fund to aid endorsed candidates and bring key labor issues directly to the people through the initiative and referendum process.

In a series of resolutions, the nearly 200 delegates set their sights on the 1988 elections and served notice to the legislature that its lackluster performance will be dealt with then, unless it passes labor-backed legislation on workers' compensation, plant closings, right to know job health hazards, unemployment benefits, polygraphs and comparable worth.

In a key action, they called for an end to special-interest tax shelters and loopholes, and exemption of groceries from sales tax to ease the regressive tax burden. The resolution noted the steep increase in the sales tax and other consumption-based taxes and user fees—all of which have a much harsher impact on low-income persons.

Delegates also pressed for a more open state government by imposing financial reporting requirements on paid lobbyists, and passing a conflict of interest law covering legislators and other state and local office holders. The convention supported a measure requiring disclosure of campaign expenditures by sponsors and supporters of initiated acts and constitutional amendments.

State AFL-CIO President J. Bill Becker said that the federation may seek to go directly to the public through the initiative process on issues such as the so-called "right to work," changes in workers' compensation, and fair state taxes.

To aid in such an effort, the delegates established a special fund to finance such projects as statewide initiatives. The money will come from voluntary contributions, with a goal of $1 per member.

All three top officers—Becker, Sec.-Treas. Jim D. Clark and Vice President Tommy E. McFalls—were re-elected to two-year terms by acclamation.

In a key address, Paperworkers President Wayne E. Glenn detailed the state of the national economy under the impact of the unfair tax and social policies of the Reagan Administration.

President Ernest J. LaBaff of the Aluminum, Brick & Glass Workers lifted the delegates' spirits with a short speech on how trade unionists have coped with the impact of the Reagan years, while Government Employees Sec.-Treas. Allan Kaplan explained how contracting out of services has harmed federal workers.

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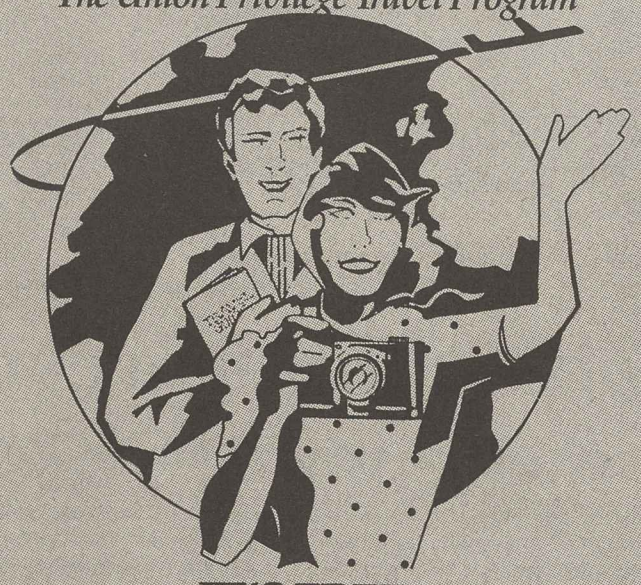

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Stronger pesticide law needed to curb hazard

The AFL-CIO cited the failure of the Environmental Protection Agency to safeguard farm workers and others who handle pesticides on the job as it called on Congress to strengthen federal pesticide legislation.

Margaret Seminario, health and safety specialist for the federation, urged that reform of the Federal Insecticide, Fungicide & Rodenticide Act "mandate protective standards" covering farm workers and other pesticide applicators.

Such standards, Seminario told a House Agriculture subcommittee, should require protective clothing, medical surveillance, training on hazards and protective measures and re-entry periods to avoid harmful exposures.

FIFRA reform legislation should also require strict training and certification procedures for pesticide applicators, along with protections from employer retaliation or discrimination for workers who exercise their rights under the law, Seminario said.

Shortcomings cited

She pointed out that Congress has twice failed to pass proposals for strengthening FIFRA, although the need to reform the law is universally recognized. In citing the law's shortcomings, she noted out that the re-registration provisions have failed to generate timely testing of pesticides, the hazards of inert ingredients are inadequately addressed, and no provisions are made to protect workers exposed to pesticides even when hazards are well documented.

Seminario noted that language in the Occupational Safety & Health Act has been interpreted by the courts as preventing its application to workers with respect to pesticide exposure. Thus, workers have had to rely on FIFRA and EPA for legally mandated protections, she said.

But the EPA has failed to take action, and the AFL-CIO believes the health and safety of workers exposed to pesticides would be better cared for under OSHA's jurisdiction. Despite administrative problems in that agency, "the regulatory and enforcement authorities available to OSHA make it better suited to address worker health and safety concerns," she said.

Non-farm workers, such as those employed in the nation's 11,000 grain elevators, feed mills and flour mills, are also at risk, Seminario testified. They apply thousands of tons of pesticides to grains, work in confined spaces recently treated with pesticides and often handle treated grains and flours. Thousands of public workers routinely use pesticides, too, she added.

Missed opportunity

Seminario pointed out that in 1982, a reform measure passed the House, but was never brought to the Senate floor, In 1986, measures were passed by both houses that reflected a compromise worked out between a coalition of public interest, environmental and labor groups, the agricultural chemical industry and farm groups. But burdensome amendments killed the final version in the waning hours of the 99th Congress.

Key aspects of last year's measure are included in a new bill introduced by members of the House Agriculture Committee. The AFL-CIO believes the bill "is a major step toward reforming FIFRA," Seminario testified, but it "can be strengthened in key areas such as worker protection, citizen enforcement rights and groundwater provisions."

Jack Johnson named to key post at FMCS

Federal Mediation & Conciliation Services Director Kay McMurray has named Jack W. Johnson executive director. Johnson succeeds retired deputy director Dwayne Buckmaster.

Johnson, 52, formerly senior vice president for human resources at Eastern Air Lines, had been a member of the Bakery & Confectionery Workers while attending the University of Akron in the 1950s.

Travel plan helps members stretch union-won dollars

Continued from Page 1

able at the time of booking. There's also a "short-notice vacation hotline" that offers savings of up to 65 percent on selected charter and cruise vacations for those able to make last-minute travel plans.

In addition to special rates on hotels, motels, car rentals and other travel arrangements, the unique union-members-only program provides a $250,000 travel accident policy at no cost. And frequent travelers can pay a $29 family fee that gives them a 3-percent cash rebate on air, hotel and car rental charges secured through the service, no-fee travelers checks and discount coupon books.

The program was created in negotiations with Trans National Group Services, a nationwide organization with the ability to serve the massive travel potential of federation members.

"American union families take home more pay than nonunion workers," said Ray Denison, president of UPBP. "They have the security of paid vacations, health care and pensions and thus have more disposable income for travel."

Earlier, the federation inaugurated a credit card program with interest rates substantially below those available through banks and other lending institutions. This was followed by the legal services program that makes it possible for members to get free initial consultation and substantially reduced fees through a nationwide network of participating attorneys.

The federation's benefit programs help mobilize the unity and purchasing power of 13 million union members and their families to make them a more potent economic force, Denison said.

"It is our role to obtain for our members the best possible value in the marketplace—the same way we seek the best in wages and working conditions in the workplace," Denison emphasized.

U.S. Playing Card dealt worldwide boycott

Geneva—A worldwide boycott of U.S. Playing Card Co. products was launched by the International Union of Food & Allied Workers' Associations. The Norwood, Ohio, company forced its workers on strike last November when it unilaterally cut wages by up to 22 percent. It is now demanding a 40-percent pay slash.

The workers are members of Retail, Wholesale & Dept. Store Union, an IUF affiliate. The AFL-CIO Executive Council at its spring meeting added U.S. Playing Card Co. to its nationwide boycott list.

The company is owned by the Cincinnati-based U.S. Playing Card Corp., which also owns a Canadian subsidiary, International Playing Card Co. Ltd., and has 87-percent control of Heraclio Fournier, S.A. of Vitoria, Spain.

When the company, the nation's largest manufacturer and distributor of playing cards, cut wages, it also reduced annual leave time and insisted on subcontracting of work, hiring of school children at low wages to displace up to 100 workers each summer, and eliminating seniority practices. The plant is currently being operated by scabs.

The cards are sold under the names Bee, Bicycle, Tally-Ho, Aviator and Congress.

August workshops follow July break at Meany Center

The George Meany Center for Labor Studies will take a summer break from regular courses during July, but will offer two workshops in August. The schedule:

Newswriting & Editing, Aug. 2-7—For union editors who want coaching on the publishing of union publications.

Working With the The News Media, Aug. 23-27—For union officers and staff to improve the image of local and state federations and relationships with the media. Participants will prepare 60-second videotapes, radio actualities and learn how to develop a news media campaign.

About 90 union participants are to attend the regular semi-annual week-in-residence for the Center's college degree program, July 26-31.

AFL-CIO organizations using the campus in July for their own staff training programs are: American Institute for Free Labor Development, July 5-17; Teachers, July 7-10; Flight Attendants, July 12-17; Government Employees, July 12-17; Transit Union, July 19-24, and Carpenters, July 19-24.

More information on labor studies programs is available from the Registrar, George Meany Center, 10000 New Hampshire Ave., Silver Spring, Md. 20903. Phone: 301/431-6400.

Young men trapped in poverty-level jobs

Continued from Page 1

with no more than a high school education, the report found. Young men without a high school diploma saw a 42-percent drop in average real earnings over the 1973-84 period, while the decline in earnings for high school graduates was 30 percent. The average real earnings of young men with college degrees registered an 11-percent drop over the period.

Earnings losses for women ages 20-24 were not as pronounced, partly because women were less likely to be employed in manufacturing and instead worked at lower-wage jobs. During the period, young women also gained greater access to higher paying service sector jobs, the study noted. Overall, real annual earnings for young women fell just 2 percent between 1973 and 1985.

The decline in earnings has had a ripple effect on marriage rates, especially for young workers without college degrees. "Marriage rates have fallen most dramatically among those who have suffered the greatest declines in employment opportunities and real earnings," the study noted. In the 1980s, only 42 percent of young men had annual earnings above the federal poverty level of $9,300 for a three-person household, it found.

Sinking buying power

The purchasing power of families headed by young men or women fell by more than one-fifth between 1973 and 1985. Such families were more than twice as likely as the average family to have incomes below the poverty line, the study reported.

To reverse these trends, the report called for a major investment in opportunities for young people, especially "those who do not continue their education beyond high school."

That program would:

- Seek to improve basic academic skills during students' teenage years and offer "second-chance learning opportunities" for those who have dropped out of school.
- Provide incentives for academic achievement—either future schooling or employment opportunities.
- Expand the federal government's summer youth employment program to include educational activities.
- Increase young workers' access to vocational training through apprenticeship and other programs.

Marion Wright Edelman, president of the Children's Defense Fund, said young workers "find a world radically different from their parents and grandparents" when they leave school in search of work. These negative trends "threaten to alter the traditional progression into adulthood—beginning with adequate earnings and followed by marriage and subsequent child-bearing—on which the stability of most American families depends," she added.

The report, prepared by the fund and Dr. Andrew Sum of Northeastern University, was based on data from the Current Population Survey and the National Longitudinal Survey of Young Americans conducted by the Labor Dept.

Irving Brown honored for public service

Retired AFL-CIO International Affairs Director Irving Brown is one of nine Americans honored by the American Institute for Public Service with its Jefferson award.

Brown's award for the "greatest public service by a private citizen" is in recognition of his more than five decades of work nurturing democratic unions worldwide.

A former organizer for the Machinists, Brown was the first director of the African-American Labor Center. The federation formed the AALC in 1965 to aid free unions in Africa.

At presentation ceremonies at the Supreme Court, AFL-CIO Sec.-Treas. Thomas R. Donahue accepted the award for Brown, who now lives in Paris. The award consists of a gold medallion and $5,000.

Other 1987 recipients included Supreme Court Justice William Brennan Jr., Ginetta Sagan, founder of the Aurora Foundation to aid the disadvantaged, and computer entrepreneur Steven Jobs.

EDITORIALS

What Economic Recovery?

APPARENTLY SOME of President Reagan's top advisers haven't been listening while their leader barnstorms the country, touting the "great economic recovery" from the recession that he engineered early on in his Administration.

Or if they have been listening, they apparently don't believe what Reagan's been saying.

The case in point is the stubborn opposition against raising the minimum wage that's been coming from top Cabinet officers.

They've been saying, in effect, that whatever "recovery" there's been from the Reagan Recession, it's so fragile that it can't absorb raising the pay floor, which has lost 27 percent of its purchasing power since the last time it was raised.

According to these advisers, restoring the buying power of the minimum wage by raising it, in steps, to $4.65 an hour, would destroy as many as 800,000 jobs. Higher minimum wages "cost jobs, they don't create them," they say, adding that it would throw sand into the "incredible American jobs machine."

Some jobs machine.

Six of every 10 jobs created since the bottom of the Reagan Recession have been part-time, low-paying jobs paying less than $7,000 a year. That's $4,600 below the government's poverty standard for a family of four. The Labor Dept. reports that at the end of last year, 4.9 million workers were being paid at or below the minimum wage.

THESE FIGURES—and the grim data contained in this issue of the News on the plight of young male workers—prove the hollowness of Reagan's boasts about his much-vaunted "recovery." It has been, at best, a shallow comeback, achieved at the expense of those on the lowest rungs of the economic ladder.

Opponents of a decent, liveable wage were wrong before and they're wrong now. Ultimately, the mischief wrought by Reaganomics will be rectified only when all workers, particularly those on the bottom of the heap, get a shot at having enough purchasing power to buy the goods and services our society produces.

That's the only kind of economic recovery that makes sense.

A Generation Apart

UNLESS WE ACT constantly to make everybody's future less bleak and precarious, nobody's future is going to be secure. On the whole, nobody understands that better than the generation now retired.

They were the tough and hopeful kids who helped this country claw its way out of the Great Depression. They were the youngsters who rescued their old folks from the county poor farm by demanding passage of the Social Security Act. Along the way, they created more wealth—built more schools, houses, roads and consumer goods—than any generation in history.

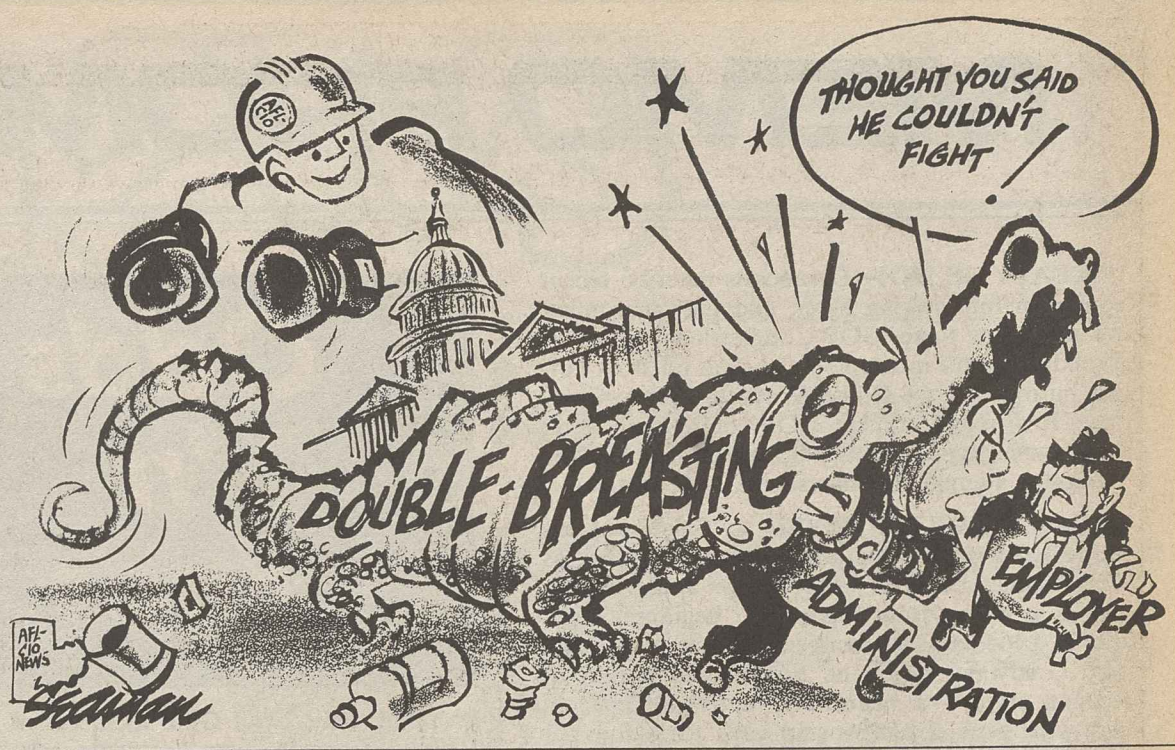
But now they are painfully aware of how drastically the economy they shaped is being restructured and how the opportunities of others to follow in their footsteps are being narrowed.

Despite the Administration's boasting about years of sustained economic recovery and unexampled job creation, we are afflicted with the highest and most chronic levels of unemployment in postwar history. The good, solid, well-paid manufacturing jobs that generations of working families have used as stepping stones to the middle class are being destroyed by mass layoffs and sudden-death plant closings.

YOUNGSTERS LOOKING for their first foothold in the world of work are competing with skilled workers displaced from better jobs, with mothers of small children who are being forced into the job market by economic necessity, and by older workers who want to supplement post-retirement incomes.

As a matter of the narrowest self-interest, Americans of 50 and over ought to be most passionately concerned with the welfare of Americans who are now five and under. Anybody who is 15 years from social security has a vital stake in seeing to it that those who are 15 years from starting to pay for it make as grand an entrance into the workforce as possible.

—From remarks by AFL-CIO Sec.-Treas. Thomas R. Donahue to the American Association of Retired Persons, June 23.



Washington Window

Shutdowns and layoffs leave misery in wake

By Press Associates

As legislation to require advance notice of plant shutdowns and mass layoffs moves through Congress, new reports underscore the need for federal action.

A Bureau of Labor Statistics survey covered layoffs of 30 days or more in seven states. The reporting system, which will soon be implemented nationwide, included layoffs in which at least 50 initial claims for unemployment compensation were filed in a three-week period against a single employer.

BLS looked at two types of advance general notices and specific notices. Advance general notice was defined as the notification of individual workers that a layoff was expected to occur, without specifying the exact date. Specific notice was defined as the notification of individual workers that they will be laid off on a specific date.

States participating in this first report included Alabama, Arizona, Arkansas, Massachusetts, Texas, Washington and Wisconsin.

The 248 businesses responding to the survey reported 271 layoffs involving 67,800 workers. A total of 49,327 workers filed unemployment compensation claims.

BLS found that two-thirds of the layoffs occurred with no advance general notice. When there was advance general notice, the warning time averaged 46 days. Firms provided specific notice of one day or more in slightly more than 50 percent of the layoffs, with an average notice of 18 days.

Short-term notices

Among industry groups, advance general notice was more prevalent in manufacturing than in nonmanufacturing. Advance general notice was provided in about 43 percent of layoffs in manufacturing, compared to 19 percent in nonmanufacturing. The average length of notice was lower in manufacturing than in nonmanufacturing—45 days, compared to 54 days.

Specific notice of more than 24 hours was provided in 57 percent of manufacturing layoffs and 40 percent of nonmanufacturing layoffs, with the same average length of notice.

BLS found that only 85 establishments provided notice to state and local government officials, union representatives, the news media and community groups.

Only one-third provided some type of reemployment services. Nineteen set up formal labor-management committees, which primarily provided skill analyses, arrangements for prelayoff registration by state employment services, and plans for training in job search skills.

Placement services

Fifty-eight provided company placement services, which included canvassing other employers for job openings, skill surveys and prelayoff employment service registration.

A report by the National Academy of Sciences recommended federal action to ease the "painful and costly adjustments" in employment it said will accompany a rapid shift to new industrial technology.

This shift will come on top of the job displacement in recent years resulting from soaring U.S. imports, diminishing exports and the gradual adoption of labor-reducing technology.

The academy report said that, even though changes in the economy "will place increasing demands" on workers' ability to adjust, employment prospects will remain good for workers with "strong basic skills." The report said, however, that 20 percent to 30 percent of displaced workers lack these basic skills.

Besides recommending federal requirements for advance layoff notification, the academy urged expanded training, retraining, job counseling and other services for dislocated workers.

The NAS said that retraining and other adjustment assistance programs work better and layoffs are shorter when workers are given adequate notice of plant shutdowns or layoffs.

While BLS insists that voluntary plant shutdown notification does not work, the NAS report shows that advance notification will have a crucial role in the nation's economic future.

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MEMO FROM COPE

Odds 'n Ends

'SLEAZY' IS HOW Democrats describe recent Republican fund-raising letter, and they just might have something there. GOP Congressional Committee sends its letter in envelope labelled on front "official business" from House Ways & Means Committee. Real return address, GOP committee's, is on back in small type. Democratic spokesperson labels it "flagrant attempt to impersonate and deceive."

REAGAN DETERMINED to finish out his presidential term and his political career keeping as much distance between what he says and what actually is as he has from beginning. "Beginning" was back in 1964 at GOP convention that nominated Barry Goldwater when he first treated nation to "Reagan style"—a beautifully delivered speech, filled with general alarms and calls to action but empty of reliable content, blaming—as he still does—"tax and tax, spend and spend" Democrats for world's ills. Televised speech to nation just this month similarly remote from reality. Leaving aside his rose-colored and inaccurate view of achievements of economic conference in Venice, and his overstating degree of allied support of his foreign initiatives, what he said about federal deficit was vintage Reagan. Here's President who's put nation deeper into red than all his 39 predecessors combined telling country Congress is piling on deficits. He explains he sent a "responsible" budget to Congress last January which Congress "ignored." But Congress did not "ignore" Reagan budget. It voted overwhelmingly *against* it. Only 18 of 45 Republicans in the Senate supported their President's budget proposal, only 27 of GOP members of the House. Rest of Congress was unable to take President's proposals seriously.

REAGAN'S SOLUTION to problems of huge deficits his policies have created? He's back peddling the snake oil of a balanced budget amendment and a line-item veto. Even most of his right-wing supporters have thrown in towel on BB amendment, and it has little respect or support nationally. Same with line-item veto, which places almost dictatorial powers over spending in hands of President.

INTERESTING NOTE that illustrates a lot of *spending* doesn't necessarily mean a lot of *contributing*. Neither Congressional Club nor NCPAC—Nos. 1 and 2 in total *spending*—is even among top 50 in total *contributions* to candidates. Huge amounts of their spending is on fund-raising mailings, which produce revenue which they then spend on more mailings. They contribute little to candidates directly, and their spending on so-called "independent" campaigns has diminished in recent years.

MAYORS TEE OFF on Reagan urban policies, and much of criticism comes from Republicans. Gathering of city chief executives becomes forum for attack against Administration cuts in key programs. William Hudnut, GOP mayor of Indianapolis, laments Administration's "appearance of a lack of sensitivity to the people who live in the cities." Another GOP mayor concedes there's been "harm done" by revenue-sharing funds and housing grants decimated by Reagan Administration.

AS TRADE PROPOSAL moves to Senate following House passage, poll shows Americans increasingly concerned with economic impact of one-way trade arrangements. Early June ABC/Washington Post survey asks: "How concerned are you that you and your family will be affected by the trade deficit?" Answers: Very concerned, 43 percent, somewhat concerned, 39 percent. Same question in September 1985 went 38 percent, 41 percent. Second question asked: "Should the federal government try to preserve American jobs by imposing taxes and limits on foreign imports even if that means higher prices for consumers?" Response: Yes, 64 percent, no 33. In September 1985: Yes 49, no 43. Final question: "Should the U.S. restrict Japanese imports?" Yes 65, no 33, compared to September 1985's yes 48, no 47.

QUICKIE QUIZ (I)—What political action committee (PAC) *spent* most money in 1985-86 election cycle? For umpteenth straight year: Jesse Helms' right-wing National Congressional Club at $15.8 million. In second place: National Conservative PAC (NCPAC) with $9.3 million.

QUICKIE QUIZ (II)—As opposed to just plain *spending*, what PAC *contributed* most money to U.S. Senate and House campaigns? It was Realtors PAC at $2.8 million. Second place: American Medical Association PAC with $2.1 million.

DO CONSERVATIVES have a favorite among GOP presidential hopefuls, one who can inherit Reagan mantle? No, they don't. Major advisers, consultants, aides, kitchen cabinet members who've had long association with President split support among present crop of candidates. So do conservatives who were united for Reagan. Conservative Caucus runs presidential preference poll among rightists, finds four candidates bunched real close at top: Rep. Jack Kemp with 16.1 percent; VP George Bush, 13.8; Sen. Bob Dole, 13.7; Rev. Pat Robertson, 12.4. No one else reaches 10 percent mark. Key issues for respondents: Deployment of Reagan strategic defense initiative, cuts in social spending, cuts in U.S. support of U.N.

First Free-for-All

It's a coup for conservative commentator-TV host Bill Buckley. He's lined up all seven candidates for the Democratic presidential nomination for a July 1, live discussion-debate over public television. He and former Democratic National Chairman Robert Strauss will co-moderate.

Republican candidates are scheduled for their first mass encounter session under Buckley's aegis live over public television on Sept. 2.

All in One Letter!

If you think the National Right to Work (for less) Committee has exhausted its supply of anti-union hysteria after more than 30 years in business, you're wrong. To the countrary, it scales new heights of panic in its latest mass mailing.

A letter signed by for-less boss Reed Larson, opposing the "double-breasting" bill recently approved by the U.S. House, contains the following affectionate references to unions and union officials:

"Strong-arm toughs."
"Union cronies."
"Increased violence and gangsterism."
"Cesspools."
"Dirty tricks."
"Union goon squads."
"Union hacks."

In addition, Larson attacks Sen. Ted Kennedy as "the union bosses' hand-picked puppet," and charges that "last election (1986), Big Labor bought itself an even larger chunk of the politicians in Washington."

Not bad for one letter. Shows Larson, or whoever composes these things, has some zip left on the fastball (but still can't get it over the plate).

Heritage Foundation. . . Reagan's 'Think Tank'

'Keeper of the Flame'

The Heritage Foundation is *the* "think tank" for the Reagan Administration. It provided the research and argumentation on issues, the rationale and the blueprint for legislative and other action in the early Reagan years.

It trained young conservatives and fed them into key government posts and in other ways served as a talent scout for the White House and executive agencies.

It was started by Reaganites 14 years ago—with seed money from anti-union brewer Joe Coors—grew nationally with Reagan in the mid-70s, and has remained staunch and supportive through the 80s. Never has one think tank been so influential in, and so much part of, any administration.

For-Less Connection

There's a right-to-work-for-less connection in the Heritage Foundation. Chairman of its board is Shelby Cullom Davis, former trustee of national RTW committee, recently named chairman of the RTW Legal Defense Foundation.

Reagan will leave Washington and the national political scene in less than two years.

But Heritage Foundation won't.

It will remain the keeper of the flame—or even a government-in-exile—during what very likely will be years of ebbing conservative influence on the national and state governments.

Money and smart folks help create, and flow to, success in things like think tanks. A wise handicapper would predict that if one among the many conservative think tanks now going will survive, its the Heritage Foundation.

For one thing, it starts from a higher base than others. It owns a $10 million (at the time of construction) headquarters in Washington. Its 1986 revenue topped $37 million, its operating budget $14 million. That's up 500 percent during Reagan's presidency.

It's got enough prestige and clout among conservative leaders and financial angels to attract 1,000 of them to a recent celebratory dinner.

In short, it's strong enough to survive some hard times for the conservative movement. While it's not above the sort of hysterical direct-mail fund-raisers that characterized the style of "new right" founder Richard Viguerie, much of its funding and moral support continue to come from solid, establishment conservative leaders—William Buckley, Clare Booth Luce, William Simon and others—who are in conservatism for the long haul (a lot of others now on the stage are going to lose the national platform they've had for the past decade).

It is probable leaders of the Heritage Foundation understand they're approaching a time, with Reagan's departure from office, when they'll be back on the outside looking in. For that time, they're already readying fresh troops to carry on as best they can. Indeed, the foundation has a name for these young conservative activists-and-thinkers-in-training. It calls them "The Third Generation," the first having been Barry Goldwater's supporter-promoters, the second Reagan's.

Just as the first two generations had a major political figure they helped launch and attached to, the "third generation" will need a star. At the moment, there doesn't seem to be one, but who'd have guessed Ronald Reagan would be before he addressed the GOP convention in 1964 and instantly became a political leader?

GOP Talkathon

The campaign finance reform bill is still bottled up in the Senate by a Republican talkathon. Majority Leader Robert C. Byrd (W.Va.) tried four times to get 60 votes needed to shut down the GOP-orchestrated filibuster.

At issue are the setting of spending limits and public-funding provisions. Byrd indicated a willingness to give ground on the public financing, but not on the spending limits. Minority Leader Bob Dole (Kan.) objects to the limits, insisting they would put a damper on Republican Party growth.

In last year's congressional campaigns, Republicans outspent Democrats 5-1. Even so, the GOP lost control of the Senate and 13 House seats.

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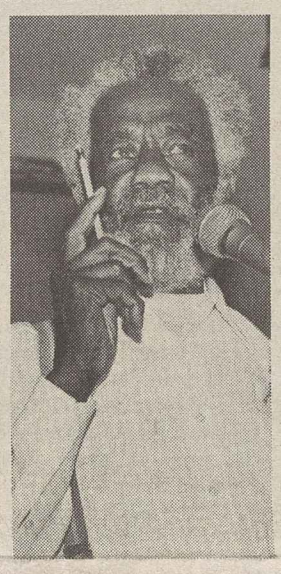
Thorough study of Bork urged

Great exchange

Union musicians, artists and songwriters spent three days sharing and sharpening their talents during the annual Great Labor Arts Exchange, sponsored by the Labor Heritage Foundation and held on the campus of the George Meany Center. Nearly 90 participants joined workshops on drama, dance, painting and music, with a photography session featuring labor photographer Earl Dotter. Afternoons and evenings of the three-day get-together were spent rehearsing for the grand finale—a concert before a standing-room-only crowd. Special performers included John Handcox, who wrote "Roll the Union On," folksinger Guy Carawan and labor troubadour Joe Glazer. The show featured original songs, skits and plays, and closed with a chorus of "Solidarity Forever."

Guy Carawan



John Handcox

Kirkland asks full debate on court nominee

The AFL-CIO cautioned the Senate to avoid being stampeded into hasty action on the confirmation of Judge Robert Bork to the U.S. Supreme Court.

Federation President Lane Kirkland stressed that a vote on Reagan's nominee—the third appointment he's made since taking office in 1981—should come only after full hearings and public debate.

In a mailgram to affiliated unions and state federations, Kirkland urged them to contact Senators recommending they "not make any early commitment" on Bork's nomination.

"The public interest will only be served if the Senate makes full and vigorous use of its 'advice and consent' powers," he emphasized. "Each Senator has the right—and the obligation—to come to his own judgment on the fitness of the President's nominee.

"That judgment should not be made until there is a thorough investigation commensurate with the stakes involved."

Any decision on Bork's nomination will have "a particularly profound impact on the nation's well being," Kirkland pointed out, because he's being named to replace Justice Lewis Powell, who played a "pivotal role" during his 15 years on the high court.

Appointed in 1972 by President Nixon, Powell cast the crucial deciding vote on such issues as upholding affirmative action, guaranteeing access to public education for the children of undocumented aliens and, most recently, protecting the free-speech rights of public employees.

Watergate role

Bork faces tough questioning by the Senate Judiciary Committee on everything from his role in firing Special Prosecutor Archibald Cox in the famed "Saturday night massacre" during the Watergate probe to his views on civil rights and on women's rights.

Signaling the delight of the far right, the National Political Action Committee said that with Bork's selection, the White House "has ensured that the 'Reagan revolution' will continue for decades to come."

By contrast, the Leadership Conference on Civil Rights voiced deep concern that Bork would tip the balance on the court on critical civil rights questions.

Emphasizing the need for thorough public debate on the nominee, Kirkland said "it is critical that Senators not commit themselves in advance to support—or to oppose—this nomination; their determina-

Continued on Page 3

OSHA's role eroded in Reagan years

Reports cite failures in enforcement, standards setting

By Arlee C. Green

Back-to-back federal reports show that the cornerstones of the Occupational Safety & Health Administration—enforcement and standard setting—have crumbled during the Reagan years, the AFL-CIO said in charging that the agency "is failing miserably in doing its job."

A study of OSHA's Philadelphia and New York regional offices, done by the Labor Dept.'s Inspector General staff, identified "systemic weaknesses" that severely affect the agency's enforcement abilities.

That draft report, first released by the Chicago-based National Safe Workplace Institute, said efforts to safeguard workers were undercut by inadequate and untimely inspections, failure to check that hazards have been abated, and unjustified reductions in fines levied on firms who willfully and repeatedly violate OSHA regulations.

An earlier report released by the U.S. Administrative Conference found that OSHA was near "total paralysis" in its ability to set standards.

Margaret Seminario, the federation's job safety director, said the IG staff report "only confirms that OSHA is not doing its job."

"Under President Reagan," she said, "inspections have been limited and even when the agency does inspect, it issues near the minimum in penalties. Now we find out there is no mechanism for assuring that the problems are abated. And that's the bottom line for workers, the correction of hazards in the workplace."

'Cornerstones' loose

The IG staff report "shows the whole enforcement program isn't working. A few months ago, another report said OSHA was failing in regard to its standards-setting ability. Those are the cornerstones of the agency—enforcement and standards setting," Seminario said.

The investigation of the regional offices was initiated by Labor Sec. William E. Brock following reports that the New York office had overlooked for several years conditions which exposed workers at a thermometer plant to dangerous levels of mercury, and that the Philadelphia office had centered its construction inspections on nonunion operations.

The draft report faulted OSHA's practices in documenting the abatement of job-site hazards, noting that the agency often failed to do follow-up inspections and didn't check whether the hazards had been corrected "until long after the abatement date had passed." For the New York and Philadelphia regions, the report "found inadequate documentation to verify that abatement had been accomplished in 35 percent of the violations."

Follow-up inspections, which are either mandatory or discretionary, based on the hazards involved, were sampled at both area offices. Of 40 cases, including seven that required follow-up inspections, OSHA performed only one discretionary check to verify that job hazards were corrected, the report disclosed.

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Profits, low wages lure plants to Mexico

San Diego—American assembly plants migrated to Mexico's booming maquiladora complex not because the choice was between profit or loss, but because it was "a question of profits and more profits."

That was the assessment made by Executive Sec.-Treas. Joseph S. Francis of the San Diego-Imperial Counties AFL-CIO at hearings by a House Government Operations subcommittee exploring the possibility of providing the runaway American firms increased access to domestic markets.

More than a thousand American companies have invested in excess of $2 billion in facilities employing some 300,000 workers on the other side of the Rio Grande. Most of the development has taken place since 1983, when the Mexican minimum wage plunged from $1.53 an hour to 75 cents in a three-month period, Francis pointed out.

He took strong exception to testimony by Commerce Dept. officials that shifting assembly operations across the border—a move encouraged by the Reagan Administration—is necessary to help American companies "remain healthy in the face of intense international competition."

Profitable firms

Francis pointed out that the runaways "were neither jeopardized by foreign competition nor were they close to bankruptcy." He noted that among the relocated plants are ones owned by such profitable corporations as Sunbeam, Memorex, American Motors, Rockwell International, Bendix, Fisher Price, Foster Grant, Pillsbury, Burroughs, Firestone and Xerox.

The Mexican connection has added nearly $10 billion a year to the nation's soaring foreign trade deficit and has wiped out an estimated 100,000 jobs, Francis emphasized. The result is that American workers, who make up the largest consumer market in the world, "will no longer be able to purchase the goods they once produced," he testified.

"As they move from manufacturing to service jobs, they will experience an average 30 percent reduction in wages," he declared. "This fact of economic life will

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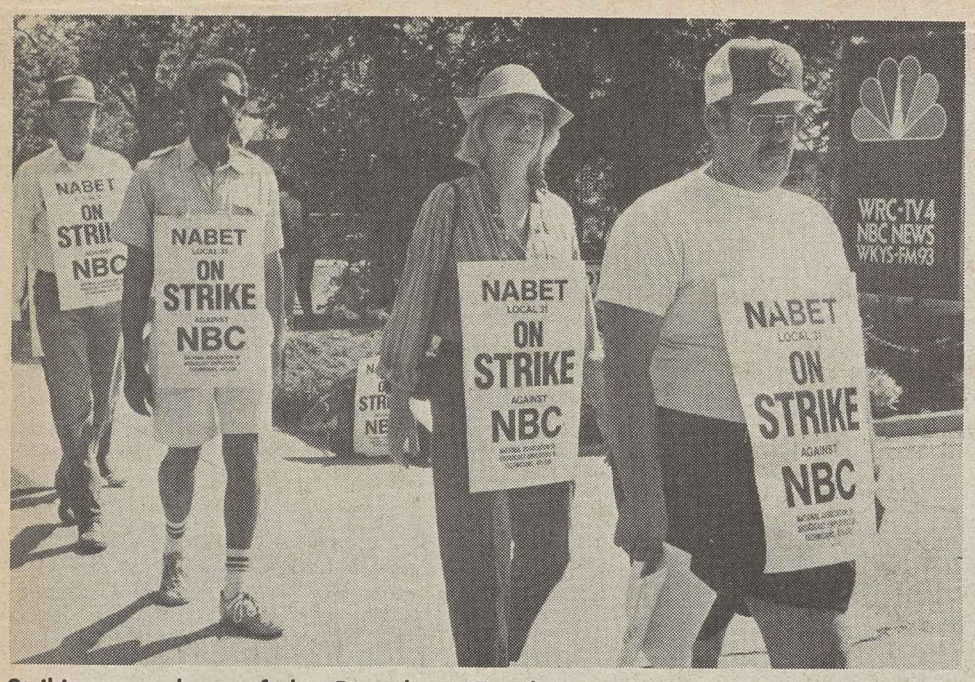


Striking members of the Broadcast Employees & Technicians keep picket line moving outside NBC studios in Washington.

Job security issue triggers technicians' strike at NBC

The Broadcast Employees & Technicians left their monitors, desks, cameras and sound equipment to strike National Broadcasting Co. studios as mediated talks failed to produce a new agreement.

Nearly 2,800 NABET members nationwide walked off the job as NBC—owned by General Electric Co.—refused to budge from its hardline demands and unilaterally imposed a two-year package that jeopardizes workers' job security.

Picket lines went up June 29 at NBC studios in New York, Chicago, Washington, Cleveland, San Francisco and Burbank, Calif., as supervisors tried to write news copy, edit tape and control cameras. On the first two days of the strike, programming was racked by "technical foul-ups, fumbled microphones, sloppy camera work and sound lapses," the Associated Press noted.

A key contract issue is the network's demand for greater numbers of "daily hires" of non-union temporary workers. NABET Local 11 President Arthur Kent, called the demand a management attempt to replace full-time staff members. NABET is seeking larger wage increases than the raises offered by NBC—3.65 percent to 4.7 percent.

NABET members had been working without a contract since Apr. 1. After the union rejected NBC's last offer in March, the company refused to negotiate. In nationwide balloting, NABET members approved the strike authorization by a 90-percent vote.

Union members in Washington and Chicago showed their support for the NABET strikers at noontime rallies at NBC facilities.

Other disputes

Meanwhile on the West Coast, members of the unaffiliated Directors Guild prepared for a walkout against the Alliance of Motion Picture & Television Producers, after rejected management's demand for cuts in the directors' share of the residual earnings of their films.

The 8,420 directors work on feature films and televisions programs, including prime-time network shows.

In a separate development, actors who provide the voices for animated cartoons reached a tentative agreement with one of five production companies. Nearly 300 members of the Screen Actors walked out last month after negotiations broke down.

The tentative pact with Hanna-Barbera Productions Inc. includes a 5 percent wage increase and maintains residual payments.

Organizing fund backed

News Guild elects Dale as Perlik calls it '30'

San Diego—Charles B. Dale was elected to a two-year term as president of the Newspaper Guild, succeeding Charles A. Perlik Jr. Dale, 58, has served as the Guild's secretary-treasurer since 1979.

Convention delegates also supported a dues increase of $1 a month to bolster organizing activities, recommended endorsement of a U.S. presidential candidate and streamlined the union's list of mandatory bargaining proposals.

Dale was first elected secretary-treasurer in 1979, following the death of Sec.-Treas. Robert M. Crocker. Prior to that, Dale had served as a field representative for the union.

John C. Edgington, administrative officer of the San Diego local since 1971, was elected secretary-treasurer by acclamation. Edgington, 49, also served as a field representative from 1964-69 and was a vice president from 1969 to 1971.

Delegates re-elected all six at-large vice presidents. Union members will vote in mid-September to fill the post of international chairperson between Vice Presidents Richard M. Peery of Cleveland and Peter E. McLaughlin of New York. Incumbent Harry S. Culver is not seeking re-election.

Anti-union attitudes

Perlik, who is retiring after 18 years as president, warned the 231 delegates that they face "the most serious crisis since the Guild's early years." He cited the problems associated with new technology in the workplace and with the hostile, anti-union employer attitude being exhibited in many publishing boardrooms.

In recommending adoption of the dues increase for organizing, Perlik pointed out that as of Mar. 1, the Guild reached a record 34,018 active members. He credited the union's organizing activities aimed at "free riders" with the increases. At the last convention, delegates authorized a pair of special assessments to aid organizing.

The dues-increase proposal will be subject to a referendum vote in mid-September. It would generate an estimated $400,000 a year, and would help in organizing some 6,000 nonmembers who are working under Guild contracts.

The outgoing president told the delegates how the union is striving to improve its bargaining ability by working in solidarity with nine other newspaper industry unions in a renewed coordinated bargaining effort. Three "summit meetings" of the unions' leaders have been held so far this year, with a fourth scheduled for July 16.

Perlik exhorted individual locals to explore the use of "innovative bargaining strategies" to bring added pressure on employers. He suggested—and the convention approved—"new twists" in bargaining tactics to be applied in an "imaginative, but disciplined fashion."

Streamlined proposals

The delegates adopted most of the recommendations of a special committee on collective bargaining—created by the 1985 convention—to streamline the union's list of mandatory bargaining proposals. A proposal to remove some language covering video display terminals from the mandatory proposal list was voted down by the delegates.

The convention pressed another health and safety issue by calling for a ban on smoking in the workplace, "where acceptable by the majority of affected members." The report stressed that employers should refrain from the use of discipline to enforce the ban.

The opening day of the five-day convention focused on the alternatives to strikes. Representatives of locals in the McClatchy newspapers detailed the "working strikes" underway at the chain's Sacramento Bee and Fresno Bee. At those papers, the publisher has declared impasses and unilaterally imposed terms and conditions on the employees. At the Modesto, Calif., Bee, the Guild contract expired just recently and the employer has not declared an impasse or imposed a final offer.

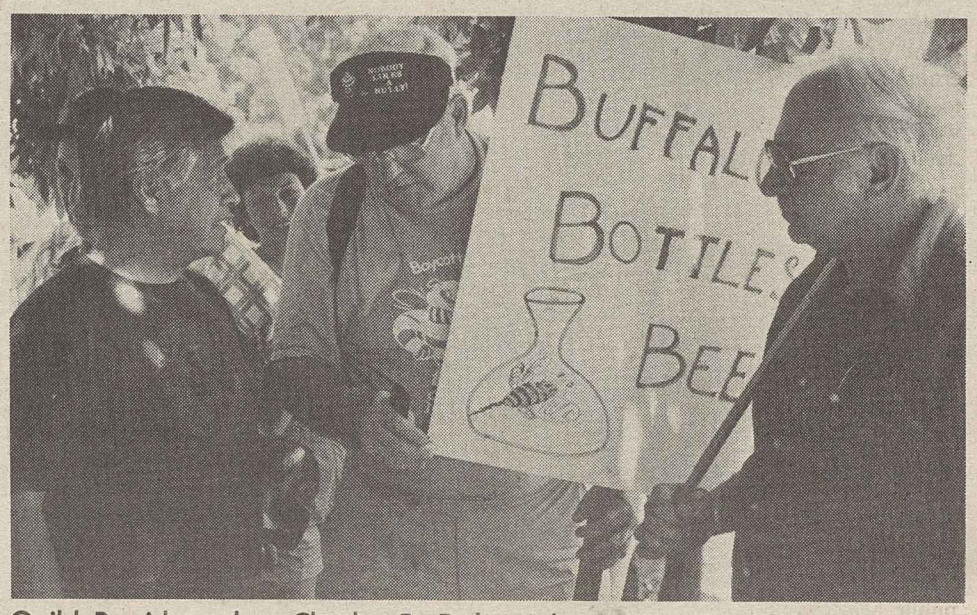
Job actions

Guild members at those two daily papers voted not to strike, but rather to "take any and all economic action as if we were on strike." The members are still on the job, but participate in a variety of work actions. The delegates recommended such tactics as informational picketing, rallies, mass coffee breaks, use of news media, picketing of board directors' homes, wearing of union buttons and requests for health and safety investigations.

In expressing support for their brothers and sisters at the McClatchy papers, nearly half the convention delegates traveled to Fresno the day after the convention ended to attend a rally for those workers. Some 350 Guild supporters marched from the city hall to the Bee's plant gates to hear speeches in 100-degree weather.

Rally speakers included California AFL-CIO Executive Sec.-Treas. John Henning and Farm Workers President Cesar Chavez.

Service Employees President John J. Sweeney earlier told delegates that unions "find ourselves back where we were in the '20s and '30s," and must develop new bargaining tactics. He stressed that "all companies have vulnerabilities" and that even in losing battles, unions should "extract an expensive price" from employers. He detailed the successful SEIU campaign against the Beverly Enterprises nursing homes.



Guild President-elect Charles B. Dale, right, retiring President Charles A. Perlik Jr., center, and Farm Workers President Cesar Chavez confer before leading a protest march on the Fresno Bee.

Unions avoid summer political doldrums

There are no summer political doldrums this year for union members and their families, caught up in the AFL-CIO "Democracy at Work" project showcasing the presidential aspirants from both the Democratic and Republican parties.

Hundreds of thousands of workers are poring over their union publications, reading the answers submitted by the candidates to key questions contained in a special issue of the American Federationist. In some cases, the presidential hopefuls have responded to additional questions prepared by the members' own unions.

In many instances, members have been asked by their international to speak out. The current issue of AFSCME's magazine, the Public Employee, contains a letter in which members are urged to write President Gerald W. McEntee and Sec.-Treas. William Lucy to cast a straw ballot and list the concerns they'd like their favorite candidate to address.

In Pennsylvania, the State AFL-CIO unveiled its reprint of the Federationist supplement at a press conference. And President Julius Uehlein also previewed the hour-long videotapes in which 13 announced and prospective candidates tell how their presidency would be conducted.

The videos—produced by the Labor Institute of Public Affairs—are further enlivening the summer political scene. Members have turned out by the hundreds to see this video presentation. The most recent showings include:

Alabama—Jefferson County Central Labor Council, Shoals Area CLC, Northeast Alabama CLC, Gadsden CLC, Tuscaloosa CLC, Machinists District Lodge 92 in Huntsville, Montgomery CLD and Wiregrass CLC.

California—San Bernadino-Riverside CLC, Orange County CLC and Sacramento CLC.

Connecticut—Waterbury CLC, New Haven Letter Carriers, Hartford CLC, State AFL-CIO Executive Board and IAM District 91 in Hartford.

Maine—Portland CLC and Bangor CLC.

Massachusetts—Lowell CLC, Lawrence CLC, Springfield CLC, Northampton CLC and Berkshire CLC.

New Jersey—Union County CLC and Warren-Hunterdon CLC.

New York—Genessee-Wyoming CLC.

Rhode Island—Providence CLC.

Vermont—State AFL-CIO.

ACTWU and ILGWU sew up joint pact

Janesville, Wis.—The nearly 300 workers at the Monterey Mills Co. here unanimously ratified a historic first contract—an agreement jointly negotiated by the Ladies' Garment Workers and the Clothing & Textile Workers.

The two unions worked out an arrangement to represent the Monterey Mills workers. The ACTWU had tried earlier to organize the company's plants in Janesville and Cowan, Tenn. The plants manufacture fabrics and produce a variety of finished products from hospital sheets to paint rollers to clothing.

Last fall, when the ILGWU learned of significant wage and benefit cuts at the Janesville plant, it sent a team of organizers to urge the workers to "fight back." Using that theme, the ILGWU got more than a hundred cards signed in three days.

ACTWU cited its past interest in the workers and the two unions, through ILGWU Vice President Lou Montenegro and ACTWU Vice President Arthur Loevy, worked out a joint-representation agreement.

Meanwhile, ACTWU renewed its campaign at the Cowan plant and won a National Labor Relations Board election by a 2-to-1 margin. With the results in, Monterey Mills agreed to recognize the two unions based on a card count.

Negotiations produced a new three-year contract that restores vacation and holidays, improves health and welfare benefits, provides a ratification bonus and wage reopeners in the second and third years.

Recess holds up Senate debate on trade overhaul bill

By Gene Zack

The Senate was still locked in debate over tough trade legislation to reverse the crushing burden of imports as Congress recessed for the long 4th of July weekend.

When they return from their holiday break, Senators will face decisions on two key components of the bill:

- An amendment offered by Sen. Donald W. Riegle Jr. (D-Mich.) to bring down hefty trade imbalances with nations that use unfair practices, including exploitation of labor and denial of worker rights, in order to flood the American market with their goods.
- A proposal requiring employers to give workers, their unions and communities advance notice of plant closings and mass layoffs to ease their impact and help workers make the transition to new jobs.

In action thus far, the Senate stripped from the bill a provision allowing the President to impose a tax on imported oil to lessen U.S. dependence on Middle East petroleum. The provision—advanced by Finance Committee Chairman Lloyd Bentsen (D-Tex.)—went down to defeat on a 55-41 vote.

By a 73-19 vote, the Senate adopted a plan requiring labeling of food imports by country of origin. Imported food has made major gains against American products in the last two years and the country was in the red in agricultural trade for several months last year.

Crackdown on Toshiba

Also adopted in the early going was a two-year ban on imports of Toshiba televisions, video recorders and photocopiers. The 92-5 vote put the Senate on record in a protest against Toshiba's role in diverting sensitive submarine technology to the Soviet Union in 1983 and 1984. The amendment also contains a two-year prohibition on products from Kongsberg Yapenfabrikk of Norway, which collaborated with Toshiba on the sales.

The AFL-CIO emphasized that passage of a strong trade bill must be "one of the highest priorities of the 100th Congress." In a letter to all Senators on the eve of the debate, Legislative Director Robert M. McGlotten said action is vital to reverse "years of mounting trade deficits and millions of lost American jobs."

The House has already approved a labor-backed job-saving trade measure that included an amendment sponsored by Rep. Richard Gephardt (D-Mo.), requiring a 10-percent annual reduction of all excessive trade surpluses piled up by other nations.

Elsewhere on Capitol Hill:

- A Senate Labor Subcommittee scheduled a markup on legislation to ban double-breasting practices under which unionized employees set up nonunion subsidiaries to evade their collective bargaining responsibilities. A similar bill, spearheaded by Rep. William Clay (D-Mo.), passed the House by a 227-197 margin.
- The House Labor Standards Subcommittee gave unanimous approval to a bill exempting new federally financed construction contracts of less than $50,000 and repair or rehabilitation contracts of less than $15,000 from the requirement of the Davis-Bacon Act that construction workers be paid prevailing local wages.
- Labor-backed legislation requiring employers to provide a minimum level of health benefits—to assure coverage for 24 million workers and their dependents currently without such protections—drew support from Chrysler Corp. and American Airlines.

Walter Maher, Chrysler's employee benefits director, and American Airlines Chairman Robert Crandell told the Senate Labor & Human Resources Committee the bill would help correct a health care cost imbalance that forces their companies to pay higher premiums in order to subsidize other firms that provide lower benefits.

- The Senate Foreign Relations Committee voted 11-8 for a bill to kill President Reagan's plan to put 11 Kuwaiti oil tankers under the American flag and provide them naval protection in the war-torn Persian Gulf. Unions representing American seamen had told Congress earlier that idled U.S.-flag vessels and American crews are available to carry the oil and protested reflagging of vessels that use foreign crews and are not subject to U.S. wage, health and safety standards.

Reagan hit on double standard over abuse of workers' rights

The AFL-CIO denounced the Reagan Administration for applying a double standard on workers' rights—imposing trade and financial sanctions on Communist countries while tolerating the same abuses by right-wing totalitarian regimes.

The Administration's denial of Generalized System of Preferences and Overseas Private Investment Corp. benefits to Nicaragua and Romania "are a beginning," Research Director Rudy Oswald told a House Foreign Affairs subcommittee.

Last year, the White House suspended Paraguay, continued the review of the situation in Chile for another 12 months, and certified South Korea, Suriname and Taiwan as being in compliance as far as workers' rights are concerned.

Oswald was particularly critical of the Administration's conclusion that South Korea and Taiwan were "taking steps" to improve worker rights. He called this a "seriously flawed" approach that "ignores actual practices" in those countries.

Real change needed

"There is no reason to believe Taiwanese or South Korean government officials who claim that changes will be made to afford workers their freedom, until those promised changes become a reality," he said.

The AFL-CIO had urged denial of GSP and OPIC benefits to those two countries, as well as Paraguay, Chile and Suriname, he testified, and the Administration's actions "fall far short" of the intent of U.S. laws calling for the application of recognized worker rights.

Congress spelled out its criteria in the Trade & Tariff Act of 1984 and the OPIC Amendments Act of 1985. In doing so, it emphasized that "denial of worker rights in developing countries tends to perpetuate poverty and to limit the benefits of economic growth to a narrow segment of the population, thereby retarding economic development and increasing social and political instability in these countries."

The protections called for in both laws include the right of association, the right to organize and bargain collectively, prohibition of compulsory and child labor, minimum wages, maximum hours of work, and occupational safety and health.

Essential safeguards

The federation endorses these basic safeguards, Oswald said, because they are essential if workers abroad hope to share in the fruits of their labor. Moreover, without these protections, American workers suffer unemployment and lost income "as domestic production is displaced by products manufactured under repressive conditions."

No country should be allowed to gain a competitive edge in trade, he emphasized, "through the abuse of workers and the suppression of basic rights and freedoms."

Oswald said the federation has submitted a new petition to the U.S. Trade Representative, reiterating its call for the removal of Suriname, Chile, Paraguay, South Korea and Taiwan from the GSP.

At the same time, he told the subcommittee, the AFL-CIO presented new evidence on violations of worker rights in Indonesia, Singapore, Thailand and Turkey and called for the government to look into practices in the Central African Republic, Guatemala, Haiti and Zambia.

Research Director Rudy Oswald testifies on workers' rights abuses abroad. With him is Holly Burkhalter of America's Watch, a human rights group.

Foreign firms found guilty of dumping color TV tubes

Foreign manufacturers dumped more than $220 million worth of color picture tubes in the United States last year for less than their fair market value, the Commerce Dept. found in a preliminary determination.

The offenders are firms operating in Canada, Japan, South Korea and Singapore, who sold their products at as much as 33 percent below the prices charged in their own countries.

President William H. Bywater of the Electronic Workers called the preliminary finding "a small step in the right direction."

He noted, however, that the original petition was filed last November and that the Commerce Dept. won't make its final determination until Sept 8. After that, the International Trade Commission will have 45 days to determine whether the dumping "materially injured" the U.S. industry.

"The way these cases inch their way toward justice is ridiculous," the IUE president said. "To delay saving jobs in a trade case is to destroy them."

Bywater called the finding "more proof of why we need a strong trade bill with effective sanctions against nations that engage in unfair practices."

The original petition to save the import-battered American picture tube industry was filed by the IUE, Machinists, Electrical Workers, Steelworkers and the AFL-CIO Industrial Union Dept.

The Commerce Dept. finding covered $104.6 million worth of color picture tubes, as well as color television receiver kits and incomplete television receiver assemblies worth an additional $118 million.

The offending companies include Mitsubishi Electronic Industries Canada Inc.; Mitsubishi Electric Corp., Hitachi Ltd., Matsushita Electronics Corp. and Toshiba Corp., all of Japan; Samsung Electron Devices Co. Ltd. of South Korea, and Hitachi Electronics Devices Ltd. of Singapore.

Farm Workers say growers 'manufacture' labor shortage

Western growers have "manufacturered" a shortage of migrant workers during the prime harvest season to pressure the government into permitting illegal immigrants to pick crops under a "special" agricultural worker status, Farm Workers Vice President Dolores Huerta charged.

Huerta said that just before the government's amnesty program for undocumented workers went into effect, growers fired many of their workers. The farmers "have used trucks with megaphones in Mexico to try to get workers, without much success," Huerta said. "If they made a similar effort in Fresno, they could fill all their jobs quickly," she added.

Harold Ezell, western director of the Immigration & Naturalization Service agreed, noting that growers have been "so hooked on the opiate of illegal workers for so many years that they don't want to take the cure."

Under the new immigration law, growers can bring in workers on temporary basis through the H-2A program, Ezell said. But growers have ignored that option because it requires the growers to provide adequate pay and living quarters.

INS officials agreed to streamline the process for Mexican workers who can provide some evidence that they worked on past harvests, with additional offices set up in Californian and Mexican border towns to process applications.

Senate urged to make careful study of Bork

Continued from Page 1

tions should be based on a careful and conscientious review of all the relevant information."

Although Reagan called for swift approval of Bork's nomination, the Senate Judiciary Committee gave no sign that it would accelerate the normal time schedule designed to assure careful review of a Supreme Court nominee's record.

The committee isn't expected to begin public hearings until after Labor Day. And all indications are that there will be protracted questioning of the nominee and testimony by both supporters and opponents.

Mexican connection costs U.S. jobs

Continued from Page 1

continue to be reflected in sluggish U.S. economic growth and reduced purchasing power."

Although the maquiladoras have helped Mexico pay off loans to American banks, their existence is bad news for the American economy, Francis pointed out.

"If we encourage one American manufacturer to seek out low-cost labor as an alternative" to finding ways to compete with offshore producers, he said, "we should expect that all domestic manufacturers must follow or be forced out of the market. That is precisely what has happened as we lose industry after industry."

He challenged Administration claims that the maquiladora scheme has created "twin plants" on each side of the border. In those cases where there are American counterparts, they aren't as labor intensive as those in Mexico. If they were, Francis emphasized, "the whole purpose of relocating to Mexico at 75 cents per hour in wages would be defeated."

The San Diego union leader registered vigorous opposition to proposals to establish another foreign trade zone in this country to help move the Mexican-made products to consumer markets in the United States.

This process, he warned, would "further undermine U.S. revenues and compound the loss of American jobs."

Global drive launched to cut workweek

West German metal workers' victory spurs campaign

Heartened by the success of West German metal workers in achieving a historic 37-hour workweek, international labor bodies are pressing a worldwide drive to shorten the workweek without any loss of wages.

The agreement won by I.G. Metall, West Germany's largest trade union, calls for reaching the 37-hour week in four years accompanied by wage increases of 2 percent at the end of the first year, 2.5 percent at the end of the second and a wage reopener at the end of the third.

Herman Rebhan, general secretary of the International Metalworkers Federation, hailed the victory as the "first step" in a concerted global drive to cut the workweek. IMF is composed of 170 unions representing 10 million members worldwide in the automobile, electronics, engineering, steel and aerospace industries.

Noting that Germany is the free world's third largest economic power, Rebhan said the next national targets will be the United States and Japan—two nations that lag behind their European counterparts in shortening the workweek. "I expect that a shorter working week will now become a negotiating priority in both countries," he added.

The Brussells-based European Trade Union Institute pointed to the continuing trend toward reducing the time workers spend on the job. In addition to I.G. Metall's success, the institute said, progress has been made in this direction by unions in a number of other countries. They include:

- Denmark, where there will be a phased introduction of the 37-hour week.
- Norway and Finland, which are moving toward the 37.5-hour week.
- Belgium and the Netherlands, where the workweek now is generally in the 38-hour range.
- Further gains in England and France in moving downward from what had been the norm of 39 hours a week.

'Important step'

These developments, ETUI said, constitute "an important step on the road to achievement of the 35-hour week throughout Western Europe"—a step the institute called one of its "priority demands."

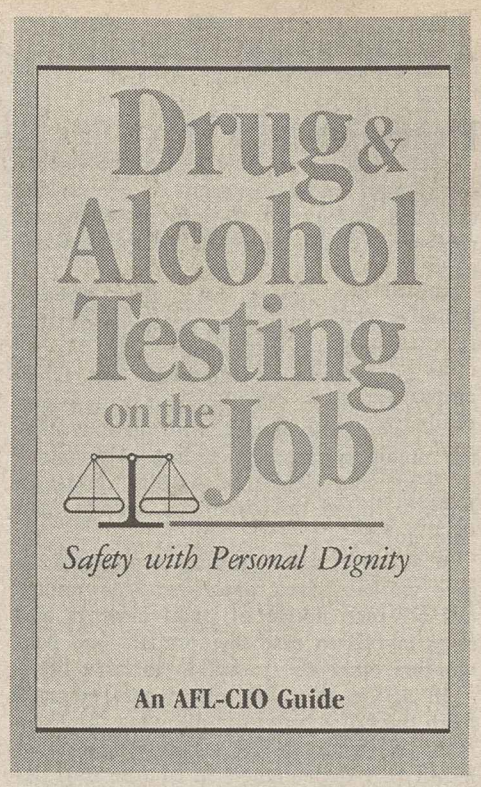
Most Americans don't realize they work more hours per year than their counterparts in many other industrialized countries.

The regular scheduled workweek in the United States averages just under 40 hours, with an average of 2.5 weeks' vacation, 10 paid holidays and another three days for miscellaneous leave. If paid sick leave and time off for jury duty and military service are included, the average American works 1,875 hours a year, and when overtime is added in, it comes to just over 1,900 hours.

West Germans currently work 1,725 hours a year. In the case of the workers represented by I.G. Metall, this will drop to 1,684 hours by the 1990s. The workyear averages 1,714 hours in England, 1,707 in France and 1,664 in the Netherlands.

In Japan—one of the few countries with a longer workyear than the United States—unions are pressing a campaign for a five-day, 40-hour week. A bill aimed at this goal is pending in the national legislature, but it contains no premium pay for overtime. If the unions are successful, they would create additional jobs for new entrants into the workforce and help stimulate internal consumption—a longstanding goal of international labor which sees such a development as a way to ease Japan's over-reliance on an export-oriented economy.

Working life in other industrial countries is also shorter than in the United States. Europeans tend to spend more time in school or training programs, delaying their entry into the labor force. And those countries have a long tradition of moderating layoffs through early retirement.



New pamphlet

Unions fighting to maintain dignity and safety for workers in the wake of growing government and employer demands for mandatory drug and alcohol testing can get some help from a new AFL-CIO pamphlet, "Drug & Alcohol Testing on the Job."

It reviews common testing methods, assesses their accuracy and stresses that the reliability of the tests depends on the quality of laboratory procedures and personnel. It also includes findings by the federal National Institute on Drug Abuse showing that even the positive results of a urine screen "cannot be used to prove intoxication or impaired performance" on the job.

Included is a letter from Federation President Lane Kirkland, which stresses that unions must be aware of "the facts about alcohol and drug testing . . . as well as the legal rules developed by arbitrators, administrative agencies and the courts."

He notes the difference between beneficial treatment programs for those suffering from drug or alcohol addiction and punitive "testing that leads to discipline," giving the employer "broad power to punish employees who are doing their job."

The publication carries the Executive Council's statement on mandatory drug and alcohol testing, which warned of the high inaccuracy rates of the most commonly used drug tests and urged unions to negotiate "limits and conditions for the use of tests."

The pamphlet offers a "checklist" for unions negotiating a substance abuse program or drug-testing policy with employers. These include:

- Strict limits and conditions for testing, with random tests prohibited.
- Safeguards for workers who are tested, including "split samples," to allow workers to take their sample to another lab for analysis and challenges to the testing procedures under the grievance system.
- Referral and treatment for workers needing help.
- Joint selection of a testing laboratory.
- Employer recognition that any program will safeguard workers' privacy and will provide rehabilitation, not punishment, for workers needing help.

"Drug & Alcohol Testing on the Job"—publication no. 177—is available from the AFL-CIO Pamphlet Division, Room 209. A single copy is free, additional copies are 50 cents each and 100 copies cost $40.

OSHA safeguards urged at A-plants

Extending the protection of the Occupational Safety & Health Act to employees at nuclear facilities operated under government contract is long overdue, the AFL-CIO said, in voicing support for legislation introduced by Sen. John Glenn (D-Ohio).

The time has come, said President Joseph Misbrenner of the Oil, Chemical & Atomic Workers, to bring the issues of worker safeguards at these installations "out of the shadows of mystery and paternalism and into the mainstream of protections" afforded workers in other industries.

Testifying before the Senate Governmental Affairs Committee on behalf of the federation, the Industrial Union Dept. and the Metal Trades Dept., Misbrenner said thousands of workers in the atomic energy field were excluded from OSHA coverage in 1970 because of an "overriding obsession with 'national security' and the heavy secrecy surrounding the operation of these facilities."

He accused the Dept. of Energy, which oversees these facilities, of failure to protect workers, settling instead for "a hodgepodge of rules and procedures" under which health effects studies relating to toxics and radiation are "either nonexistent or cloaked in secrecy." Misbrenner charged DOE with relying almost exclusively on the "good faith" and "voluntarism" of the contractors who run the facilities. The result, he said, is that "no one knows who is minding the store."

Aging facilities

Meanwhile, Misbrenner pointed out, studies by the General Accounting Office, Congress and public interest groups demonstrate that as these facilities age, workers are exposed to greater radiation hazard and so are their families and residents of surrounding communities.

While applauding the goal of having the Occupational Safety & Health Administration apply safety standards, Misbrenner urged these improvements in the Glenn bill:

- The Labor Dept. should be cloaked with the full authority to deal with worker health and safety, and a separate board should be created to protect the surrounding community.
- DOE should have no role in setting standards, because this would put the Labor Dept. in the position of having to "negotiate safety and health programs by bargaining" with another Cabinet department.
- The authority of the National Institute of Occupational Safety & Health should be beefed up so that it has primary responsibility for dealing with radiation health concerns.
- All standard setting should be concentrated in NIOSH, and the Environmental Protection Agency's role in making recommendations on radiation levels in the workplace should be abolished. EPA has "neither the necessary skills nor the desire to develop the skills," he said.

Moreover, Misbrenner continued "dilution of authority in standard setting can only mean a perpetuation of the inaction and ineptness that has characterized worker protection in the past."

Mechanics face leadership shift, Smith to retire

Niagara Falls, N.Y.—President Alfred J. Smith of the Mechanics Educational Society of America told convention delegates he will retire at the end of the year. Top officers—president, vice president, secretary-treasurer and trustees—will be elected in November by the union's national advisory committee, which is composed of delegates from each local.

Smith has been president for the past dozen years and earlier held the secretary-treasurer's post for seven years. From 1951 to 1969, he served as a national organizer and representative for the union.

In his report to the convention, Smith pointed out the importance of the 1988 national elections and the need for members to work to elect friends of labor. He charged that workers have been harmed by a cascade of National Labor Relations Board decisions reversing labor protections.

Of key importance to the Mechanics, he said, was a resolution that calls on Congress to enact legislation to curb corporate mergers that have devasted workers and their communities. Smith criticized the closing of 22 plants, all victims of mergers, that threw the union's members out of work.

Delegates called for legislation to require that companies taken over in merger continue in operation for at least 10 years, rather than being divested to help pay either the takeover costs or the expense of avoiding a takeover.

State legislatures blaze path in passing parental leave bills

More state legislatures are adopting parental leave plans that allow working parents some extra time with a new child.

The measures are similar to federal parental leave legislation now being considered by Congress, which would give working parents up to 18 weeks of unpaid leave, without fear of losing their jobs.

In Minnesota, a measure just signed by Democratic Gov. Rudy Perpich allows both mothers and fathers up to six weeks of unpaid job leave, with both parents permitted to use the leave at the same time.

Workers employed for more than one year and who work more than 20 hours a week are eligible for the job leave. On their return to work, parents are guaranteed their original jobs or others with comparable salary and duties.

The Minnesota law, which goes into effect Aug. 1, applies to all employers with 21 or more workers.

Split leaves

In Oregon, companies employing 25 or more workers must offer up to 12 weeks of unpaid parental leave, to be split between the parents. Workers would be eligible for the leave after 90 days on the job. The statute becomes effective next June.

Connecticut Gov. William J. O'Neill (D) signed a measure providing up to 24 weeks of unpaid parental leave upon the birth, adoption or serious illness of a child.

Twenty-eight other states are debating similar plans that would give working parents more opportunity to spend time with their young children.

The AFL-CIO is pressing for federal parental leave legislation that would allow working parents to take up to 18 weeks of unpaid leave to care for a newborn, adopted or seriously ill child without fear of losing their jobs or health insurance coverage. The bill also would grant workers unpaid medical disability leave of up to 26 weeks.

The parental leave measures—sponsored by Democratic Rep. Patricia Schroeder (Colo.) and Sen. Christopher J. Dodd (Conn.)—would apply to employers with 15 or more workers. New York is considering two measures modeled on the proposed federal program, with pregnant workers permitted 18 weeks of unpaid leave until the child's first birthday. Both bills provide for job reinstatement while one adds the 26 weeks of leave to care for an ill child.

Videos take labor message to schools

An "America Works" video series developed especially for high school students will be available to 27,000 school districts nationwide.

The series looks at the problems faced by workers and their communities—including toxic substances, plant closings, pay equity and health care—and how they resolved those concerns.

Produced by the AFL-CIO Labor Institute of Public Affairs, the program is hosted by actress Sabrina LeBeauf of "The Cosby Show."

Schools and public libraries can purchase the series for $485, or $89 per episode. Union members will receive an additional discount and can purchase the program for $240 or $45 per tape.

Phoenix Films, an educational film distributor, will oversee distribution of the series to schools and libraries. Unions can order the series from LIPA.

Pension plan restored in LTV accord

Pittsburgh—The Steelworkers reached a tentative settlement with LTV Corp. that restores nearly all pension benefits and establishes a new pension plan for active employees of the company, which is currently operating under Chapter 11 bankruptcy provisions.

In exchange, the USWA agreed that 500 jobs would be eliminated through attrition or by workers voluntarily accepting a severance award of $1,000 for each year of service—up to $25,000—and agreed to freeze wages and benefits at the level negotiated in April 1986.

The settlement was accepted by a 23-14 vote of USWA presidents representing LTV local unions. A ratification vote by more than 20,000 active members will be held following a series of meetings to answer questions about the contract, the USWA said. The pact also must be approved by the federal bankruptcy court.

For retired workers receiving a monthly pension of $400 or less, the agreement restores 100 percent of the supplemental benefit that is not covered by the Pension Benefit Guaranty Corp. That agency stepped in when LTV filed for bankruptcy protection a year ago.

Workers receiving between $400 and $549 will regain 95 percent of their lost benefits, while workers getting more than $500 will regain 90 percent of the benefit, to a monthly maximum of $1,200. Restoration of benefits will be retroactive to Feb. 1, less the one-time "hardship" payment retirees received. The PBGC indicated it will oppose the accord.

The pact also establishes a new defined contribution pension plan, to be supervised by a six-member union-management committee. The plan sets up individual accounts for workers, with contributions based on earnings and years of service and would not be insured by the PBGC.

Under the agreement, retired workers would pay a monthly premium of $26.82 for health and life insurance coverage, effective Oct. 1, with lower-benefit pensioners exempt from the charge. The premium for active workers—also $26.82—would come from profit-sharing funds.

Howard Molisani dies, N.Y. State Fed officer

Port Washington, N.Y.—E. Howard Molisani, former secretary-treasurer of the New York AFL-CIO and a longtime vice president of the Ladies' Garment Workers, died June 26 after a heart attack. He was 76.

Molisani served as secretary-treasurer of the State AFL-CIO from 1976 to 1984 and vice president until his death. He was elected an ILGWU vice president in 1958 and first vice president in 1968. He retired in 1978. Earlier, Molisani served as executive secretary and later business manager of the Italian Cloakmakers Union Local 48, an ILGWU affiliate. His father had been president of the same local.

Crowds make rounds of more than 300 displays at the AFL-CIO Union-Industries Show.

Hands that build America

Unions, industry showcase talents

Atlantic City, N.J.—It was no gamble bringing the AFL-CIO Union-Industries Show here to exhibit the skills, services and products of union workers and their employers.

More than 230,000 people visited the show during its six-day run and went away with a renewed trust that union-made American products and services are the best. Many of them also were able to take home samples.

More than 300 exhibits by unions and union employers make up the annual show, which also exhibits labor-management relations at a high level of cooperation.

At the opening-day ceremonies, AFL-CIO Sec.-Treas. Thomas R. Donahue told the crowd, "American workers are still the most efficient and productive on earth. Given half a chance, they can and will produce the best product at the best price to the best advantage of all Americans—workers, employers and consumers alike."

W. Michael Blumenthal, chairman of could view Unisys Corp. and former Treasury Secretary to President Carter, said of his company at the opening ceremonies, "We are like many other companies. We must compete with the best the world has to offer. The world has become smaller, and only our production and resourcefulness will allow us to expand. This show is a small sampling of what can be done."

Guest speakers

Other speakers at the opening ceremonies were Rep. James J. Florio (D-N.J.), New Jersey AFL-CIO President Charles H. Marciante, Mayor James Usry and State Sen. William Gormely.

Ninety red, white and blue flags outside the convention center swirled out the announcement that the Union-Industries show was in town, as the tens of thousands of patrons from all walks of life and all parts of the country visited the exhibits.

As visitors lined the aisles, strolling Musicians played Dixieland music. The crowds gathered most heavily where they thought they had the best chance of taking home some of the more than $100,000 in product samples and raffle prizes.

Gazing intently as they went from booth to booth, the visitors carried out the show's theme, Watching Americans Build a Better America. The Theatrical Stage Employees displayed an array of costumes and offered a behind-the-scenes look at stage productions. Postal Workers, deftly sorting mail, showed what happens after a letter is dropped in the corner mail box.

Up a pole

Visitors had to look up to catch the action at the Electrical Workers' booth as linemen repaired cables on wooden power poles erected on the convention floor. Down the aisle at the Carpenters' booth, visitors could view the craftsmanship of decades put into saw horses which were raffled off. The Ironworkers, with their miniature crane, showed how their members erect the steel frameworks of buildings and bridges.

The Glass, Pottery & Plastics Workers heated things up as their gas furnace roared and craftsmen demonstrated the art of blowing glass. The Ladies' Garment Workers set up shop to produce aprons and bonnets which were raffled off. They also sponsored four fashion shows daily with professional models garbed in union-made swimwear, playwear and high-fashion apparel.

Down on auto row, Chrysler Corp., Ford Motor Co., General Motors Corp. and Volkswagen of America Inc. joined with the Auto Workers in exhibiting the best rides in town. The Allied Industrial Workers drew a heavy crowd as they raffled off a $10,000 Harley-Davidson motorcycle, one of the many products made by the union's members.

And the Machinists displayed a $1.2-million jet engine along with a Machinists' racing team car and other union-made products. The IAM also had its members' work displayed at the Unisys Corp. booth.

The skills of the Electronic Workers were aptly represented in the high-technology of General Electric and RCA products and in the old-world craftsmanship of a grand piano by Steinway. At the Service Employees' booth, the audience became part of the show as visitors got their blood pressure checked and saw a variety of hospital and service worker skills in action.

In a special effort to ward off Coors Beer sales in the New Jersey area, the AFL-CIO booth distributed 52,000 Boycott Coors stickers. The impact of the federation's effort was evidenced by stickers being displayed on bicycles, at bus stops, on automobile bumpers and worn by people all around the city.

The 24,000 members of Hotel Employees & Restaurant Employees Local 54 were well represented in their home city. Exhibits from the 12 casino hotels where the members work included pastry decorating, demonstrations of ice carvings and delectable food cooked on the spot and given to demonstrators.

At the Boilermakers' booth, visitors often left carrying any one of a number of items carrying the union's label—and all were won after a spin of the oversized roulette wheel. The union displayed scale models of a nuclear submarine, a vacuum chamber and, of course, a boiler. The Retail, Wholesale & Dept. Store Union gave away—by the bag and box—literally tons of food. Displayed were the hundreds of name-brand products the union's members make, along with information on the boycott of U.S. Playing Cards of Norwood, Ohio, where RWDSU members are on strike.

Masons' contest

New to the show this year was the Plasterers & Cement Masons National Apprenticeship Competition which culminated with the contestants, dressed in white cowboy hats, white suits and red shirts, parading down the Boardwalk from their hotel for about a mile-and-a-half to the awards ceremonies at the convention center.

The Food & Commercial Workers' Hair Fashion Spectacular, a regular adjunct to the exposition, this year included contestants from Scandinavian countries. The world hairstyling top prize, however, went to Elliott Richard of UFCW Local 7 in Denver. The U.S. champion hairstylist was Troy Karsting of Omaha Local 271.

As part of the UFCW booth, meat cutters made the prime cuts and held drawings for the steaks and other groceries. Nearby, the Bakery, Confectionery & Tobacco Workers decorated cakes which were given out, along with candies and cigarettes.

Glass Workers press battle against job-gutting imports

Bal Harbour, Fla.—The Flint Glass Workers convention drew the line against the growing volume of imports that threaten their jobs and called on Congress to pass needed trade reforms.

The 264 delegates focused on the loss of jobs brought on by growing quantities of imported glassware and other products, and the impact of plant closings on glass workers.

In his convention address, AFGW President George M. Parker pointed out that the flood of imports caused major glass makers—including Viking, Fostoria and Imperial—to shut down their U.S. plants or scale back operations to throw thousands of AFGW members out of work.

Delegates directed a trade committee to further study the plant-closing issue, concentrating on ways to protect workers' rights, and to stop the wave of shutdowns that have ravaged communities.

The union's top officers were re-elected without opposition, Parker to his 14th two-year term and Sec.-Treas. Ivan T. Uncapher for his eighth term. Vice presidents are Robert W. Newell, Eugene F. Bowling and Ben Johnson Jr. Lawrence Bankowski was re-elected assistant secretary.

Delegates called on Congress to pass fair trade legislation to give workers some relief from imports and stressed the need to expand health care coverage to millions of uninsured Americans.

Rubber Workers President Milan Stone, in an address to the delegates, reviewed how plant closings and massive levels of imports have devastated the U.S. rubber industry.

Other speakers included President Jacob Clayman of the National Council of Senior Citizens, Robert Coaklee of the Glass Container Manufacturing Institute and Joseph Cattaeno of an industry group that supports the salvaging of glass.

The 21,000 AFGW members make dishes and glassware, bottles and glass molds.

UAW pact ends Bell Helicopter strike

Fort Worth, Tex.—Some 3,900 members of two Auto Workers' locals ratified new three-year contracts to end a three-week strike against Bell Helicopter Inc., a division of Textron.

The strike was brought on by the company's insistence on negotiating lump-sum payments rather than a pay increase and its demand for partial payment of health insurance premiums by workers. The UAW members hadn't had a general pay increase since 1983. The 3,100 production workers struck on June 8 and the 800 white-collar workers went out when their contract expired two weeks later.

The new agreements, ratified by 82 percent of the production workers and unanimously by the white-collar workers, provide for 3-percent general increases and 3-percent lump-sum payments in the first year, a 2-percent general raise and 2-percent bonus in the second year, and a 4-percent lump-sum payment the third year. Quarterly cost-of-living adjustments will be paid throughout the life of the agreement, and health benefits were retained with no worker payments.

In addition, monthly pension benefits were raised from $18 per year of service to $20 in the first year and to $23 in the third year. Life insurance coverage was improved from $18,000 to $19,000, maximum annual dental benefits were raised from $800 to $1,000, and sickness and accident payments will go from $170 to $190 weekly.

Good business

Service Employees President John J. Sweeney highlights findings of a nationwide survey to determine whether voters back government action to improve workplace standards and benefits. The poll of 724 registered voters—commissioned by the SEIU—found widespread support for legislation to require employers to provide unpaid parental leave and basic health insurance for workers and for an increased minimum wage.

Decline in rate leaves 7.3 million still jobless

More than 7.3 million American workers were without jobs in June as a two-tenths of 1 percent decline in unemployment brought the jobless rate to 6.1 percent—the lowest level since 1979, the Bureau of Labor Statistics reported.

The ranks of "discouraged workers"—those who've given up the job search because employment opportunities don't exist—stood at 1 million. And another 5.2 million were working part-time because full-time jobs weren't available.

Nearly three-quarters of the idled workers were without unemployment insurance benefits, and less than 1 percent of the long-term jobless were drawing extended payments.

Since June 1986, employment has increased 2.5 million, the BLS said. The biggest gains were in services, up nearly 1 million, and retail trade, which added another 500,000 jobs. There are now 70,000 more jobs in manufacturing than there were a year ago.

Average hourly earnings in June remained unchanged at $8.93 an hour. They've advanced 2.4 percent since the same month in 1986.

In a related development, General Motors Corp. announced it is laying off 3,000 Auto Workers this month—the vanguard of 29,000 employees due to lose their jobs in a phaseout of 11 plants in the next three years. The nation's largest automaker already has 36,000 workers on indefinite layoff.

The ax fell on workers at two Detroit plants where 5,000 workers are idled for the annual model changeover. When production resumes on Cadillac, Chevrolet and Oldsmobile models, only 2,000 workers will return to operate a single shift. These Detroit facilities will close in December, when production is shifted to an Arlington, Tex., assembly plant.

In other economic news:

- The government's leading indicators—which measure the direction in which the economy is moving—rose seven-tenths of 1 percent in May, despite a decline in building permits and manufacturers' new orders for consumer goods and a jump in average weekly initial claims for state unemployment insurance. Most of the strength came from an improvement in the manufacturing workweek, rising prices for sensitive materials and increased orders for new plant and equipment.
- Industrial production rose five-tenths of 1 percent in May while output in mining, oil and gas extraction industries dropped two-tenths of 1 percent.
- Machine tool orders rose a sharp 44 percent in May. But analysts said the one-month bulge was created by a hefty order from Chrysler Corp. for machines to make the major parts of a new engine. Machine tool purchases, which signal the future strength of the industrial economy, remained 8.8 percent below the level for the same month in 1986.
- Orders to U.S. factories for manufactured goods were unchanged between April and May, as a steep decline in military demand offset a rise of eight-tenths of 1 percent in orders for consumer goods.
- May housing starts tumbled 2.7 percent to the lowest level since December 1984 while sales of new single-family homes plunged 14.9 percent—the worst performance since January 1982 when the nation was mired in the depths of the Reagan Recession.
- Building permits, which indicate future housing activity, fell 5 percent in May to an annual rate of slightly over 1 million. That's the slowest pace since March 1983. Analysts agreed that home building and sales will remain sluggish until interest rates return to lower levels.

Reports cite OSHA failures on standards, enforcement

Continued from Page 1

Further, in targeting inspections, both regions lacked documentation to support "the neutrality and integrity of their selection procedures," and in scheduling inspections, "both regions had untimely inspections of complaints and referrals," the report said.

On the assessment of penalties, the IG staff found that in New York, "64 percent of the penalty calculations, for serious or higher violations, were not documented or not justified." In Philadelphia, that level was 44 percent.

The IG study held that a shortage of health inspectors caused delays in responding to serious worker complaints and to referrals from other agencies, besides limiting health inspection coverage in high-risk industries.

Further, the report said that OSHA's method of targeting inspections "cannot provide assurances that construction establishments are neutrally selected."

The agency's use of informal conferences to slash employer penalties has long been protested by unions, public health groups and others. The report notes the deterrent effect stiff penalties can have on employers who willfully or repeatedly violate safety and health standards, and the incentive it gives firms with similar infractions to abate hazards.

But, the report charged, OSHA cannot adequately achieve these goals because the agency "does not have a clear policy regarding the role of the penalty assessment," and its area offices "do not always comply with established policies and procedures in calculating penalties."

The IG study stressed that legislative history of the federal job safety law shows Congress "wanted the Labor Dept. to create a system of civil penalties that would both encourage voluntary compliance by employers as well as penalize employers who willfully or repeatedly violate OSHA standards." Voluntary compliance is needed, the report suggested, because OSHA's inspection force has been slashed to 1,000 inspectors for 5 million worksites nationwide. Under President Carter there were more than 2,200 OSHA inspectors.

"Area office directors frequently follow practices during informal conferences that significantly reduce penalties for willful and repeat violations," the report said. It cited as an example a case involving a fatality where a contractor was cited for a repeat violation involving the failure of employees to wear safety belts while working on suspended scaffolds.

While the OSHA compliance officer calculated and recommended a $1,400-fine—far below the permissible $10,000 penalty—it was reduced to $700 following an informal conference, even though the employer had not presented any evidence justifying a change in the penalty.

Kennedy picked for key RLEA post

James J. Kennedy, executive assistant to AFL-CIO Sec.-Treas. Thomas R. Donahue, will join the Railway Labor Executives' Association in mid-July to complete the term of retired RLEA Executive Sec.-Treas. Andrew Ripp and to serve as national legislative director.

Kennedy, 54, became Donahue's executive assistant in 1982. Earlier, he was general counsel and political action director for the Railway & Airline Clerks.

He was elected executive secretary-treasurer of the RLEA in 1981 and also served as the association's director of education.

Kennedy also had served as legal affairs counsel on the staff of the Pulp, Sulphite & Paper Mill Workers, now merged with the Paperworkers.

Elections for top RLEA offices, including the executive secretary-treasurer's post, will be held in September.

Transition at the top

Best wishes all around are extended as the AFL-CIO Secretary-Treasurers' Conference marks a number of changes. Lowell Daily, left, outgoing treasurer of the conference, congratulates both Robert G. Porter, center, of the Teachers on his election as chair of the conference and James J. Kennedy, who this month leaves his post as executive assistant to AFL-CIO Sec.-Treas. Thomas R. Donahue to become executive secretary-treasurer of the Railway Labor Executives' Association. The conference, which met this year in Atlantic City, N.J., also elected Marshall M. Hicks of the Utility Workers as vice chairman and D.A. Bobo of the Railway & Airline Clerks to succeed Daily as treasurer. Daily was secretary-treasurer of the Furniture Workers, which last year merged with the Electronic Workers.

SEIU wins fight on pay equity for college workers

San Francisco—The governing board of the San Francisco Community College District, in a reversal of previous board action, voted unanimously to pay more than $1.2 million in wage equity and cost-of-living increases to nearly 700 college employees, members of Service Employees Local 790.

Shortly after the local reached a $35.4-million pay equity settlement with the city government last spring, the board announced plans to pull its employees out of the civil service system and refused to pay the charter-mandated pay equity agreement adopted by the voters last November.

The board's move, however, met stiff resistance from college employees who demonstrated at board meetings and mobilized support from the San Francisco AFL-CIO. Also, city attorney Louise Renne put a damper on the plan with an opinion that the board could not change resolutions concerning compensation for its employees except as permitted under the San Francisco City & County Salary Standardization Ordinance, Local 790 President Fred Barker reported.

"A clerk at the college, who does the same work as a clerk who works for the city and county, should be paid the same," Barker said. "The voters approved this concept of pay equity in November. The college district, like the city and county, is obligated to carry out the wishes of the voters and implement the union-negotiated pay equity settlement."

The college employees include custodians, clerical workers, library technicians, account clerks and other non-certificated workers. They will begin collecting 4.5-percent pay equity adjustments on July 1, with an additional 5 percent due a year later. An average 4.1-percent cost-of-living raise for all city and school workers also goes into effect on July 1.

Equity reaches contract for 'endangered' theaters

New York—Actors' Equity has negotiated a contract aimed at spurring productions at "endangered" Broadway theaters.

During the 1986 round of contract talks, Equity and the League of American Theaters & Producers established a joint committee to study working conditions for actors at smaller theaters facing "undesirable locations, insufficient funds for renovations" and other problems.

The Endangered Theaters Production Contract calls for a weekly salary of $540, rather than the standard $740-minimum, with stage manager salaries also readjusted. After a production opens, actors' salaries will be on a sliding scale tied to box office receipts.

In exchange, producers must discount tickets by at least 20 percent and must reduce their percentage of the gross weekly box office take from 2 to 1 percent.

The endangered theater contract must be approved by the Actors' Equity governing council.

CORRECTION

A story in the June 27 issue of the AFL-CIO News didn't make clear the distinction between two packinghouse companies involved in disputes with the Food & Commercial Workers.

An arbitrator's order for a $35-million repayment of health benefits was issued against the Cudahy Co., owned by General Host, covering retirees at plants in Omaha. Denver, Atlanta, Seattle, Phoenix, Salt Lake City, San Antonio and Wichita, Kan. A UFCW strike at Cudahy, Wis., involves Patrick Cudahy Inc., owned by Smithfield of Virginia and was not a part of the arbitrator's decision.

EDITORIALS

'The Blessings of Liberty'

OUR VIEWPOINT, conditioned by experience, has taught us that no document is impregnable, no agreement or policy statement is self-executing, and no victory and no defeat is ever final. Those truths certainly apply to the U.S. Constitution.

Those who think there is, somewhere, a final solution for every human problem seem to feel that the Founding Fathers could have saved us a lot of trouble if they had done the job right in the first place.

Why didn't they abolish slavery and empower women then and there, in Philadelphia, in 1787? Why couldn't they have given posterity a more precise blueprint for securing the blessings of liberty? Why didn't they take better care of the economic and social needs of working men and women? Why should every generation have to reinterpret the blueprint and squabble over the available blessings all over again?

Remarkable document that it is, the Constitution, however, guarantees nothing to working people except the right of free association; in other words, the right to establish democratic, representative, countervailing instruments with which to meet the forces arrayed against them and through which to secure the "blessings of liberty," the expression of individualism through collective action. And even that right of free association has been badly compromised by the courts—more often than not in the interest of supposed overriding property rights, contract rights and, more generally, the simple, inglorious desire for cheap, tranquil and productive labor.

WORKING PEOPLE have always faced the opposition of powerful forces who want to hold the whip hand economically and who sometimes gain their advantage not only in the courts but in the White House or the Congress as well.

Thus, on balance, those of us charged with defending the constitutional and statutory rights of working people sometimes regard the real genius of the Constitution to lie in the judgment to establish three branches of government and limit their powers rather severely. As the late Sam Ervin said, it's hard to corrupt all three at the same time.

Again and again in the history of the trade union movement, we've had to contend with the hostility of one or more of those branches, as well as that of private employers. And we have had to come to terms with the fact that we might be unable to survive a more single-minded or efficient system of governance.

In itself, then, the Constitution has been of no immediate help in the long struggle of working people to create strong and independent organizations through which they can speak on more or less equal terms with their employers and with their government. But it has protected our ability to keep trying, and that makes all the difference.

WHEN WORKERS in any workplace ask to join one of the unions affiliated with the AFL-CIO, we don't ask if they're black or white, male or female, young or old, skilled or unskilled, churched or unchurched, Democrats or Republicans, native or foreign-born.

We want them all, we reach out to them all, and the constitutions of our tens of thousands of local and national organizations guarantee all of them equal rights, equal representation and equal opportunities to be heard and to seek union office and to participate fully. To us, a worker is a worker, a member is a member, and a person is a person.

It wasn't always that way. Like the Constitution, we were an imperfect instrument, but the American labor movement has largely succeeded in overcoming ingrained habits of prejudice and opened its doors to workers as workers and as persons—whatever else they might be or might not be.

The fact that millions of union members stand today where only our leading visionaries stood in 1881 at our founding is a tremendous milestone in human history. And we hope to see the day when all Americans stand where the drafters of the Constitution of the United States stood a century before that.

—From remarks by AFL-CIO Secretary-Treasurer Thomas R. Donahue to the Smithsonian Symposium on Constitutional Roots, Rights & Responsibilities, May 22, 1987.

Washington Window

Working poor held down by unfair minimum wage

By Press Associates

If there's anything the Reagan era will be remembered for, it may be for a government that callously chose not to halt the spiral of destructive competition which lowered living standards for tens of millions of Americans.

Fortunately, many responsible people are ready to draw the line and reverse the trend by raising the federal minimum wage.

President Roosevelt set a standard of decency when he signed the Fair Labor Standards Act in 1938, putting a floor under wages, a ceiling on hours and a ban on child labor to ensure "a minimum standard of living necessary for the health, efficiency and well-being of workers."

Since then, Congress has acted six times to maintain that level of decency, the last time ten years ago when the minimum was raised in steps, reaching the current $3.35 an hour in 1981.

Congress is now considering bills to raise the minimum wage in steps to $4.65 an hour by 1991 and thereafter peg it to 50 percent of the average hourly private sector rate.

A coalition of 53 labor, religious, civil rights, and citizen groups strongly supports bills introduced by Senate Labor Committee Chairman Edward M. Kennedy (D-Mass.) and House Education & Labor Committee Chairman Augustus Hawkins (D-Calif.).

Arthur Flemming, co-chairman of the Citizens Committee for a Just Minimum Wage and President Eisenhower's Secretary of Health, Education & Welfare, testified for the coalition. He also spoke for the other co-chairs: Urban League President John Jacob, AFL-CIO President Lane Kirkland and President Coretta Scott King of the Martin Luther King Jr. Center.

Effects of inflation

Flemming pointed out how the minimum has eroded. Since 1981 alone, inflation has driven its value down to $2.38, he said. A minimum wage earner working a 40-hour week the year around—and not many are—would make $6,968 at the $3.35 rate. This is below the government's poverty line of $7,128 for a family of two, and considerably below the $8,744 poverty limit for a family of three, he noted. In the 1960s, minimum wage earnings were well above the poverty line for a family of three and remained above that level in the 1970s.

"This is not a small problem," Flemming said. In 1986, he said, 7 million wage and salary workers were at or below the minimum wage. In addition, 6 million more workers were slightly above the $3.35-an-hour minimum.

Critics refuted

Flemming, as did other witnesses, disposed of the usual criticism—that raising the minimum causes inflation, creates unemployment, prices teenagers out of jobs, and so on. He noted that the minimum has been raised six times and these dire consequences failed to materialize.

Mary Dublin Keyserling, a consulting economist for the National Consumers League, testified for a coalition of women's and religious groups and offered a rare perspective. The league's Florence Kelly drafted state minimum wage bills, the first of which was enacted in Massachusetts in 1912. Keyserling headed the league in helping win passage of the federal wage-hour law in 1938, with such allies as Eleanor Roosevelt, Frances Perkins, Justice Brandeis and others. They all believed, she said, in providing a decent level of living for the sake of the family and community.

Who are the minimum wage workers?

The Center on Budget & Policy Priorities reported that most of the 5 million hourly and 1.7 million salaried workers at the minimum wage or less in 1986 were adults—48 percent were 25 or older, 21 percent were 20 to 24, and only 31 percent were teenagers. Two-thirds were women.

The service-producing sector had 80 percent of the low-paid workers. Within this sector, 52 percent were in retail trade and 24 percent were in services such as business and repairs.

It is time to protect the most vulnerable workers and raise the minimum wage to a level of decency.

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AFL-CIO news

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AFL-CIO LEGISLATIVE

ALERT!

The Senate Fight Over Trade Is Now On

After years of mounting trade deficits and millions of lost American jobs, a consensus appears to be emerging in the U.S. Congress that our trade laws must be changed. The Senate version of trade reform legislation, the Omnibus Trade Act of 1987 (now with the new number, S. 1420), is currently on the Senate floor.

Although final action may not come for two or three weeks, your senators may soon be voting on several vital components of this legislation. In a June 29th letter to the full Senate, AFL-CIO Legislative Director Robert McGlotten outlined three of labor's most pressing concerns:

Unfair Trading Practices -- A new compromise amendment is currently being developed by Senators Donald Riegle (D-MI) and Danforth (R-MO), which will be introduced by members of the Senate Finance Committee. The amendment will establish a new "Super Section 301" procedure designed to eliminate the unfair trade practices of our major trade partners over a three-year period.

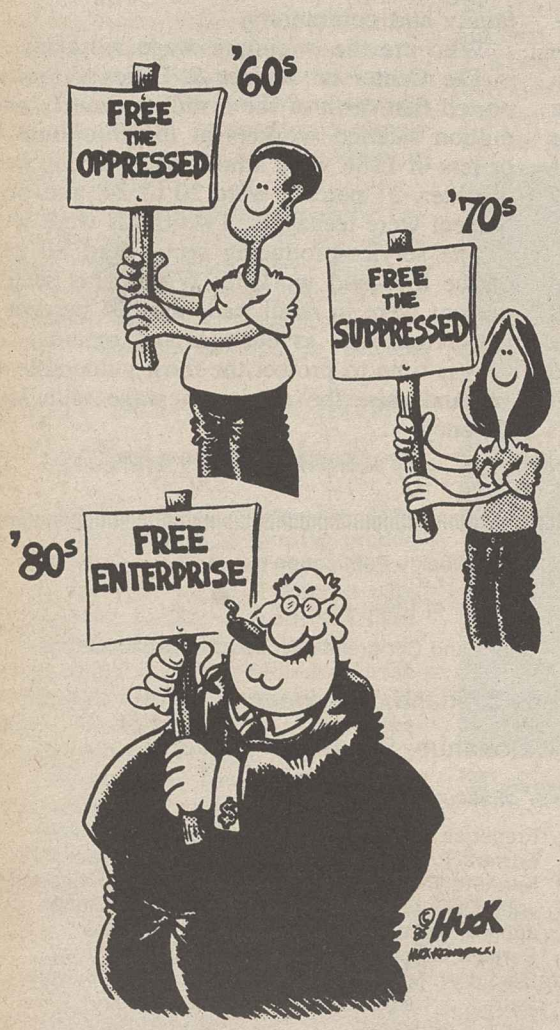
Mr. McGlotten told senators that although the AFL-CIO prefers the Gephardt amendment approach of linking unfair trade with deficit reduction, "the Senate Finance Committee compromise, which focuses exclusively on unfair trading practices in order to open markets for American products, is a significant improvement over existing law." He goes on to point out that, "this will increase the job opportunities for many U.S. workers."

Injury Relief -- In response to President Reagan's refusal to grant injury relief to many stricken industries (such as shoes, copper and steel where the International Trade Commission has certified injury), the Senate Finance Committee included a provision which changes Section 201 of our trade laws in order to limit the President's ability to deny relief.

An amendment by Senator Robert Packwood (R-OR), however, would return this unwarranted power to the Administration. "The Packwood amendment is a thinly disguised attempt to kill the use of Section 201 relief," said Mr. McGlotten. "Supporters of the Packwood amendment apparently believe that U.S. industries should have no legitimate redress when they are seriously injured by imports."

Plant Closing -- To cushion workers against the devastation of job loss, a scaled-down version of the Senate Labor and Human Resources Committee's plant closing bill has been added to S. 1420. Although there seems to be general support for provisions which fund job training and assistance, the modest notification procedures which have also been included are being targeted by anti-labor conservatives.

What You Can Do: Contact both of your senators. Ask that they vote to retain the "Section B" provisions on advance notification in plant closings, vote in support of the "Super Section 301" amendment on unfair trading practices, and oppose the Packwood amendment to gut "Section 201" on injury relief implementation.



Status Report: Labor's List Of Pending Legislation

Airline LPPs ***H.R. 1101, S. 943***	On 6/22/87, the House passed H.R. 1101; S. 943 approved by the Commerce, Science and Transportation Committee on 6/4/87 and now awaiting floor action.
Banking Check-Hold ***H.R. 28, S. 790***	H.R. 28 passed the House on 4/4/87; S. 790 passed the Senate on 3/27/87; the bills are now in conference.
Campaign Reform ***S. 2***	Hearings have begun in the House Administration Committee; improvements are being sought in S. 2, now on the Senate floor.
Davis-Bacon ***H.R. 2216***	Labor-supported bill approved on 6/24/87 by the Labor Standards Subcommittee of the House Education & Labor Committee; hearings in the Senate Labor Subcommittee are scheduled for 7/15/87.
Double-Breasting ***H.R. 281, S. 492***	H.R. 281 passed by the House on 6/17/87; S. 492 has been referred to the Senate Labor & Human Resources Committee, where hearings have begun.
Drug-Testing ***S. 1041***	A labor-opposed bill which authorizes random testing in the transportation industries approved by Senate Commerce on 3/10/87.
Fair Housing ***H.R. 1158, S. 558***	H.R. 1158 referred to the House Judiciary Committee, where hearings have begun; S. 558 approved by the Constitution Subcommittee of the Senate Judiciary Committee.
Family Leave ***H.R. 925, S. 249***	H.R. 925 is awaiting action in the Education & Labor and Post Office & Civil Service Full Committees; the Senate Labor & Human Resources Committee has begun hearings on S. 249.
High-Risk ***H.R. 162, S. 79***	H.R. 162 reported by House Education & Labor Committee on 5/19/87; S. 79 pending before the Senate Labor & Human Resources Committee.
Mandated Health Benefits ***H.R. 2508, S. 1265***	H.R. 2508 referred to House Education & Labor Committee; hearings have been begun on S. 1265 in the Labor & Human Resources Committee.
Mergers & Acquistions ***H.R. 2172, S. 1324***	Hearings have begun in the House Energy & Commerce Committee and the Senate Banking Committee.
Minimum Wage ***H.R. 1834, S. 837***	Hearings have begun in the House Education & Labor Committee and the Senate Labor & Human Resources Committee.
Pay Equity ***H.R. 387, S. 552***	H.R. 387 referred to Post Office & Civil Service Committee; hearings have been held on S. 552 in the Government Affairs Committee.
Polygraph Testing ***H.R. 1212***	H.R. 1212 was reported on 6/10/87 by the Education & Labor Committee; hearings have begun in the Senate Labor & Human Resources Committee.
Retiree Bankruptcy Protections ***H.R. 1186, S. 548***	H.R. 1186 referred to Judiciary Committee; S. 548 was reported by the Senate Judiciary Committee on 6/23/87.
Trade (Omnibus) ***H.R. 3, S. 1420***	H.R. 3 passed the House 4/30/87; S. 1420 now on the Senate floor, with advance notice plant closing provisions included.
Trade (Textiles) ***H.R. 1154, S. 549***	Hearings on H.R. 1154 have begun in the House Ways & Means Committee; S. 549 referred to the Finance Committee.
Worker Dislocation ***H.R. 1122, S. 538***	H.R. 1122 reported by the Education & Labor Committee on 6/9/87; S. 538 reported by the Labor & Human Resources Committee on 5/15/87—scaled-down version on the floor in the omnibus trade bill.

Tariff sanctions urged for worker rights abuses

By Gene Zack

The AFL-CIO has urged the U.S. Trade Representative to deny tariff preferences to nine countries for compiling "heinous worker rights records" and to put four others on notice to either mend their ways or face similar trade sanctions.

The federation called for an immediate cutoff of tariff benefits to Chile, Indonesia, South Korea, Paraguay, Singapore, Suriname, Taiwan, Thailand and Turkey.

All of these countries, the federation insisted, "have long-standing, repressive labor postures" and have "consistently refused to take significant or meaningful steps" to come into conformity with internationally recognized worker rights standards issued by the International Labor Organization.

At the same time, the AFL-CIO urged that warnings be issued to the Central African Republic, Guatemala, Haiti and Zambia, warning them that they are in danger of losing preferential treatment unless "real changes are made" in the worker rights area.

A year earlier, the federation lodged objections to granting continued trade preference to six countries for violating workers' rights—Chile, South Korea, Suriname, Taiwan, Paraguay, Nicaragua and Romania.

But, as Research Director Rudy Oswald told a House Foreign Affairs subcommittee, the Reagan Administration applied a double standard—cracking down on the left-wing governments of Nicaragua and Romania while taking a more lenient attitude toward right-wing dictatorships.

The Administration suspended Paraguay, continued its review of the Chilean situation for another year, and certified the other three countries for continued trade benefits, claiming they were "taking steps" to improve worker rights.

Oswald condemned this action as "seriously flawed," telling the committee that the approach "ignores actual practices" in South Korea, Taiwan and Suriname. He provided the committee with the AFL-CIO's latest charges against these and other countries, contained in a document filed with Chairman David P. Shark of the Generalized System of Preferences subcommittee in the trade representative's office.

It accused the governments of the 14 nations of engaging in such practices as denial of the right of association, thwarting the right of workers to organize unions, permitting child labor abuses, and failing to establish minimum wages, maximum hours and occupational safety and health protections.

The federation criticized the Administration's refusal to crack down on some of

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AFL-CIO news

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MEMO FROM COPE
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Senate vote approves plant closing notice

60-40 rollcall rebuffs attack on trade bill

By David L. Perlman

The Senate voted to require employers of 100 or more workers to give at least 60 days' notice of plant closings or major layoffs, beating back an attempt to strip the provision from the trade bill.

The 60-40 vote came after an often-bitter two-day debate in which a hard core of Republican conservatives assailed the trade union movement and its legislative program. They warned of a presidential veto and sourly predicted that American industry will be unable to compete in world markets if employers have to give notice to their workers before closing a plant for whatever reason.

But in the end, 10 Republican moderates broke away to support a modified plant closing provision, and only four Democrats voted to kill the requirement.

AFL-CIO President Lane Kirkland welcomed the decisive Senate vote as "an important first step." But he stressed that "the real solution to plant closings is to keep the plant open by rebuilding the national economy."

In anticipation of a hairsbreadth-close vote, sponsors of plant closing legislation had agreed to drop some of the stronger protections that were in the bill the Senate Labor & Human Resources Committee approved last May by an 11-5 vote.

The committee bill had included labor-sought provisions requiring a 180-day notice from the largest employers and a minimum 90-day notice. It also required firms to consult with workers and community officials on alternatives to plant closings. A similar bill has been reported from the House Education & Labor Committee but it is not part of the trade bill the House passed on Apr. 30.

'Modest' beginning

As included in the Senate trade bill, advance notice of layoffs would be required if at least one-third of the workforce were affected. Notice would not be required for layoffs of less than six months or seasonal changes in the workforce.

In a letter to senators before the vote, AFL-CIO Legislative Director Robert M. McGlotten termed the compromise provision "a modest but important beginning towards establishing a federal plant closing notification procedure."

Continued on Page 3

Record OSHA fine hits Chrysler Corp.

The Chrysler Corp.'s prompt agreement to pay a record $1.5-million fine to the Occupational Safety & Health Administration for 811 safety violations at its Newark, Del., assembly plant affirms longstanding complaints by the Auto Workers over lax safety and health practices, said UAW Vice President Marc Stepp.

Stepp, who heads the union's Chrysler Dept., said that the violations cited by OSHA "reflect the degree to which dangerous conditions had become routine and accepted by management. We hope that the citations and the record-setting penalties will compel the company to attend to problems at the Newark plant and other Chrysler facilities as well."

Key among the citations issued against the Newark plant were 338 "willful" violations of OSHA regulations. The agency considers a violation to be "willful" if the

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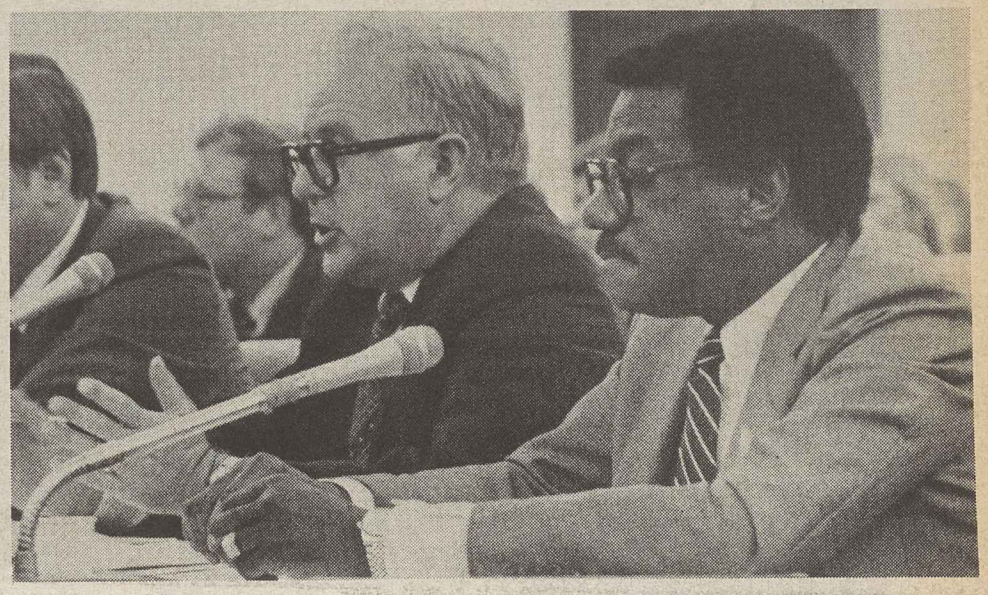

At House tax hearings, AFL-CIO Research Director Rudy Oswald and Legislative Director Robert McGlotten present labor's proposals.

Labor's revenue proposals use ability-to-pay guideline

Revenue increases needed to reduce the federal deficit and meet the nation's domestic and defense needs should be achieved by "taxation based on the ability to pay," the AFL-CIO said.

Labor's recommendations to carry out "the promise of tax reform" were made to the House Ways & Means Committee, which has the responsibility for proposing tax increases required by the budget resolution adopted by the House.

AFL-CIO Research Director Rudy Oswald, joined by Legislative Director Robert M. McGlotten, said the needed revenue can be raised fairly "by asking the wealthiest to take a somewhat smaller cut in their taxes."

Oswald advocated more progressive individual and corporate income taxes and retention of existing estate and gift taxes. He said the AFL-CIO opposes hitting consumers with new or increased sales, excise or other consumption taxes. And he stressed labor's continued vigorous opposition "to any renewed attempts to tax employer-provided workplace benefits."

'Preferred options'

The budget adopted by Congress calls on House and Senate committees to propose tax increases totaling $19.3 billion next year and $64.3 billion over three years.

The various suggestions advanced by the AFL-CIO would add $34 billion in fiscal year 1988 revenues and $166 billion over three years. Oswald told the committee that labor isn't advocating a tax increase of that magnitude but rather presenting "preferred options" for Congress to consider.

These are the areas the AFL-CIO has

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Safety probe demanded at IBP plants

The Food & Commercial Workers demanded federal safety inspections at all plants owned by IBP Inc., the nation's largest meatpacker, after one worker was fatally electrocuted and another had her arm mangled in a conveyor belt.

UFCW President William H. Wynn, in a letter to Labor Sec. William E. Brock, called for "emergency wall-to-wall inspections" of the company's facilities by the Occupational Safety & Health Administration because "it is apparent that safety conditions in IBP plants continue to deteriorate."

Maintenance worker James Rigby, 29, was electrocuted at the firm's nonunion plant in Joslin, Ill., while he was replacing a drive wheel on a band saw used to split beef carcasses. Workers had complained earlier of receiving shocks from the saw's on-off switch. Rigby was electrocuted when the power to the hand saw was restored and he attempted to switch it on.

At IBP's Emporia, Kan., plant, which is also nonunion, Rosa Sparks had her arm mangled when it was caught in an unguarded conveyor belt. Its emergency stop switch was located too far away to stop the conveyor's chain drive when her arm became entangled in it, the union said. Adding to the tragedy is the fact that her husband, Jimmy Sparks, was recently fired by IBP after he had three fingers cut off in an accident at the same plant.

Probe underway

IBP is already under investigation by OSHA for fraudulent record-keeping practices which were uncovered by the union in January. The UFCW revealed then that IBP maintained two sets of injury logs at its flagship plant in Dakota City, Neb.—one that listed all the injuries and the other covering about one-fifth the number of actual injuries, which it showed to OSHA inspectors.

The "sanitized" log of injuries kept OSHA inspectors from performing walk-around inspections of the plant under the agency's policy of exempting from general inspections those employers whose safety records are better than the industry average.

On the union's request, OSHA recently agreed to expand its investigation of IBP to the Emporia plant after it was discovered that medical records, workers' compensation records and OSHA logs at the plant had been reviewed and altered, with reports of injuries filed as late as four years after they occurred.

Wynn said that IBP's "reports of improved safety apparently lulled OSHA into a false sense of security that IBP workers were not in imminent danger. Obviously,

Continued on Page 5

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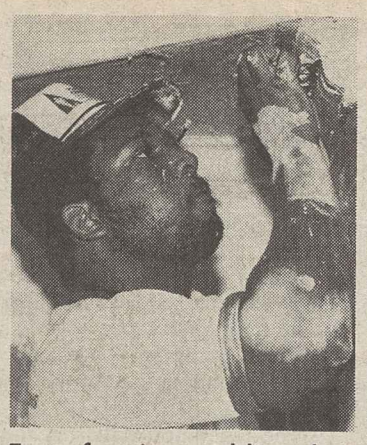
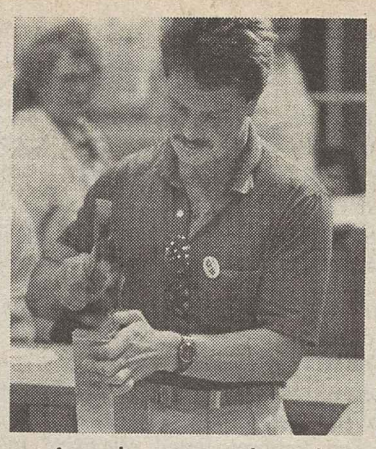
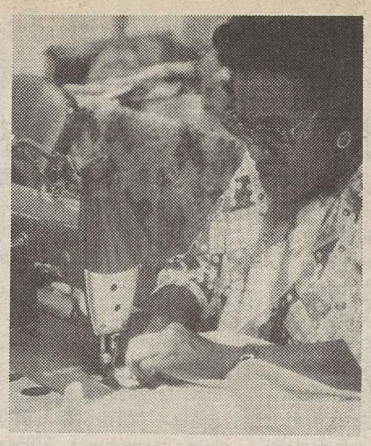
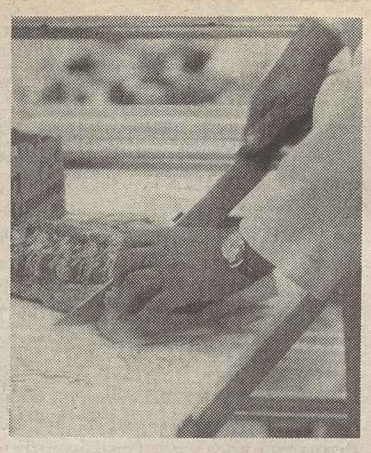
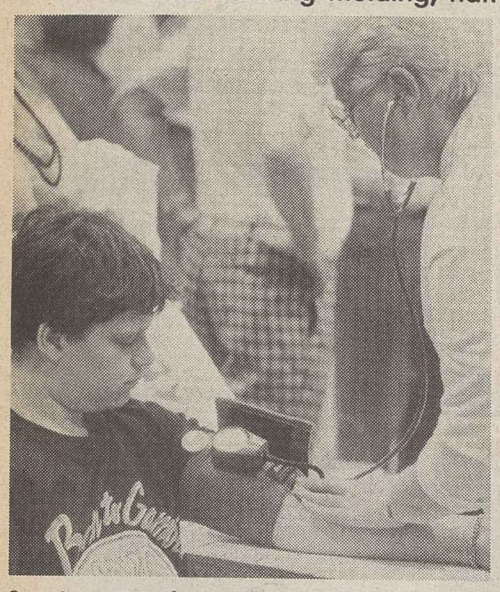



From forming molding, hammering sheet metal, making candy, sewing clothes and cutting meat, union skills are tops.



Service Employees' member checks young visitor's blood pressure.

Showtime for union label

Aerial repair act features Electrical Workers' member.

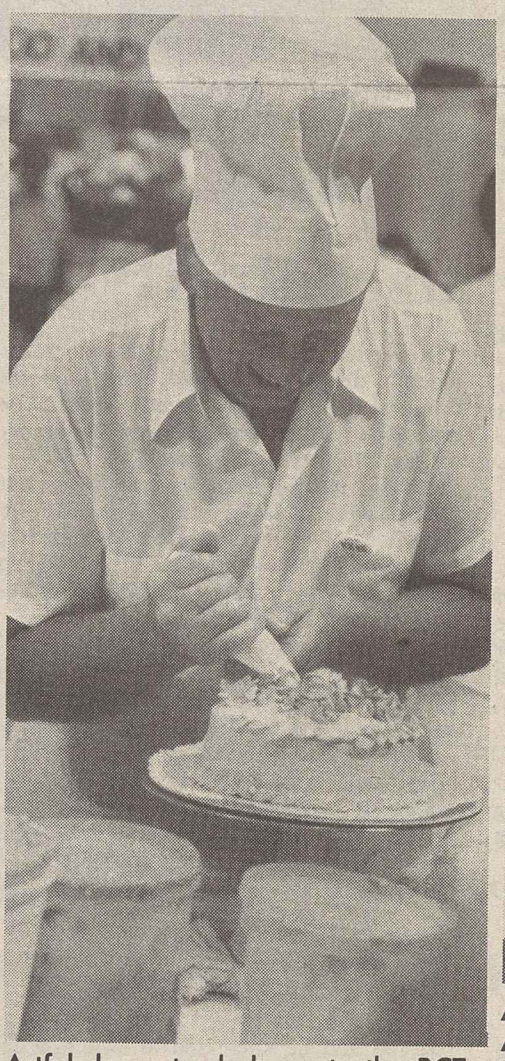
Atlantic City—For a six-day run, the best bet here was a visit to the AFL-CIO Union-Industries Show, where more than 230,000 people saw the skills, products and services of union members and their employers displayed with pride.

The city's convention center provided room for more than 300 exhibitors, including most federation affiliates. Following the theme of this year's show, Watching Americans Build a Better America, visitors viewed close up the skills of union members at work, performing the varied tasks that go into the making of a product or provision of a service.

The show, coordinated by the federation's Union Label & Service Trades Dept., provides a behind-the-scenes look at union-made products and services, while also featuring up-front trade unionism.

Preparations are already underway for next year's show, which will be in New Orleans.

Molders tell visitors to bet on the union label and win.



Artful decorator belongs to the BCT.

AFL-CIO Sec.-Treas Thomas R. Donahue tries out Harley-Davidson bike at Allied Industrial Workers exhibit, to the delight of AIW President Dominick D'Ambrosio, center, and ULSTD President James E. Hatfield.

Machinists' wheel of fortune takes a spin.

Paperworkers hand out Christmas wraps.

Iron Workers' visitor tries moving a girder.

ILO grapples with global unemployment crisis

Geneva—Faced with a growing world unemployment crisis, the 73rd session of the International Labor Organization took a major step toward adopting new international standards to put the jobless back to work and strengthen programs to aid the unemployed.

The 1,800 government, worker and employer delegates from 138 nations heard ILO Director Gen. Francis Blanchard call for accelerated economic growth and the dismantling of existing trade barriers as essential steps toward putting people back to work.

President Mario Soares of Portugal warned that the fight against unemployment will be "long and arduous," and will require international cooperation to find jobs for the 30 million workers currently unemployed and the 50 million people entering the global workforce each year.

And President Raul Alfonsin of Argentina urged expanded global trade to combat unemployment in North America and Europe and to ease the burden of external debt that is retarding Third World development.

The standards to provide employment opportunities and strengthen social security systems, and approval of standards to improve occupational safety and health in the construction industry, were part of a normal two-step ILO process. Next year's session will formally adopt texts of the proposed conventions and recommendations.

The three-week session issued a call for tougher worldwide action against apartheid in racially divided South Africa.

The conference urged governments to sever political, military, cultural, sporting and diplomatic relations with the white-minority regime in Pretoria, to halt trade and commercial relations and to bar new investments, loans, trade credits and transactions until the Botha government dismantles its racist policies.

Jobs needed

The conference committee on employment and social security emphasized the need to promote job opportunities as well as to safeguard the rights of the unemployed as it called for updating a convention adopted in 1934.

Bert Seidman, director of the AFL-CIO Dept. of Occupational Safety, Health & Social Security and vice chairman of the committee, pointed out that "millions upon millions of people on every continent are looking for decent jobs and can't find them." The ILO's goal, he said, must be to help the idle find employment and to assure them adequate protection in the meantime.

The draft convention on unemployment assistance sets minimum standards on workers to be covered, benefit levels in relation to previous wages, and the duration of assistance. It also outlines steps governments should take to expand employment opportunities in their countries.

Recommending a major overhaul of a construction industry safety convention adopted a half-century ago, the ILO called for laws establishing a wide range of preventive and protective measures throughout the workplace.

The committee, on which Bricklayers President John T. Joyce served, called for actions to prevent exposure to chemical, physical or biological health hazards, adequate fire precautions, protective equipment and clothing. And it urged that workers be given early warnings of potential safety and health hazards coupled with adequate training in preventive and protective measures.

The ILO reviewed its 10-year-old technical assistance program and recommended that assistance in skill training be targeted toward helping the urban and rural poor, women, youth, migrant workers and the disabled.

Marking the 40th anniversary of the adoption of the ILO's convention on freedom of association and the right to organize, delegates adopted a resolution reaffirming the need for strict implementation of these principles to safeguard worker rights.

The conference also called on governments to work with unions and employers in assuring adequate, affordable housing to achieve the objectives of the International Year of Shelter for the Homeless.

And delegates called for national policies to deal with drug and alcohol abuse in the workplace, emphasizing the need for medical rehabilitation that respects the dignity of workers and protects their job security.

Poland challenged

The ILO credentials committee tabled a challenge by the International Confederation of Free Trade Unions to the seating of the Polish "labor" delegation on the ground that it was composed solely of representatives of state-run organizations.

In doing so, the committee made clear that an "unsatisfactory union situation" exists in Poland, where the Jaruzelski government outlawed Solidarnosc, recognized as the only legitimate voice of Polish workers.

ICFTU Gen. Sec. John Vanderveken hailed the ILO action as "further recognition of the continued representative nature" of Solidarnosc. In a symbolic gesture, Vanderveken took the unusual step of naming Solidarnosc leader Lech Walesa as a member of the ICFTU delegation.

Union members focus attention on candidates' views

Dozens of international unions and scores of state and local central bodies are focusing members' attention on where the Democratic and Republican presidential candidates stand on issues of importance to workers and their families.

The responses of the announced and expected presidential hopefuls—originally published in the American Federationist—are being reproduced in union publications, carrying labor's "Democracy at Work" project directly into union family homes.

The reprints focus on four key issues: the threat of foreign trade, the federal budget deficit, what can be done to meet human needs, and the role of workers and their unions in the election process.

Meanwhile, members are turning out—sometimes by the hundreds, other times by the dozens—to view the videotape produced by the Labor Institute of Public Affairs, in which trade unionists hear and see the candidates discussing the kind of administration they would run if elected.

Recent showings by 20 labor bodies in 11 states, include:

Alabama—Mid-State Central Labor Council and the statewide Government Employees in Birmingham.

Arizona—Coconino & Navajo Counties CLC.

Arkansas—Central Arkansas CLC.

California—San Diego-Imperial Counties CLC.

Colorado—Boulder County, Colorado Springs Area, Denver Area and Rocky Mountain central bodies.

Connecticut—Norwalk CLC.

Georgia—Lowndes CLC.

New Mexico—State AFL-CIO Executive Council and the Santa Fe, Los Alamos, Rio Arriba & Taos CLC.

Kansas—Topeka, Tri-County and Wichita central bodies.

Missouri—The central bodies of Jefferson City, Kansas City and St. Louis.

Utah—Central Utah CLC.

Wyoming—Cheyenne CLC.

In the first Georgia showing, delegates to the Lowndes County Labor Council view videotaped presentations by the presidential candidates.

Plant-closing notice backed in key Senate trade bill vote

Continued from Page 1

The letter also stressed the AFL-CIO's support for an amendment to strengthen the trade bill's procedures for eliminating unfair trade practices by other countries—as the House sought to do when it adopted the amendment sponsored by Rep. Richard A. Gephardt (D-Mo.). That issue had not yet been resolved when the AFL-CIO News went to press.

On a third issue stressed by McGlotten, the AFL-CIO's position prevailed when the Senate voted 55-41 against an amendment that would have restored presidential authority to disapprove findings by the International Trade Commission that U.S. industries need tariff or quota relief to survive a flood of imports.

During the debate, President Reagan's refusal to help the import-battered steel and copper industries was cited in support of the trade bill's provisions for making ITC actions final, unless national security issues are clearly involved.

The sharpest battle was over the plant closing provision.

Senators Howard M. Metzenbaum (D-Ohio) and Edward M. Kennedy (D-Mass.), the chief sponsors of the original plant closing bill, led the fight against the motion by Sen. Dan Quayle (R-Ind.) to kill that provision.

Quayle's motion was strongly supported by Sen. Orrin G. Hatch (R-Utah), who headed the Labor & Human Resources Committee during the years when the Republicans had a Senate majority.

The committee, now headed by Kennedy, was repeatedly assailed by Republican right-wingers as a fount of such "radical" proposals as parental leave, mandatory health insurance, and opposition to construction industry double-breasting. Several senators gave word-for-word readings from a Chamber of Commerce brochure assailing in alarmist terms the trade union movement's legislative "menu."

Plant closings, Quayle said, are "a part of our dynamic economy." He read a letter from Labor Sec. William E. Brock saying the President's senior advisers would recommend a veto if plant closing notification is included in the trade bill.

The AFL-CIO had launched a grassroots lobbying campaign for plant-closing notification, offsetting employer attacks.

In the end, a substantial Senate majority accepted the principle that workers are entitled to advance notice before a plant is closed—"as a mater of simple decency," Metzenbaum said.

The early notice was also linked with a widely-supported provision in the trade bill to expand job retraining opportunities for dislocated workers.

'Privatization' hit as abdication of government duty

Contracting out state, county and local government services to the private sector is "an abdication of responsibility rather than a commitment to better government," AFSCME told Congress.

Testifying before the House Anti-Trust Subcommittee, AFSCME Research Director Linda Lampkin said that "privatization" ends up costing more while providing less service to the public.

Rather than being a panacea for the current problems facing government, she said, contracting out is a "shortsighted solution" that creates a new set of problems for governments and the people they're supposed to be serving.

"Instead of elected officials or public administrators, private business, often located thousands of miles away . . . and concerned with profits rather than service, will eventually dictate" the cost and quality of public services, Lampkin said.

AFSCME cited these shortcomings in contracting out:

- Not only does using private contractors cost more than providing services in house, it imposes an added financial burden because a new layer of bureaucracy is created to deal with the bidding process.
- Governments lose credibility with the public because, in the pursuit of maximizing profits, private contractors cut corners on the quality of service.
- The use of consultants and contractors to perform public services "frequently leads to widespread corruption."
- Women and minorities have a better shot at professional and managerial positions in the public sector, and these opportunities decline or stagnate when their jobs are turned over to private firms.

AFSCME said it's a myth that privatization has been a boon to small business. In fact, the union pointed out, the firms who profit most are "the large conglomerates with the resources" to market their services to governmental units across the country.

George Craig dies at 81, retired regional director

Annapolis, Md.—George Craig, a trade union organizer for more than three decades, died here July 5 after a brief illness at the age of 81.

He was born in Wilkes Barre, Pa., followed his father into the coal mines and became president of his Mine Workers local. He was tapped for an organizing post with the Steelworkers in 1942 and became a CIO regional director.

In the merged union movement, Craig served as assistant to the Director of Organization. In 1966, he was appointed an AFL-CIO regional director, based in Philadelphia, serving until he retired in 1971.

UAW wins pay gains at five Rockwell plants

The Auto Workers won a pay increase plus a lump-sum bonus plan in their new three-year agreement with Rockwell International Corp.'s Aerospace Group.

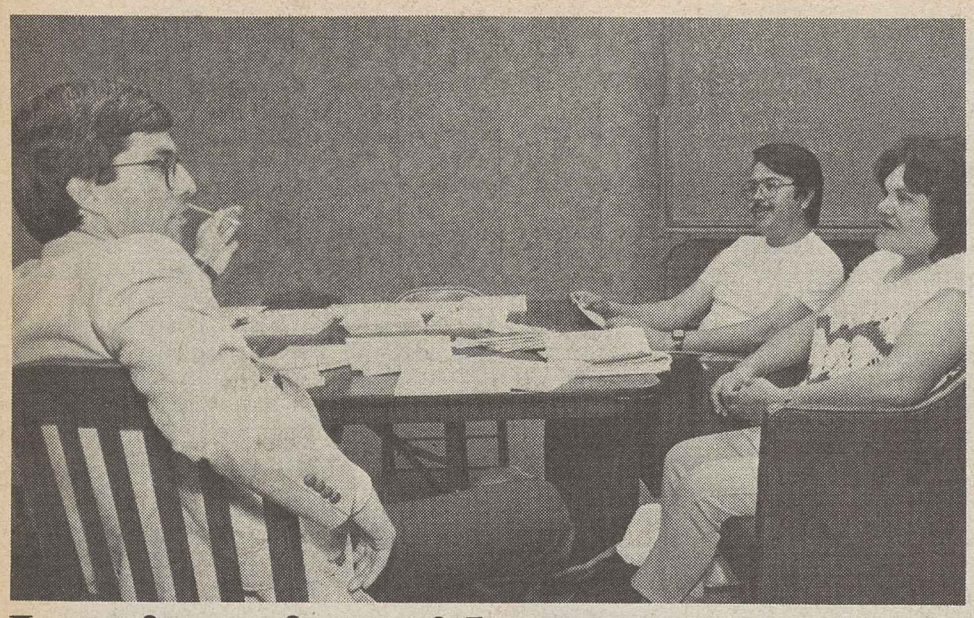
The new pact covers 17,000 workers at Rockwell plants in five locations—Los Angeles, Santa Susana, Calif., Columbus, Ohio, and Tulsa and McAlester, Okla. The agreement was ratified by more than 83 percent of those voting.

The settlement calls for a 3 percent wage increase, boosting hourly base rates by 30 to 55 cents. Workers also will receive an earned 77-cent cost-of-living adjustment and an additional hourly COLA payment of 15 cents.

The lump-sum bonus plan calls for a 2-percent bonus in December, a 6-percent payment in August 1988 and 5 percent a year later. The contract maintains the quarterly cost-of-living payment of 1 cent for each increase of three-tenths of 1 percent in the Consumer Price Index.

In exchange, UAW members in Los Angeles agreed to some modifications in health insurance coverage, with those not enrolled in a health maintenance organization to pay a percentage of their covered expenses, to a maximum of $2,500 for individuals and $5,000 for families. Health care coverage was not changed for workers at the four other Rockwell sites.

Other contract gains included improvements in provisions on pension benefits and life insurance coverage and sickness and accident pay.



Immigration aid

Pablo Alvarez Salazar and Teresa Rosales Rodriguez get some advice from site supervisor Ken Smith, left, at one of five union counseling centers opened in Los Angeles to help undocumented workers win legal resident status under the new immigration law. Twelve unions have donated $250,000 for the immigrant assistance project, sponsored by the AFL-CIO and its Los Angeles central body. More than 3,000 workers have attended information and registration sessions, where immigrants learn how to assemble the documentation they need to gain legalized status.

Public employee union rights upheld by New Mexico court

Sante Fe, N.M.—New Mexico's highest court upheld a long-standing policy of collective bargaining rights for public employees, rebuffing the union-bashing state attorney general.

The 3-2 decision by the New Mexico Supreme Court was hailed by the State, County & Municipal Employees and the Communications Workers. AFSCME, which bargains for 4,000 state workers, and the CWA, representing a smaller group, had challenged the attempt by Atty. Gen. Hal Stratton to scuttle collective bargaining.

Stratton, who took office in January after Republicans captured control of state offices, had been a union foe when he served in the legislature and championed "right-to-work" legislation to outlaw union-shop agreements in the private sector.

He recently hired as an assistant attorney general a former staff attorney for the National Right to Work Legal Defense Foundation and the Center on Labor Policy, an equally anti-union body.

Anti-union 'expertise'

Stratton said he hired the right-to-work attorney, Terran W. Mast, because of his "expertise." He growled at local reporters who questioned him about the appointment that, "if I hired him from the AFL-CIO, you probably wouldn't be asking me these questions."

Mast has not yet taken the New Mexico bar examination, and Stratton retained a private law firm to represent the attorney general's office before the state Supreme Court.

The court's ruling, issued from the bench, will be amplified by a written opinion. But union attorneys said it clearly rejected the attorney general's claim that collective bargaining by state agencies is unlawful.

Bill Lopez, the executive director of AFSCME Council 18, charged that Stratton has sought to use his office "to further his own ideological views."

The regulations that Stratton wants to overturn require the attorney general to sign union contracts negotiated by state agencies, chiefly to certify that they don't violate any laws. The regulations date from 1972 and the board's regulatory power has been twice reaffirmed by the legislature without any challenge to the collective bargaining provisions.

Despite this history, Stratton has refused to sign any of the contracts negotiated since he took office.

While the court has struck down his argument that the collective bargaining policy is illegal, AFSCME is also protesting what it sees as a pattern of delaying tactics and nitpicking objections that the attorney general is using as a fallback pretext for holding up approval of the contracts.

Lopez charged that Stratton's approach is having "a chilling effect on the ability of public employees to exercise fundamental rights."

Before the Supreme Court ruling, Stratton told the state Personnel Board that the law did not allow collective bargaining and asked the body to rescind its regulations. The board said it will consider the issue at a meeting next month.

Stratton also raised questions about the right of local government units to engage in collective bargaining in the absence of legislation specifically allowing it. His position conflicted with a previous state Supreme Court ruling that municipalities could engage in collective bargaining in the absence of any legislation prohibiting it, union attorneys said.

Utility Workers ask steps to restrict energy imports

Electricity from Canada costs U.S. jobs

Hollywood, Fla.—The Utility Workers' convention called for legislative action to restrict the importation of electrical energy that has cost thousands of jobs and has eroded the U.S. utility industry.

A convention resolution pointed out that over the past decade, imports of electricity from Canada have skyrocketed, with nearly 18 percent of America's electrical energy needs met with Canadian imports.

While construction of new generating facilities "continues at a record pace in Canada," the convention noted, such construction is at a virtual standstill in the United States.

There is no compelling need for such high levels of imported power "other than the greed of U.S. utilities," the delegates declared, directing the union to spotlight the job losses and threat to energy independence that the nation faces by its reliance on imported power.

AFL-CIO Sec.-Treas. Thomas R. Donahue in an address to the convention, noted that concern and stressed that no group of workers is immune to the devastating effects of foreign imports. "Cheap power flowing across the Canadian border is wiping out jobs in your industry in exactly the same way as in the goods-producing sector," he pointed out, with utilities "less and less interested in producing power."

Union members continue to suffer "as factory after factory has gone dark in all of the manufacturing industries throughout the land," Donahue said, while "billions of dollars are being squandered on buying and selling and restructuring and dismantling companies by people who have no idea of producing a dollar's worth of goods or services."

If this greed and shortsightedness continues, he warned, "the American economy will be nothing but a collection of hollow corporations, busy relabeling goods made elsewhere and trying to sell them to people without jobs or incomes."

The AFL-CIO is seeking a fair trade policy that is "based on exchanging goods made in America with goods made overseas," not one that exchanges "American living standards for those of the Third World," he declared.

Delegates re-elected President James Joy and Sec.-Treas. Marshall Hicks to new four-year terms. Also re-elected were Executive Vice President Francis Owens and Vice President Joy Luciano.

Organizing strategies

In his convention address, Joy outlined the union's campaign to draw attention to the problems and damages that will result from the decline in U.S. generating capabilities.

Joy also focused on new organizing strategies and called on delegates to take an active role in political affairs, especially during the upcoming presidential campaign.

The convention unanimously approved a "golden celebration" marking the union's 50th anniversary next year.

In a resolution on drug and alcohol treatment, delegates opposed random testing, calling for tests that focus "only on workers who exhibit symptoms of job-related impairment" and include guarantees of privacy and confidentiality.

The convention also endorsed unpaid job leave for new parents, supported extended health care coverage for low-income and jobless families, and opposed the use of polygraphs and computer monitoring.

Labor's revenue proposals use ability-to-pay guideline

Continued from Page 1

proposed as a source of needed revenues:

- Maintain the top individual tax rate at the present level of 38.5 percent. The scheduled drop to a 28 percent rate next year "is too great a cut in the share of taxes to be carried by the wealthy," Oswald suggested.

The 38.5 percent rate, he noted, would apply to taxable income above $225,000 and would raise $4.7 billion in 1988 and $26.9 billion over three years.

- Correct a distortion of the present 33 percent rate for incomes between $71,900 and $225,000 which actually results in the tax rate dropping for persons with incomes over $90,000. This would raise $2.8 billion next year, $18.2 billion over three years.
- Allow the top corporate tax rate to drop only to 38.5 percent, from the 46 percent rate that was in effect until June 30 this year. It would otherwise drop to 34 percent. The estimated revenue gain would be $4 billion next year and $14 billion over three years.

Oswald reminded the committee that the share of taxes paid by corporations has been steadily dropping—from more than one-fourth of federal revenues in the mid-1950s to 8.5 percent in 1984.

- Change the foreign tax credit, which allows companies to reduce taxes owed to the United States by the amount of taxes they have paid to other countries, into a tax deduction that would merely reduce the amount of income subject to U.S. tax. A related reform would require that taxes on profits from operations abroad be paid when earned, not deferred indefinitely.

Revenue gains

"In addition to ending a subsidy which encourages U.S. corporations to invest and produce overseas, these changes would yield approximately $10 billion in 1988 and $35 billion over three years," Oswald testified.

- Impose a 5 percent surtax on corporations and individuals with a tax liability over $10,000, following through on the "ability-to-pay principle." These would bring in an estimated $6.4 billion next year and $32.4 billion over three years.
- Freeze the estate and gift tax at the 1987 level, instead of cutting the tax on transfers exceeding $2.5 million. With related reforms, the three-year revenue gain would be $12.6 billion.
- Close a loophole by taxing a special form of limited partnership that is increasingly being used in tax avoidance schemes. Changes advocated could raise $6 billion next year and $27 billion over three years.

The Reagan Administration has opposed any direct tax increases and some in Congress have proposed various forms of excise taxes and user fees.

Oswald told the Ways & Means Committee that turning from the progressive income tax to regressive excise taxes "merely creates more inequity."

He condemned as "grossly unfair" proposals to tax employee benefits.

"To tax health and life insurance, pensions, education, legal services, child care and other employer-paid benefits as if they were income would destroy established social policy without providing an alternative," Oswald charged.

Chrysler slapped with stiff OSHA fine

Continued from Page 1

company knows of a hazard and chooses not to correct it.

OSHA charged Chrysler with 225 "willful" violations of the lead and arsenic rules in the soldering and paint rooms. The agency assessed its penalty by multiplying the 131 affected workers times 80 percent of the maximum fine. Those 225 violations accounted for more than two-thirds of the total fine of $1,576,100.

Exposure to lead can cause central nervous system damage and arsenic is considered a cancer-causing chemical, OSHA said, noting overexposure to either substance can cause death.

Chrysler was cited also for 48 willful violations of the hazard communication standard for not notifying workers of the dangerous chemicals they were exposed to on the job. The $240,000 penalty for those violations is the highest ever assessed under the hazard communication standard, which covers only manufacturing facilities.

Besides those infractions, Chrysler was cited for 65 other willful violations of rules covering personal protective equipment, fire protection and electrical protection, and 310 serious violations where "there is a substantial probability that death or serious physical harm could result."

The remaining 163 violations cited were considered "other than serious" by OSHA, which recommended a penalty of $600.

Improvements pledged

In agreeing to pay the record fine, Chrysler Motors Chairman Gerald Greenwald said OSHA is "approaching its duties with new vigor . . . "You might say that it's our time in the barrel."

He pointed out that OSHA had found elevated lead levels in the blood of two workers at the Newark plant and said the auto maker would take steps to "improve the monitoring of the booths and employees that work there." Greenwald said the company was not admitting any guilt in paying the fines and reserved the "right to disagree with OSHA over specific allegations at Newark." He characterized the violations as "relatively minor electrical and mechanical safeguarding discrepancies."

Greenwald said the company "formed a task force to review working conditions at all our manufacturing plants." Stepp, in commenting on the situation, said the UAW "stands ready to participate fully in the newly formed task force which will seek to eliminate workplace hazards in all Chrysler plants."

Stepp added, "Chrysler must now step up to carrying out new programs to control exposures to lead, arsenic and other chemicals and to safeguard workers from hazards related to robots and other advanced manufacturing processes."

Earlier this year, Chrysler paid OSHA a $295,332 fine for violating record-keeping regulations at the Newark site and at plants in Belvedere, Ill., and Twinsburg, Ohio.

U.S. contract bar hits foe of farm union

Salinas, Calif.—One of California's most notorious anti-union growers, Bruce Church Inc., has been barred from receiving any federal government contracts because of its failure to set up an affirmative action hiring plan for minorities, women, the handicapped and disabled veterans.

The action by Labor Sec. William E. Brock makes the grower ineligible to sell its lettuce and other produce to the Defense Dept. until it changes its employment practices and complies with standards issued by the Office of Federal Contract Compliance Programs.

Church has a long record of suppressing the rights of agricultural laborers. The Farm Workers have been certified as bargaining agent at the company's operations here and in Arizona for a decade. But when the Salinas contract expired in 1978, management refused to renegotiate a new agreement.

It was one of a number of growers struck by the UFW in 1979, and since then the company has been found guilty of failing to bargain in good faith. The issue remains tied up in the courts.

Church sought to avoid the Labor Dept.'s requirement for an affirmative action program by insisting that none of its government orders exceeded $50,000—the threshold established for affirmative action programs.

But an administrative law judge found that the Defense Dept. had awarded Church contracts aggregating between $180,000 and $1 million a year since 1981. Brock agreed that the total amount of purchases, rather than individual orders, placed the grower under an obligation to file an affirmative action program.

"It would be incongruous, indeed, if a small business with one contract for just $50,000 had to develop an affirmative action plan," Brock said, but that a business like Church's with over $3.5 million of government business since 1981, did not.

Safety probe pressed at IBP packing plants

Continued from Page 1

the danger of unsafe working conditions in IBP plants is real and demands extraordinary efforts by the federal government to protect the workers' lives and limbs."

The UFCW represents 2,800 workers at the Dakota City plant who have been locked out or on strike since last December when they overwhelmingly rejected the company's final contract offer of a four-year wage freeze. Pay scales had been frozen for the past five years, and some full-time workers there were eligible for welfare and food stamps.

Backdown on 'lie detector'

A massive protest by members of the New York Hotel Trades Council that jammed the lobby of the Parker Meridien Hotel forced management to back down on its insistence that a female room attendant either submit to a polygraph test or be suspended in connection with the alleged disappearance of a guest's piece of jewelry. Because the contract with the hotel specifically prohibits so-called lie-detector tests, members of the Electrical Workers, Service Employees, Hotel Employees & Restaurant Employees and the Office & Professional Employees held an "emergency meeting" in the lobby and put management on notice that either the room attendant be restored to her job or no one would work. Two hours later, management capitulated, withdrawing its polygraph test demand and restoring the room attendant to her job.

Kilroy vows stepped-up fight for rail workers' job security

Greenbrier, W.Va.—Railroad unions want to help management develop a stronger industry, but cooperation must be a "two-way street," President Richard I. Kilroy of the Railway & Airline Clerks warned management.

Addressing a meeting of the Railroad Public Relations Association, Kilroy—who is also chairman of the Railway Labor Executives Association—put the industry on notice that rail unions will fight for job protection for their members.

Although the railroads emerged economically stronger from 1980s deregulation, employment in the industry has plummeted by more than one-third—some 200,000 jobs lost, Kilroy pointed out. Part of the blame, he said, rests with the disaster of the Reagan Recession; the remainder results from management's concerted drive to reduce its workforce.

Rail unions "understand the competition from other modes of transportation and the need for technological change," the BRAC president pointed out, which is why they agreed to lump-sum payments for intermodal members, joined with CSX to retrain employees "so their skills will meet the future," and negotiated an innovative contract with Chessie Computer Service to protect the pay and fringe benefits of members who transferred from the C&O "while meeting the competitive needs of this new company."

Kilroy criticized the carriers for opposing congressional efforts to insure labor protection for workers whose jobs are lost in the spinoff of short lines and regional railroads.

Rail labor regards that protection as "a matter of justice and equity" as well as an ingredient essential to unions' continued strength and the industry's future stability, he told the industry executives. "And we intend to fight for it."

ICC stand blasted

The Interstate Commerce Commission also came under Kilroy's fire for "subverting the will of Congress" on its obligations to protect employees' interests by claiming its decisions supersede the Railway Labor Act. "This faulty interpretation," he said, "has left literally thousands of rail workers without the job protection rights that have been a part of our industry for decades."

Kilroy reminded management that the last round of national negotiations was marred by industry demands for contracting out work and slashing pay scales that, if accepted, would have "turned the clock back fifty years."

"We rejected those demands and we will again," he declared bluntly.

To counteract industry challenges, rail unions have developed "increased labor unity," Kilroy said. This was demonstrated in last year's strike against Guilford Industries, "and we will show it again whenever a company tries to wipe out the rights and benefits we've fought over for decades," he said.

Kilroy noted that the Guilford strike led to a unanimous Supreme Court decision upholding the right of rail unions to engage in secondary picketing. He added that this is "a right we intend to protect in order to counter the mutual aid the railroads provide each other."

Chemicals pose health hazards for hair stylists

The Food & Commercial Workers opened an attack on the use of hazardous chemicals in the hair care industry, calling on the Occupational Safety & Health Administration to extend its hazard communication standard to all workers and urging a flat ban on methylene chloride in hair sprays.

UFCW President William H. Wynn, in a letter to Labor Sec. William E. Brock, said that while "OSHA delays, hundreds of thousands of hair care professionals unknowingly continue to use products containing methylene chloride, formaldehyde and other toxins that may jeopardize their health."

Wynn also wrote to Commissioner Frank E. Young of the Food & Drug Administration terming the agency's failure to ban the use of the cancer-causing chemical methylene chloride in cosmetic products "unconscionable." He pointed out that the FDA has taken no action since it issued a report in December 1985 estimating that one of every 100 hairdressers will develop cancer as a result of continued use of hair sprays containing methylene chloride.

Because these risks are clearly unacceptable, Wynn's letter noted, the FDA "proposed to ban the use of this dangerous chemical in cosmetics." Now, 18 months later, the ban has yet to be imposed. Wynn recalled that the UFCW had asked the agency in February 1986 to "act to protect consumers and hair care professional from the potentially harmful effects of methylene chloride and other toxic ingredients in cosmetic products."

He cited findings by the federal National Toxicology Program that besides causing malignant lung, liver and breast tumors, the chemical is a central nervous system depressant and inhaling its vapor may cause mental confusion, light-headedness, nausea, vomiting and headaches.

Cosmetic manufacturers are "not even required to inform FDA that a product, or even the manufacturer, exists," Wynn said.

Strike over toxic chemicals gains union accord, reforms

New Haven, Conn.—Workers who were being poisoned on the job through exposure to toxic chemicals ratified their first union contract with Uretek Inc., after voting overwhelmingly for representation by the Ladies' Garment Workers and enduring a three-month strike.

Health and safety, low wages and long hours were the key issues that led to the new three-year agreement that provides pay raises, protective medical language and overtime rates. Wages increased the first year by either $1 an hour or to $5 an hour, whichever was greater. The workers will get 50 cents an hour in the second year, and 40 cents in the third year.

Reforms slated

The company, which coats fabrics with polyurethane, agreed to provide medical monitoring and in-plant health and safety surveillance by mutually agreed upon medical and industrial hygiene experts. A medical removal provision allows workers at risk of overexposure to be transferred to less hazardous work without loss of benefits or seniority. An in-plant safety committee will also be set up.

Uretek management also agreed to provide a lunchroom and locker room separate from the work areas, personal protective equipment, company uniforms, time and-a-half rates for weekly overtime and double time for Sundays. Paid holidays will go from 7 to 9.5 days during the contract's term.

ILGWU President Jay Mazur said, "The Uretek struggle demonstrated both the militancy that Puerto Rican and Latino workers can bring to the labor movement and the terrible exploitation faced by so many Puerto Rican workers."

The Uretek workers gained national attention when it was reported last winter that more than half the firm's workforce was suffering liver disorders, including 10 with acute hepatitis, due to overexposure to dimethylformamide, a chemical used in coating fabrics. Sweatshop conditions existed at Uretek, where workers averaged $4.50 an hour for 12-hour shifts, six and seven days a week. There were no scheduled breaks and machine operators ate lunch while tending their equipment, surrounded by toxic substances.

Last February, the mainly Spanish-speaking workforce unanimously signed authorization cards when ILGWU organizer Danny Perez visited the plant. Perez subsequently publicized the dangerous conditions at the plant and the workers went on strike.

Congress orders HHS drug test guidelines

Congress directed the Dept. of Health & Human Services to prepare guidelines governing drug-testing of federal workers and allow 60 days for employees and their unions to comment.

The compromise measure was adopted as part of a supplemental appropriations bill that Congress cleared for the President's signature.

It prohibits most government agencies from putting into effect President Reagan's drug-testing directive until procedural and testing safeguards are in effect. But a group of specified "sensitive" agencies could continue testing programs already in effect.

Government Employees President Kenneth Blaylock welcomed the procedural safeguards mandated by Congress, but said the AFGE and other federal worker unions will continue court challenges to the presidential order for random drug-testing.

The legislation is a catchall bill, with funding for programs as diverse as commodity loans to farmers, economic assistance to Central America and the aid-for-the-homeless program.

Conferees dropped a provision passed by the Senate but not by the House that would have required the Labor Dept. to report on whether the Consumer Price Index adequately reflects the impact of inflation on the elderly.

Labor cites abuses of workers' rights

Continued from Page 1
the countries. There is no justification for granting special tariff preferences to countries that make progress "in just one area when other practices stand in continuing violation of internationally recognized standards," the trade representative was told.

For example, the AFL-CIO said, the right of association is "the bedrock of worker rights," and wage improvements "in a country where workers cannot form unions should not count as sufficient evidence that it is 'taking steps' and thus deserving" of trade privileges. Nor should the United States accept "impressively drafted laws" as evidence that a country is moving in the right direction "until these promised changes become reality."

The federation laid out these charges against the nine countries it urged be removed from GSP eligibility for violating worker rights:

Chile—The dictatorship of Augusto Pinochet has made clear it has "no intention of easing the systematic and repressive pressure" on free trade unions. It has engaged in a "pattern of violent intimidation," and has enacted a labor law that inhibits collective bargaining and bans union federations.

The AFL-CIO cited an assassination attempt against Gen. Sec. Hernol Flores of the Confederation of Democratic Workers last September and the October detention of President Jorge Millan of the Chilean Laboratory Workers by government agents who "debated among themselves ways of killing him." Millan was "questioned threateningly" about a labor training course he was scheduled to attend in the United States under the sponsorship of the American Institute for Free Labor Development.

Intimidating atmosphere

In addition, the submission said, the Chilean government has left the question of dues checkoff in the private sector up to the "arbitrary will of the employer," interfered in union elections, restricted the right to strike and created an atmosphere in which workers are "intimidated" from bringing suits against management in labor trial courts.

Indonesia—Abridgements of freedom of speech and the right to a voice in the political system "undermine the ability of trade unions to represent their members." Legal restrictions allow only a single trade union federation—and that body must endorse the government's political philosophy.

Without consultation with organized labor, the Ministry of Manpower restructured the federation, eliminated 21 industrial unions and prohibited organizing in air transportation and oil because the government classified these as "vital" industries. The right to bargain collectively has been "severely undercut by government interference," and the strike threat is virtually nonexistent because walkouts require government authorization, and "such approval is never given."

Although Indonesia is a signatory to the ILO convention on child labor, more than 2 million children between the ages of 7 and 14 are in the workforce. The most flagrant violations involve the thousands of children who begin work in cigarette and battery factories when they're only six years old.

South Korea—Although the trade representative cited recent labor legislation as evidence that "progress was taking place" on worker rights, "the only sign of progress exists on paper." The law allows workers to organize, but local officials are "often strongly influenced . . . by employers to act as their agents in suppressing unions" and refuse to certify workers' organizations.

Organizing banned

To help fatten the country's trade surplus with the United States, workers in export processing zones are barred from forming unions. And this "anti-labor hostility" is evident in "discharges, threats, violence and even arrests" to thwart unionism among civil servants and in state-owned enterprises, public utilities, defense-related industries and other sectors.

A recent State Dept. human rights report noted that "the influence of the government and employers has greatly exceeded that of unions in setting wages and resolving other labor issues." As a result, the federation said, most of the poorest workers, including tens of thousands of women in the garment and textile industries, have no voice in improving wages and working conditions.

South Korean law has some formal restrictions on child labor, but they are generally ignored. The State Dept. reported that "employment of minors is widespread, particularly in labor intensive industries such as textiles, footwear and small electronics assembly."

Although the country plans to institute a minimum wage next January, it won't apply to the growing service sector, and there's a question as to how realistic the pay floor will be. Moreover, while a standard 48-hour workweek exists, the government encourages employers to keep workers on the job for up to 60 hours a week —"one of the longest workweeks in the industrialized world."

Paraguay—The right-wing government of Gen. Stroessner harasses union leaders, monitors their activities, and requires all trade unions to belong to "a single government-controlled federation whose leaders are not independently chosen by the members."

Paraguay was suspended from the GSP program last year. Because the Stroessner regime "shows no sign of relinquishing its control" over workers' organizations, the AFL-CIO said, it should be denied tariff advantages permanently.

Singapore—Unions function "as an extension of government" and do not "serve as an independent voice" to express workers' interests. The head of the National Trade Union Congress is a deputy prime minister, several members of parliament serve on its board of directors, and an increasing number of government technocrats have been substituted for rank-and-file workers. A national wage council keeps down pay increases so that they will not "interfere with economic growth."

Suriname—The political climate is "clearly designed to intimidate workers and discourage them from joining together to form independent, representative unions."

The federation emphasized that the "barbaric, cold-blooded murder of union leader Cyril Daal" has had the effect of discouraging workers "from speaking or acting out" in support of workers' rights. When a government "perpetrates such a crime and subsequently claims that its policies are not anti-labor," the trade representative was told, "the onus of responsibility for convincing a wary public is on the perpetrators of the crime."

The Reagan Administration claimed last year that unions are "relatively free," but the federation said this ignored the fact that the Moederbond federation, "the last vestige of independent trade unionism" in Suriname, has been "co-opted by the dictatorship and now functions as an integral part of the government." This is the reason that Moederbond was suspended from the International Confederation of Free Trade Unions in 1986.

Taiwan—Martial law imposed in 1949 continues, despite government promises that it would be brought to an end when the legislature approves a new "national security law." The draft document offers no hope for unions. It would permit only those rights of assembly and association that do not "contravene" government policy.

Government control

No national labor center is allowed to compete with the government-recognized Chinese Federation of Labor, workers can strike only when wages fall below a never-defined "standard wage," collective bargaining does not exist "in any meaningful sense," and although child labor laws have been on the statute books since 1984, there are widespread abuses and the government does little to enforce the law.

Thailand—While the right to form unions is guaranteed by law, civil servants are denied this protection, workers in the private sector "face harassment and even discharge" if they try to form unions, and a special provision of law makes it easy for employers to create company unions to thwart workers' goals.

Child labor is rife, legal prohibitions are scant, and an estimated 100,000 children aged 12 through 15 work in hazardous factory occupations in the Bangkok area alone. They do repetitive manual work in hundreds of textile, garment, plastics, leather, toy and candy factories—most of them engaged in exports. The children are "leased" from their parents for as little as $118 for three years, receive only "irregular allowances," live on the worksite 24 hours a day, seven days a week, and often put in 16-hour days. And at the end of the work day, some of the young girls are forced into "apprenticeships in prostitution."

Turkey—The constitution gives workers the right to form unions, but this right is "greatly watered down" by the provisions of a "repressive" labor code and by policies practiced by both government and private employers.

The law heavily regulates internal union affairs, police sit in at union conventions, and union officials often are summoned to the public prosecutor's office to "explain" specific actions. All this, the federation says, has a "chilling effect" on trade unionism.

Police role

The Turkish government's "most extraordinary intervention into labor affairs," the statement said, has been its five-year-long trial of leaders of the Confederation of Revolutionary Trade Unions. The military tribunal ordered the permanent disbandment of the labor center, confiscated all its assets and sentenced 265 union leaders to up to ten years' imprisonment.

As for worker protections on the job, minimal safety and health standards are established by law, but observance is lax. In one instance, the AFL-CIO pointed out, it took two years to force an employer to provide safety shoes for workers in hazardous areas.

The federation had this to say about the four countries that should be given warnings because they have demonstrated "only minimal regard" for the rights of workers:

- While there has been "continued improvement in the human rights record" of the Central African Republic, the federation regretted the dissolution of the General Union of Central African Workers, the presence of many children under age 14 in the labor force in violation of that country's laws, and forcing political prisoners into compulsory labor in violation of ILO conventions.

Death squads

- The inauguration of Vinicio Cerezo as president of Guatemala "ushered in a new era of trade union freedom" after two decades of oppression under the previous military regime. But a "clandestine apparatus" continues to exist, and right-wing death squads remain intact. The federation praised the "reduced level of politically motivated killings" since Cerezo took office. But the Administration must make clear that further steps are essential to prevent continued violence against the trade union movement.

- There is no evidence yet that the ouster of the Duvalier dictatorship in Haiti will lead to greater worker freedoms. The federation noted that the provisional government has tolerated strikes, allowed the formation of new unions and provided for trade union freedom in the proposed new constitution. But the Ministry of Social Affairs fails to enforce the labor laws "and permits intransigent employers" to arbitrarily fire workers, engage in illegal lockouts, shut down operations to avoid being unionized and routinely ignore employee grievances.

- Zambia has "a long tradition of independent and effective labor union organizations," but the AFL-CIO voiced "alarm" over recent government attempts to curtail freedom of association, restrict the right to bargain collectively and severely limit the right to strike. It urged the Administration to let Zambia know that continued tariff preference hinges on restoration of "the independent and democratic nature of the Zambian trade union movement."

Lives, liberty at stake for unionists

Geneva—More than 200 union members were murdered and some 4,500 jailed for union activities between Jan. 1, 1986, and Feb. 28, 1987, the International Confederation of Free Trade Unions charged.

Brazil—where 190 leaders or members of rural worker organizations were slain in the first eight months of 1986—had the dubious distinction of leading the list of countries in which workers paid with their lives for exercising trade union rights.

South Africa has the record number of arrests, with some 3,400 black unionists currently behind bars. At least six other union members died at the hands of security forces. Despite government repression, the ICFTU said, the unions continue "to grow in strength and head the nationwide protest movement for the elimination of apartheid" in that racially divided nation.

Other abuses cited in the ICFTU's annual "Survey of Violations of Trade Union Rights," include:

- Repeated repression of peaceful demonstrations in Chile included one last July that left at least eight union members dead and 50 injured. Death threats have been received by leaders of the National Workers Command, the main union opposing the Pinochet dictatorship. In January and February of this year, 7,000 teachers—many of them union members—were fired.

- Although the restitution of civilian rule has led to "a certain improvement" in Guatemala, harassment, abductions, disappearances and death threats have continued, "primarily perpetrated by the armed forces or by death squads operating under their protection."

- In Poland, 175 members of the outlawed Solidarnosc union are still in jail, the new "official" unions are puppets of the Jaruzelski regime, and the denial of union rights remains "in clear violation of the principles of freedom of association."

- More than 300 members of the banned Turkish labor federation DISK have been jailed for as long as nine years and the government's pledge to enact legislation guaranteeing union freedom "has proved to be an empty promise."

The report also voiced concern over labor rights in Iran, Ethiopia, Nigeria, Nicaragua, Bolivia, Suriname and Ecuador as well as in the communist countries of Eastern Europe, Vietnam and Cuba.

Since 1983, the ICFTU has lodged 48 complaints against 23 governments for violating conventions of the International Labor Organization on the issue of worker rights. "There cannot be any double standard," the report said. "All countries, whatever their political system or level of economic development must fully respect the basic union rights in all circumstances."

EDITORIALS

Mocking the Constitution

IN THIS bicentennial year of the Constitution, President Reagan has dusted off a threadbare proposal for an amendment that would inject a rigid and risky economic ideology into the nation's charter.

From the steps of the Jefferson Memorial, on the eve of Independence Day, the President renewed his call for a balanced budget amendment that he said would force the government to "live within its means."

Perhaps fortunately for the President, the audience was limited to persons carrying tickets issued by the Chamber of Commerce. Thus, Reagan's call for a new Economic Bill of Rights was greeted with a photogenic array of red, white and blue balloons, and there was nary a snicker.

It remained for newspaper accounts the next day to note that the attack on federal deficits came from a President who has never sent Congress a balanced budget and who doubled the national debt in six years by insisting on both big tax cuts for the wealthy and huge increases in defense spending.

THE PRESIDENT chose to embrace the most restrictive of the balanced budget proposals that have been floated over the past dozen years. He proposed to assure the diminution of government by requiring what he termed a "supermajority vote by Congress" to raise taxes, even for the purpose of meeting the balanced budget requirement.

Of course, it already takes a two-thirds "supermajority" to override a presidential veto. But Reagan obviously fears that some future president would not share his horror of taxes to fund government programs. Reagan would bind his successors in the White House as well as Congress to his ideological bias.

Constitutional scholars and mainstream economists are overwhelmingly agreed that the amendment the President seeks would threaten the nation's ability to provide for the common defense and the general welfare.

It would almost certainly worsen and prolong recessions. It would also weaken the federal government, which of course is the objective of the right-wing ideologists.

For all these reasons, the AFL-CIO has actively fought both the constitutional amendment proposal in Congress and the mischievous campaign to compel a constitutional convention by petition of the legislatures of two-thirds of the states.

ASTONISHINGLY, there is a clear and present danger that the House will be stampeded into approving such a constitutional amendment.

Too many members who should know better have already signed on as co-sponsors of a balanced budget amendment in the apparent belief that it will help them politically. Presumably, they are counting on more responsible legislators to stop the threat somewhere down the line.

The AFL-CIO has strongly urged such members to reconsider their position. A letter from Legislative Director Robert McGlotten expresses labor's concern that the Constitution would be "demeaned" by such an amendment.

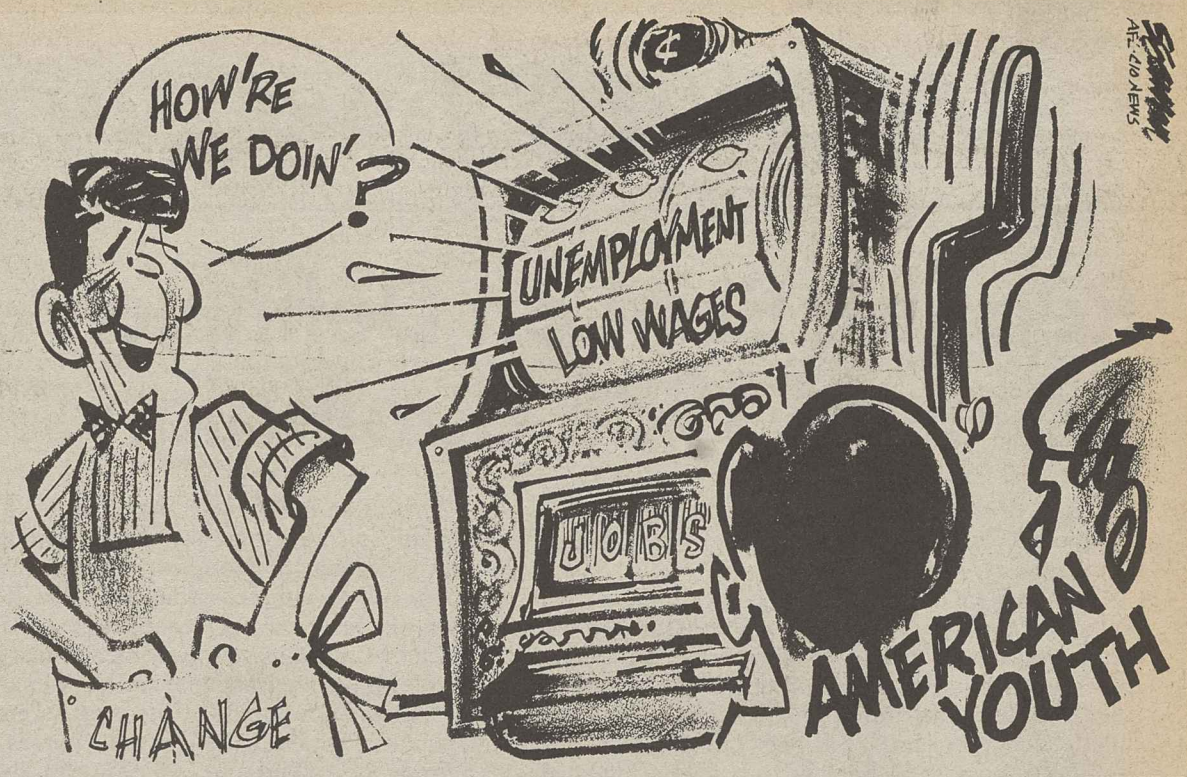
"In drafting the Constitution," it stresses, "the nation's founders authored a framework for an enduring government and not a statute book that could become outdated by shifting economic and political trends.

The U.S. constitution will endure only so long as Congress resists the temptation to impose constitutional restraints which are unnecessary to the governance of society."

Even to bring such a destructive proposal to the floor of the House of Representatives would mock the bicentennial celebration of the Constitution.

Early in the Reagan Administration, political cowardice almost led to adoption of the amendment by Congress. Senators held their noses and approved it by the needed two-thirds majority, counting on the House to stop it. But in the fall of 1982, it appeared that the House, cowed by the President's popularity, was about to do likewise.

The AFL-CIO mobilized a nationwide effort to turn the tide, directed by a special committee of the Executive Council. The amendment was stopped on the House floor. Reagan warned that voters would retaliate against those who opposed it. The election that year proved him wrong.



Washington Window

Reagan's deregulation puts consumers at risk

By Press Associates

Deregulation can be hazardous to your health, even your life. That's one of the hard lessons of the Reagan years, whether the subject is workplace safety and health or the safety of air travel, drinking water or food at the supermarket.

Take poultry, for example. The Agriculture Dept., which is responsible for ensuring that meat and poultry products are safe and wholesome, apparently has been getting off the backs of the poultry industry. For consumers who rely on the government's inspection seal on each package of chicken, the results are frightening.

According to the National Academy of Science's National Research Council, a large percentage of the 4 million cases of food poisoning reported annually results from poultry contaminated by salmonella and other bacterial microorganisms that federal inspection fails to detect. Some infections cause mild distress, but other salmonella bacteria can cause severe gastrointestinal illness and typhoid fever.

Under federal law, USDA inspectors must observe all the 4 billion chickens processed each year, looking for bruises, lesions and other signs of disease. Inspectors today have only one to three seconds to examine a bird, depending on the speed of the processing line, the study said.

While the amount of federally inspected poultry has more than doubled since 1979, the number of USDA meat and poultry inspectors since then has dropped nearly 14 percent.

Unfavorable atmosphere

"The reality that our inspectors face is one of overwhelming workloads, antagonistic plant management and non-supportive supervision. No inspection process, however well designed, can be successful in these conditions," Government Employees President Kenneth T. Blaylock told a House Agriculture subcommittee. AFGE represents the nation's meat and poultry inspectors.

Blaylock said loosened poultry inspection and processing procedures are allowing diseased chickens to come to market. "Originally, our inspectors would condemn any chicken with fecal contamination. This was weakened to trimming the part with the contamination, and now the contaminated bird is merely washed."

Another deficiency is that inspectors lack the support they need from the Agriculture Dept. Inspectors "have told me of numerous attempts at intimidation, including having their tires slashed," Blaylock told the panel. "This intimidation, coupled with inadequate agency backing, has made inspectors very reluctant to come forward publicly on abuses because of their fear of retaliation by the agency or the industry."

One whistle-blower

One who did come forward was Vernie Gee, a USDA inspector from Long Beach, Calif., who told a Senate Government Affairs subcommittee that the label on poultry, beef and pork products should be changed from "USDA Inspected and Approved" to "Eat at Your Own Risk."

Gee, an inspector in the department's Food Safety & Inspection Service since 1968, complained of inadequate training and harassment of conscientious inspectors by their supervisors. "As long as the mismanagement continues, filthy or diseased products will keep being approved for consumers to eat," he said.

FSIS Administrator Donald Houston responded to publicity about the problem by saying that "poultry is safe to eat if handled and cooked properly." He advised consumers to "cook their poultry thoroughly and avoid cross-contamination of raw poultry with other foods."

However, Vice President Arnold Mayer of the Food & Commercial Workers, which represents 40,000 poultry workers, told the House panel that consumers have a right to expect more from government than "buyer beware." Mayer called for hiring more inspectors, slowing down the production line, reinstating former poultry inspection standards, and developing tests to detect chemical and microbiological contamination.

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MEMO FROM COPE

Reagan Bent on Defining Issues of 1988 Campaign — Could Burden GOP Nominee

Ronald Reagan is loading some heavy baggage on whoever turns out to be his party's presidential nominee next year.

To the extent that a party and its candidate are bound to and by their reigning President and his proposals, the GOP and its 1988 standard-bearer have been handed a problem in the form of Reagan's determination to campaign for his so-called "Economic Bill of Rights." He is, in effect, attempting now to define the issues of Campaign '88.

Reagan announced his program the day before Independence Day. Administration tub-thumpers had built up great expectations for the event. The President chose as the site for unveiling his so-called "Bill of Rights," the Jefferson Memorial, dedicated to the nation's great articulator of individual rights.

So, does Reagan's "Economic Bill of Rights" guarantee every worker a job, for example? Or job training, if needed? Does it offer some resolution of one-sided trade relations that devastate U.S. industries and working people? No to all of the above, or to any other path-breaking economic "right."

In contract to the President's "Economic Bill of Rights," Rep. Augustus Hawkins (D-Calif.) calls for one that would mean something. His would include "the right to useful paid employment, a decent home, a good education, protection from the economic fears of old age and adequate medical care."

The "Economic Bill of Rights" is merely a restatement of Reagan's pat speech from his days as front-man for General Electric and his first appearances on the political stage. It is a diatribe against taxation, a demand for balanced federal budgets and for a presidential right to veto separate items in appropriations bills—a "line-item" veto.

But it's a tune long ago played out. His call for a balanced budget amendment comes after six years of drenching the nation in red ink. He never once came close to proposing a balanced budget, and has quadrupled the deficits of the Carter years.

The "line-item" veto would give a President virtually dictatorial power over spending decisions, neatly dealing the Congress a bust hand.

But it is in the area of taxation that Reagan most relies on his own "golden oldies." He invokes the specter of an abusive government "harnessing" free people through excessive taxation, which is a "yoke of oppression." Ironically, the most recent major tax legislation in 1986—if it works out as planned—reforms the system and reduces taxes, too much for high-income earners. It was a process in which the Administration played only a walk-on role.

Reagan promises to make this "Economic Bill of Rights" an issue throughout the remainder of his presidency. If he does, he forces those seeking the GOP 1988 presidential nomination, and the winner of it, either to embrace his scheme or try to finesse it. Either course is a mine-field.

To embrace it and promote it is to push goods that aren't selling these days. The public has caught on to the emptiness of much of the President's rhetoric and finds Congress—for all its shortcomings—better able to deal with deficits. In addition, recent polls show public urgency about stronger federal programs—with more funding—in the very areas Reagan has slashed: education, health, housing, nutrition.

The capper is that the public is willing to pay for these improved services through greater taxation, if necessary.

There's a danger, too, for GOP presidential hopefuls in trying to ignore or slide around the "Economic Bill of Rights." Both Reagan and his many loyalists still basically in control of party machinery will hold the candidates' feet to the fire on this one or, worse, punish those who stray.

Press reports say that Reagan is totally uncompromising in his determination to make his economic proposals—and his long-standing crusade against what he calls "big government"—the central themes of his last months in office and of his party and its candidate in 1988.

The fact is, he already went this route once. In 1986, he campaigned fiercely on the same themes for threatened GOP U.S. Senate candidates. He darn near drew a blank. Eleven of the 14 for whom he made appearances and appeals were defeated.

Quoting Oneself

It's always a good device to lard your speeches with ringing quotes from sources from earlier years to support a position you're pushing today. President Reagan does this in promoting his so-called "Economic Bill of Rights." Here's one statement from the past he's quoting:

"It is time that we ask ourselves if we still know the freedoms that were intended for us by the Founding Fathers, and if we will pass on (these) freedoms . . . because freedom is never more than one generation away from extinction. It has to be fought for and defended by each generation."

That, too, was from an attack on taxation and "big government." Who's Reagan quoting? He's quoting Ronald Reagan, campaigning for Barry Goldwater for President, circa 1964.

Public Pins Deficits on Reagan

The public has clearly caught wise.

For 6½ years in office, President Reagan has abhored budget deficits as nature abhors a vaccuum. Yet, he's presided over an explosion of federal debt that's created a fall-out of red ink twice the volume of that created by all the Presidents who preceded him—combined.

He blames the "tax and tax, spend and spend" Democrats, now and into the distant (40 years) past.

He got away with this for most of his presidency—and for a long while before. But no longer.

A recent poll shows the public (1) thinks Reagan is more to blame for huge deficits than congressional Democrats by 46-41 percent, and (2) trusts congressional Democrats to do a better job of reducing the budget than Reagan by 50-40 percent.

The same Washington Post/ABC poll goes beyond that. It shows the public willing to *increase taxes selectively* to help reduce federal red ink.

Overwhelmingly, citizens support boosting taxes on the big corporations and wealthy individuals who got huge tax *cuts* from Reagan in 1981 legislation. By 67-32, the public supports raising corporate taxes, and by 71-28 it calls for increasing taxes on upper-income people.

Other recent polls also have shown a willingness among Americans to swallow tax boosts if they're used to generate greater funding for major people-helping programs Reagan has slashed—education, health, housing, nutrition.

Minimum Wage Foes March to Same Old Tune

"It seems to me I've heard that song before."

Those words of a ballad from bygone years remind us of the horror stories trotted out by the National Association of Manufacturers, U.S. Chamber of Commerce and others of a similar ilk a half-century ago when Congress first considered minimum wage legislation—and repeated without much change ever since.

Putting a floor under wages, we've been told ad nauseam, would compel employers to eliminate low-wage jobs, make it tougher for the unemployed to find work, drive up the price consumers pay for goods and services and (sob) force some companies to close up shop.

That's rubbish. Every independent economic study shows that past minimum wage increases have been followed by gains—not losses—in employment. And businesses have not been driven into bankruptcy just because they had to pay their employees a decent wage.

Nothing could be more minimal than today's minimum wage. It hasn't been raised since 1981, and since then inflation has eroded its buying power by 27 percent. It leaves millions far below the poverty level.

Since the business community isn't about to listen to common sense, Congress will have to turn a deaf ear to that "old familiar song" of doom and gloom, and rescue minimum wage earners from the brink of economic disaster.

Odds 'n Ends

IF YOU DIDN'T already have misgivings about Robert Bork, President Reagan's nominee for U.S. Supreme Court vacancy, maybe you will when you read how "new right" leader Richard Viguerie feels about it: "Conservatives have waited over 30 years for this day. This is the most exciting news for conservatives since President Reagan's re-election." And this from Daniel J. Popeo, founder of right-wing Washington Legal Foundation: "We have the opportunity now to roll back 30 years of social and political activism by the Supreme Court. The activists who have used the Supreme Court as a vehicle for political and social change instead of the ballot box are in big trouble."

RECALL LAUNCHED against Arizona Gov. Evan Mecham (R), fluke winner last November when second Democrat entered race as write-in, splitting Democrat vote. Mecham angered many Arizonans right from start when he refused state observance of Martin Luther King Jr. holiday. Has kept foot in mouth consistently since. One slogan of recall movement: "Don't Get Mad—Get Evan." Organizers must collect 216,746 valid signatures on petitions to get recall on ballot, have four months to do it.

THERE'S A 'MIRACLE' going for TV evangelist Pat Robertson, still-unannounced GOP presidential nomination candidate, but not the sort he normally talks about. The "miracle" is Capt. Don Miracle, pilot of Robertson's campaign plane. One "mini-miracle" that won't materialize for Robertson, by the way, is his national goal of three million petition signatures by Sept. 1 of persons claiming to support his candidacy. Originally, he said if he got them, he'd definitely announce for President. Way short of target, Robertson recently said instead he'd count assurances of support by phone in lieu of formal signatures—as long as he reaches three million combined.

THREE DEBATES between presidential nominees, and one pitting VP candidates, will be held in 1988, national committees of Democratic and Republican Parties announce. Debates will be sponsored jointly by the parties, shouldering aside traditional sponsor, League of Women Voters. All present and probable candidates for nomination in each party agreed, if nominated, to go head-to-head with opponent three times and committed running-mate to one session. Some heat generated over parties' announcement. League of Women Voters sponsored 1976-80-84 debates, claims it also has firm commitment from candidates for 1988 and asserts importance of sponsorship by non-partisan organization. Maybe televised debate between parties and League should be scheduled to settle battle.

Imports reach all-time high as deficit worsens

Imports soared to an all-time high in May, widening the nation's trade deficit and contradicting Administration claims that the battering the U.S. dollar has taken in world currency exchanges will push up exports and cut back imports.

Exports did rise, by $300 million over April's level to $20.4 billion. But imports rose even more—by $1.3 billion to a record $34.8 billion. That sent the trade gap to $14.4 billion for the month.

It meant fewer jobs for American workers, with the job loss concentrated in the higher-paying manufacturing segment. Each $1 billion in imports translates into the loss of about 22,500 U.S. jobs.

The rise in imports came on top of other bad news for the American economy.

Business inventories rose 0.7 percent in May, according to another Commerce Dept. report. That amounts to the biggest increase in unsold goods in three years. And a Federal Reserve Board report showed that the nation's industrial production grew only 0.2 percent in June, down sharply from May's 0.5 percent growth.

Near record pace

The worsened trade picture brought the deficit for the first five months of 1987 to an annual rate of $164.8 billion, close to the record 1986 pace.

Manufactured goods and petroleum products were the chief causes of the import surge in May. The big rise in manufactured goods came from imports of automobiles, clothing and shoes, steel products and power generating machinery.

As usual, the biggest trade deficit was with Japan. The $5.1 billion imbalance was up from $4.9 billion the previous month. Automobile imports from Japan rose from $1.71 billion in April to $2.03 billion in May.

The monthly trade deficit with Western Europe rose from $2.3 to $2.6 billion. Other big trade deficits were posted with Taiwan, Canada, OPEC countries, Korea, Mexico and Hong Kong.

The rise in auto imports from Japan corresponded with a decline in new car sales in the United States. Domestic car sales for the first six months of 1987 were down 12 percent from a year ago.

Commerce Sec. Malcolm Baldridge dismissed the rise in the trade deficit as merely "an occasional monthly setback" to be expected while the trade picture generally brightens. But Administration sources acknowledged that the pattern of continued high deficits is fueling congressional pressure for a change in trade policy.

Oil imports up

May also saw both a rise in petroleum imports and a rise in the cost of imported oil. Prices during the month averaged $18.15 a barrel, up 43 cents from April and $1.34 above the January-to-April average. Despite the price rise, oil imports rose by 600,000 barrels a day during May to a daily average of 6.2 million.

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AFL-CIO LEGISLATIVE ALERT!
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Sen. Bill Bradley (D-N.J.) has the attention of ICFTU Gen. Sec. John Vanderveken, left, AFL-CIO President Lane Kirkland and other union leaders during discussions on easing the debt burdens of developing countries.

ICFTU presses program to ease world debt crisis

By Candice Johnson

Top trade union leaders from 12 nations met in Washington for three days of discussion aimed at heading off an explosive crisis brought on by the huge debts choking the economies of developing countries and burdening their workers.

Sponsored by the International Confederation of Free Trade Unions, which represents 145 union federations in 97 countries, including the AFL-CIO, the delegation met with officials of the World Bank and the International Monetary Fund and talked with other experts in international finance. The union leaders also heard from Democratic Senators Paul Sarbanes (Md.) and Bill Bradley (N.J.) who outlined proposals for interest rate reductions and some debt relief for developing countries.

Also addressing the delegation were Democratic Representatives Charles E. Schumer and Robert Garcia of New York and Congressional Delegate Walter E. Fauntroy of the District of Columbia.

Bradley and Sarbanes met with the union officials as the Senate was considering a measure to create an international debt facility that would provide some relief from the staggering debt owed by developing countries.

Policy consequences

Leading the ICFTU delegation was Gen. Sec. John Vanderveken, who stressed that international financial institutions "should pay special attention to the possible consequences of ill-conceived economic policies and make sure that workers are not to bear the burden of such policies."

Continued on Page 4

Bipartisan Senate vote backs stronger curbs on unfair trade tactics

By David L. Perlman

The Senate strengthened key provisions of its trade bill, bringing it closer to the measure the House passed in April and sending a clear signal to President Reagan that the gap between America's imports and exports must be reduced.

After more than three weeks of debate and dozens of rollcall votes, the chief ingredients of the Senate bill were in place and passage by a substantial bipartisan majority appeared assured.

The Senate adopted, 87-7, a compromise amendment to put more backbone into a section of the original bill that seeks to compel other nations to drop unfair barriers to American-made products or face U.S. trade retaliation.

It requires the U.S. trade representative to identify countries that set up obstacles to the entry of American goods and to estimate the dollar value of the lost trade.

The next step would be negotiations to assure that within three years the offending country increases its purchases from the United States by an amount equal to the lost trade. If negotiations failed, the United States would retaliate against the products of the offending country up to the value of the lost trade. But the President would have considerable leeway as to the form of any retaliation.

By contrast, the Gephardt Amendment adopted by the House would assure that countries that have used unfair tactics to roll up a big trade surplus with the United States must reduce the total imbalance—not just the amount attributed directly to unfair practices—by at least 10 percent a year. This could be achieved either by buying more U.S. goods or cutting back on shipments of goods to this country.

That's one of the many differences that must be resolved in a House-Senate conference before the legislation can be finally passed by Congress.

The AFL-CIO had strongly supported the Gephardt Amendment and had urged the Senate to move in the same direction. The greater presidential discretion in the Senate bill reflected a compromise that carried the names of both Majority Leader Robert C. Byrd (W. Va.) and Republican Leader Robert Dole (Kan.) as well as the chief negotiators of the provision, Senators Donald W. Riegle Jr. (D-Mich.) and John C. Danforth (R-Mo.).

Strong support

Although White House aides indicated unhappiness with even the compromise measure, only seven Republicans voted against it.

The strongest White House veto threat was reserved for the also-compromised plant-closing measure kept in the bill by a 60-40 vote. **(Rollcall, Page 6)**

It would require firms with 100 or more workers to provide at least 60 days notice of plant closings or of major layoffs affecting at least one-third of the workforce.

The Senate Labor Committee had approved a stronger measure, providing a longer notice for many workers and requiring consultation on alternatives to a shutdown. But its sponsors agreed to changes they considered necessary to win added support for the measure. There is no comparable provision in the House bill.

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Postal unions key talks to job security

The Postal Workers and the Letter Carriers broke off negotiations with the U.S. Postal Service over job security concerns, just days before their three-year agreement covering some 585,000 workers was set to expire.

The two unions, negotiating through a joint bargaining committee, vowed they will not resume contract talks without "assurances from the Postal Service" that union members' job security will not be eroded.

The unions have sought the intervention of the Federal Mediation & Conciliation Service in an effort to overcome the management roadblocks before the current agreement expires at midnight, July 20.

Meanwhile in separate negotiations, the Mail Handlers—a division of the Laborers—reached a tentative three-year agreement covering 50,000 workers. The union withheld the terms of the settlement pending its presentation to the membership.

The APWU-NALC negotiations had been stalled over management's proposals to expand its use of temporary workers and to create a permanent part-time work force that would be paid lower wages and benefits than full-time employees. The Postal Workers represent about 350,000 USPS employees and the Letter Carriers about 235,000.

The unions' joint bargaining committee branded the plan to expand so-called supplemental employment a scheme to create a "permanent cut-rate work force."

The two unions also are seeking a 6.8 percent wage increase in each of the three contract years, full wage protection against rises in the cost of living, improvements in health insurance coverage and a shorter period for workers to reach top pay scales.

Last week, the NALC and the APWU moved to turn up the heat on the U.S. Postal Service at a "Postal Solidarity Day" rally in Washington.

More than 5,000 postal employees from across the country gathered for the rally, which featured labor songs, speeches and drama. The crowd then regrouped at Postal Service headquarters for a demonstration and march to protest USPS management's contract proposals to set up a

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Crafts demand hazard study for projects

The AFL-CIO Building & Construction Trades Dept., citing the high number of fatalities and serious injuries in the construction industry, petitioned the Occupational Safety & Health Administration for an emergency standard requiring prime contractors to develop "a construction process plan and hazard analysis" for every construction project.

BCTD President Robert A. Georgine, in a letter to Labor Sec. William E. Brock, stressed that workers are in "grave danger from their exposure to new hazards" growing out of the use of new construction methods, materials and equipment." He noted that workers deaths and injuries in construction are on the rise.

Jim Lapping, safety director for the department, said the petition is in part a response to the Apr. 23 collapse of a high-rise apartment building under construction in Bridgeport, Conn., that killed 28 union workers.

The emergency standard request was developed by the department's safety and health committee on which Joe Egan of Ironworkers Local 424 in Bridgeport is a member. Egan aided in the dramatic week-long rescue efforts.

Georgine's letter to Brock suggested that much of the danger on construction jobs is "due to the failure of the employer to adequately prepare for the project or to recognize the potential hazards . . . ."

Georgine also attributed the danger in part to the "inability of OSHA to adequately investigate catastrophic accidents." To aid OSHA in future investigations of construction accidents, the department suggested that an emergency standard require employers to notify OSHA immediately of any accident that results in the death or hospitalization of a worker.

Preserving evidence

Further, the employer should be required to bar access to the accident site until OSHA completes its investigation, the BCTD said, and should "take appropriate measures to prevent the destruction of evidence" that would aid in identifying the cause of an accident.

Georgine said OSHA should require a "construction process plan and hazard analysis" that includes a "step-by-step description of the project, a description of the methods used to assure stability, a list and schedule for all tests and inspections, and the effect of such tests and inspections on the project." It should also identify processes or activities that will require the supervision of a "competent" person—in some instances a professional engineer.

The department suggested using a licensed engineer for operations such as trenches or excavations deeper than five feet, the construction or demolition of buildings more than three stories high and the construction or dismantling of scaffolding more than three stories high.

Ban on Scan

Members of Food & Commercial Workers Local 400 rally in front of the Danish embassy in Washington to draw attention to the use of workers brought in from Denmark as strikebreakers in the union's dispute with the Scan furniture cooperative. Following the demonstration, the Danish workers returned home, the union reported. More than 170 UFCW members have been on strike at seven Washington-area Scan stores since May and are urging consumers to boycott another seven stores.

Presidential candidates star at AFL-CIO video showings

The AFL-CIO's "Democracy at Work" project has become a popular summer ticket, with unions, state federations and central bodies holding screenings of the videotape that features the responses of 13 presidential candidates on issues important to workers and their families.

More than 150 union members in Victoria, Tex., filled the Plumbers & Pipefitters Hall to view and discuss the candidates' responses. Vic Wyatt of the Victoria Area AFL-CIO said the central body hoped to create an awareness of the political process among the area's 1,500 union members, in light of the town's conservative newspaper and political leanings. "Our first step is to stimulate local union members, to get them registered and actively involved," he said.

Regional meetings

The Steelworkers have taken the "Democracy at Work" videotape on the road to seven regional political action conferences. USWA members met in Minneapolis and in Columbus, Ohio, with other conferences scheduled for Atlantic City, N.J., Las Vegas, Nev., Chicago, Birmingham, Ala., and Washington.

A videotape produced by the Letter Carriers and Government Employees questions the presidential candidates on five areas of special concern to federal and postal workers and retirees. The 64-minute "1988 Video Voters' Guide," featuring an introduction by Presidents Vincent Sombrotto of the NALC and Kenneth Blaylock of the AFGE, has been sent to NALC locals that participate in the union's video network and will be shown at NALC WIN meetings—"We're involved now" workshops—across the country.

A transcript of the NALC/AFGE video will be published in a future issue of the NALC "Postal Record" and members will be asked to participate in a referendum on the candidates.

The video is also on the agenda of the AFGE's district training sessions. In Wilkes-Barre, Pa., nearly 100 union members turned out to view the candidates' responses and to participate in a "straw poll" while a session in Boise, Ida., drew an audience of 50.

AFGE also supplied the video to local unions conducting their own education and outreach program, modeled on the federation's "One-on-One" campaign. At the union's "lunch and learn" seminars, members view the video and discuss labor's political action programs.

Additional information to be sent to AFGE local unions includes biographies of the candidates, preference polls and scorecards and the American Federationist reprint with the candidates' responses to the AFL-CIO's questions. AFGE also will conduct a membership referendum.

In Los Angeles, members of entertainment industry unions—including the Stage Employees, Broadcast Employees & Technicians, Screen Actors and Electrical Workers—viewed the AFL-CIO video at the headquarters of IATSE Local 659, which represents cinematographers. Other recent showings by unions and federation central bodies include:

Alabama—West Central CLC.

California—Contra Costa County CLC and San Mateo County central bodies.

Connecticut—State Teachers' convention.

Nevada—State AFL-CIO convention.

Wyoming—State AFL-CIO convention.

Letter Carriers meet in New Carrollton, Md., to view videotaped responses of presidential candidates to federal and postal employees' concerns.

Andrew Pettis dies, led Shipbuilders

Arlington, Va.—Andrew A. Pettis Sr., a past president of the Marine & Shipbuilding Workers, died of congestive heart failure at Northern Virginia Doctors Hospital. Pettis, who lived in Falls Church, Va., was 81.

Pettis served as president of the union from 1968 to 1973, after having been a vice president since 1951. He joined the union at the Portland, Me., shipyard as a carpenter in 1939, was elected shop steward later that year and local president in 1940. He was the northeast regional director from 1945 to 1951. Pettis also lectured on industrial relations at Holy Cross College and taught in the trade union program at Harvard University.

CWA assails phone bugging by employers

Communications Workers President Morton Bahr asked Congress to close a loophole in the Wiretap Act that allows employers to eavesdrop on the conversations of workers and their customers.

Bahr testified before a House Judiciary subcommittee headed by Rep. Don Edwards (D-Calif.), a principal sponsor of a bill that would require an audible "beep" as notice that a third party is listening to a conversation.

At issue is whether employers have an unregulated right to tap the phone conversations of their workers to check up on how they are doing their jobs.

"The FBI is required to obtain a court order to wiretap a telephone, even in cases of national security," Bahr noted in his testimony. Employers certainly shouldn't have superior rights, he said.

Telephone companies aren't the only employers that use electronic eavesdropping as a management tool. But the industry has been a principal offender.

Bahr estimated that some 400 million phone calls each year are deliberately overheard by management. The potential victims, he said, include "anyone who works with a telephone or a video display terminal."

"Monitoring is the whip of the information age," he told the panel. "It constantly drives the employee ever faster and curtails the amount of time that can be devoted to each customer."

The privacy of members of the public, as well as of employees, is invaded by secret eavesdropping, Bahr charged. As for the argument that monitoring is needed to assure quality of service to the public, Bahr noted that when telephone companies in West Virginia were forced by a state law to abandon monitoring, "the result was service of the highest quality" and improved productivity.

'Video lobbying'

On the eve of the House hearings, the CWA unveiled a "video lobbying" campaign in support of the Edwards bill, which has 135 House co-sponsors, and a companion measure introduced in the Senate by Sen. Paul Simon (D-Ill.).

The seven-minute video cassette, titled "Don't Bug Me," is being sent to all members of Congress. CWA Executive Vice President Barbara Easterling told a Capitol Hill news conference that it was the union's way "of combining a high-tech issue with a high-tech lobbying technique."

Edwards told the news conference that the legislation is building "a lot of momentum" in the House. Simon noted that the Constitution was written long before there were telephones but that protection against eavesdropping is comparable to constitutional requirements for a search warrant before a person's house can be entered.

AFGE asks halt to random tests of U.S. workers

The Government Employees denounced the Reagan Administration's plans to begin random drug testing among 30,000 Transportation Dept. workers.

"AFGE draws the line at the government's continuing efforts to chip away at the constitutional rights of federal employees," AFGE President Kenneth T. Blaylock said, stressing the union's opposition to "random, warrantless and humiliating" drug testing.

"The federal government already has the right to test workers who show signs of substance abuse," he continued. Random testing only serves to "undermine employee morale and dignity."

AFGE has filed a complaint in federal district court charging that the random testing plan violates workers' rights under the fourth and fifth amendments to the Constitution and also violates the Civil Service Reform Act and other statutes.

The random testing will begin in about two months, the Transportation Dept. said, with employees of the Federal Aviation Administration—including air traffic controllers, test pilots, technicians, security specialists and safety inspectors—and railroad inspectors most likely to be tested.

OSHA hit for delaying cadmium exposure rule

Agency rejects appeal to reduce limit

"Clearly the Occupational Safety & Health Administration's priorities do not fall heavily in the area of protecting worker health," Chemical Workers' Safety Director David Ortlieb said about OSHA's decision to wait two more years before setting a standard on the cancer-causing element cadmium.

OSHA's decision came more than a year after the ICWU and the Public Citizen Health Research Group petitioned the agency for an emergency standard to reduce the worker exposure limit for cadmium.

OSHA Administrator John E. Pendergrass, in a letter to ICWU President Frank D. Martino and Public Citizen, said the agency will begin regular rulemaking and plans to publish its notice of proposed rulemaking in December 1987. "We anticipate the publication of a final standard in 18 months after publication of the proposal," Pendergrass said.

He flatly refused to issue an emergency standard, despite an internal agency memorandum that said "it appears that the data (on worker exposure) can be used to justify an ETS (emergency temporary standard)."

Hearing set

The ICWU and Public Citizen recently asked a federal appeals court to force OSHA to issue an emergency standard. On July 2, the U.S. Court of Appeals for the District of Columbia Circuit granted a motion for expedited hearing of the lawsuit, requiring the Secretary of Labor to respond by July 23 and allowing Public Citizen a week longer to answer that response.

David Vledeck, an attorney for Public Citizen, said OSHA's decision to deny an emergency standard will not end the suit. He called the agency's decision to pursue permanent rulemaking "a transparent maneuver to defuse" the litigation.

ICWU's Ortlieb said, "The manner in which OSHA responded to our petition is typical of the foot-dragging that has characterized OSHA in the health standards area. How many more workers have to become diseased or give their lives before OSHA takes the required action in regard to cadmium?" He charged that another 1,000 workers will die from cadmium exposure and thousands more will receive kidney damage before OSHA sets its final rule.

Affects 1.5 million

In 1984, the National Institute for Occupational Safety & Health estimated that more than 1.5 million workers are exposed to cadmium on the job.

In a key internal memorandum to Pendergrass, Charles E. Adkins, director of health standards programs, estimated that more than 213,000 workers are exposed to the substance at levels above 1 microgram of cadmium per cubic meter of air.

Adkins noted that cadmium exposure can effect the lungs, liver, kidneys and skeletal system at levels well below OSHA's current exposure limits of 100 micrograms per cubic meter of air for cadmium fumes and 200 micrograms for cadmium dust. He cited studies indicating that at the level of 100 micrograms of cadmium exposure a day for 45 years, 2,213 of every 10,000 workers would die of cancer from that exposure.

The petition by the ICWU and Public Citizen asked OSHA to set an exposure limit of 1 microgram of cadmium per cubic meter of air averaged over eight hours. Even at that level, OSHA estimated 21.2 workers of each 10,000 would die of cancer.

Studies have indicated that 89 percent of workers exposed to 100 micrograms of cadmium a day for 45 years will suffer kidney abnormalities, which in most cases will be irreversible. OSHA estimates that 14,000 workers are exposed to cadmium at levels above 100 micrograms. This means 12,460 of the 14,000 would develop kidney damage, the ICWU/Public Citizen suit pointed out.

AFSCME President Gerald McEntee, with Iris Lav of the union staff, testifies at Senate subcommittee hearing for revival of revenue sharing.

AFSCME calls for revival of revenue sharing program

Federal revenue sharing with state and local governments should be reinstituted and made permanent to the maximum extent possible, AFSCME President Gerald W. McEntee urged at Senate hearings.

At the Reagan Administration's prodding, Congress ended the program of general purpose grants to states and localities. But the need for such funds has not diminished, he told a Governmental Affairs subcommittee.

McEntee noted that under the nation's federal system of government, states and localities provide more than 90 percent of funding for elementary and secondary education, and two-thirds of public works expenditures.

One persistent problem, McEntee said, is that state and local governments have been reluctant to develop a broad base for taxation because of a "perception" that to do so would chase industry and the potential for economic growth to other states with lower taxes.

"Congress may have stopped funding revenue sharing, but it has not stopped the need for a literate workforce with math and computer skills to run our complex industry," McEntee said.

State and local governments were able to "muddle through," McEntee observed, "when education meant providing a teacher and a primer, when a sewage system terminated at the nearest body of water and didn't require waste treatment plants, and when the prison population was a small fraction of what it is today."

But in today's world, he warned, the one-third cutback in federal aid to state and local governments "has laid the seeds for a substantial decline in the American standard of living."

McEntee said that as a minimum financial assistance should be provided to localities and states with the greatest need as based on per capita income, poverty or unemployment rates.

Any such revenue-sharing formula should also take into account a city or state's own tax effort, he added.

While Wall Street has boomed, he said, "steel towns, farm communities and mining and drilling centers have gone bust. Property values have plummeted in these communities, and they have been forced to retrench and retrench."

Many such communities will be doomed unless federal aid is reinstated, he warned.

NLRB issues proposed rules on hospital bargaining units

The National Labor Relations Board issued proposed rules to determine the make-up of bargaining units at nonprofit hospitals and health care facilities.

The NLRB proposed that for large, acute care hospitals—with 100 or more beds—six bargaining units would be considered "appropriate." They are registered nurses, physicians, other professionals, technical employees, guards, and a unit of service, maintenance and clerical workers.

In small hospitals—those with fewer than 100 beds—there would be four bargaining units. There would be units covering professional employees, technical employees, guards, and a service, maintenance and clerical unit.

Bargaining units in all other health care facilities would be determined on a case-by-case basis.

Hearings in Washington, Chicago and San Francisco will be held during the comment period which ends Oct. 30.

Proposals studied

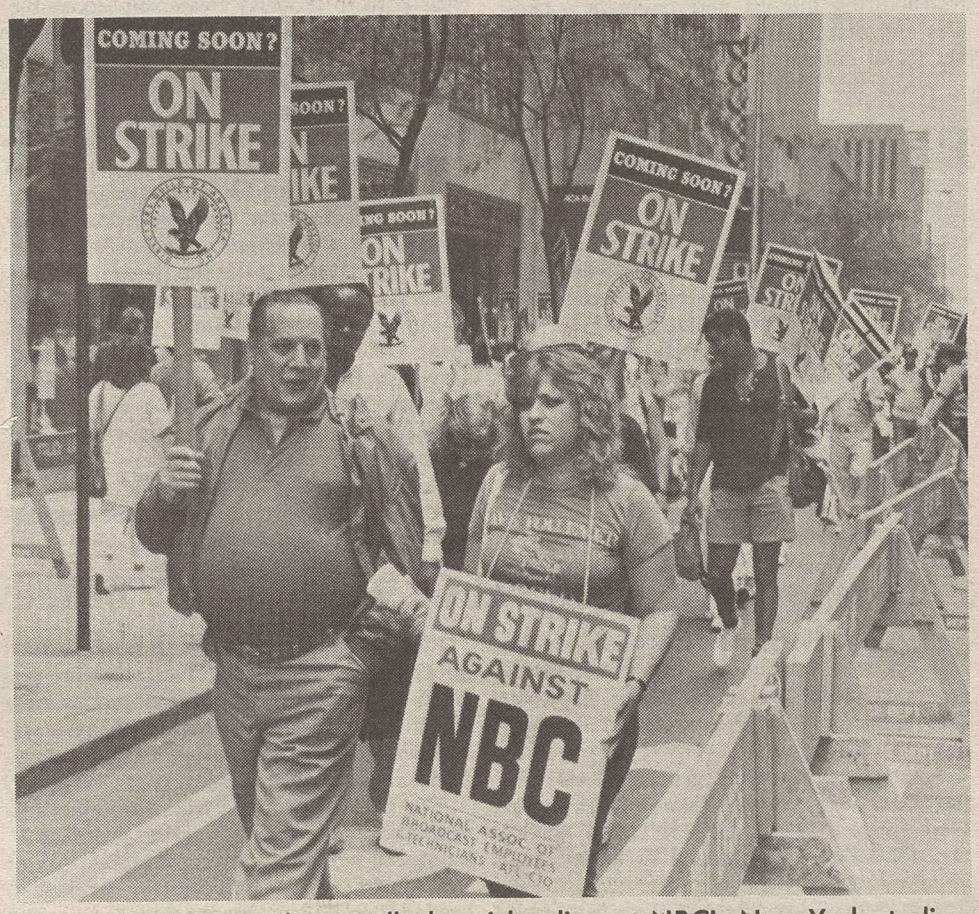
Unions representing hospital employees generally reserved comment on the proposed rules, although President Henry Nicholas of the Hospital & Health Care Employees said that the union agrees with the direction the board has taken with the exception of the combined service, maintenance and clerical unit. "We believe that is an inappropriate unit," he said.

Hospital and health care workers first won collective bargaining rights in 1974, when Congress extended coverage of the federal labor law to non-profit hospitals.

But there has been little agreement as to what group of workers constitutes an appropriate unit. In 1975, for example, the NLRB approved a separate unit of only registered nurses, ruling that they had "interests evidencing a greater degree of separateness than those possessed by most other professional employees in the health care industry."

That determination was rejected by the 9th Circuit U.S. Court of Appeals, which held that the NLRB's "community of interests" test was not appropriate. Instead, the court found, a "disparity of interests" test was closer to congressional intent.

But the U.S. Court of Appeals for the District of Columbia Circuit last March found the "disparity of interests" test inappropriate.



Striking NABET members walk the picket line at NBC's New York studios, joined by members of the unaffiliated Directors' Guild who were facing a strike against film and television producers.

Support rallied for NBC strikers, mediation slated

New York—Entertainment industry unions rallied outside the National Broadcasting Co.'s studios in a show of support for striking Broadcast Employees & Technicians, while federal mediators, seeking to end the stalemate in negotiations, called both sides back to the bargaining table.

NABET and NBC negotiating committees have been called to meet at FMCS offices here next week.

More than 200 persons participated in the noon demonstration outside NBC's headquarters, including the Screen Actors and Radio & Television Artists, and three unaffiliated unions—the Writers' Guild, the Directors' Guild and a performing arts union.

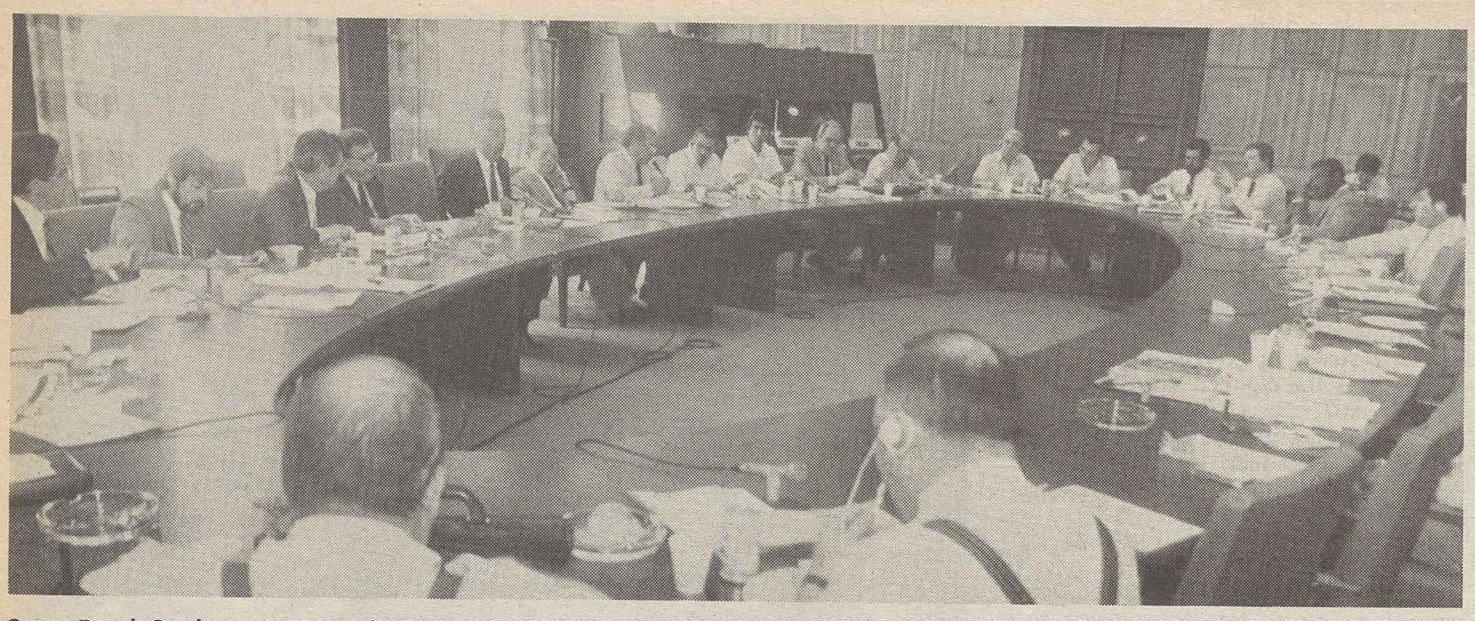
Thanking the other entertainment industry unions for their support, NABET Local 11 President Arthur Kent said "there is no reason why we can't stick together" especially in dealing with the three networks "who have shown the way they stick together."

Nearly 2,800 NABET members have been off their jobs since June 29, when news writers, camera and sound persons and other professionals represented by the union struck NBC operations in six cities. Key to the dispute is management's attempt to use greater numbers of nonunion workers as "daily hires," a move NABET said will lead to the replacement of full-time union workers with a string of temporary employees.

In a separate development, the unaffiliated Directors' Guild reached a tentative agreement covering directors in both Los Angeles and New York and called off a selective strike against two film studios.

The settlement calls for an immediate 5-percent wage increasee with another 5-percent raise in 18 months and retains the residual rate directors receive for the rebroadcast of television shows or movies.

The Directors also reached an accord with NBC, but were continuing negotiations with the American Broadcasting Co. and the Columbia Broadcasting System.



Sen. Paul Sarbanes (D-Md.), at microphone, addresses ICFTU's Washington conference.

ICFTU conference presses program to ease burdens on debtor nations

Continued from Page 1

Vanderveken said the group was building support for a report adopted by the ICFTU and its Western Hemisphere body, the Inter-American Regional Organization of Workers (ORIT), at a special conference on debt and development last year in Buenos Aires. The report, "First the People and then the Debt," pointed out that "the countries of Latin America and the Caribbean have sacrificed a decade of economic development due to the application of policies designed to service the enormous burden of external debt."

The costs of the debt crisis have fallen on those "who bear no responsibility for its causes and who did not benefit from the debt," the report continued, noting that all Latin American nations are experiencing increased unemployment and drastic declines in workers' standards of living.

Vanderveken said that officials at the World Bank and the IMF agreed that "trade unionists have a key role to play both nationally and internationally in solving the problem of debt and development." The IMF's managing director told the delegation that the ICFTU's proposals will be studied seriously by the Fund and governments, Vanderveken added.

The delegation also heard a report from the AFL-CIO on efforts to include worker rights provisions in the General Agreement on Tariffs & Trade (GATT). Participants agreed to increase pressure on their governments to support a U.S. proposal for discussion of the worker rights issue in current international trade negotiations.

Broad participation

Taking part in the Washington debt and development session of the ICFTU were trade unionists from Argentina, Brazil, Chile, Venezuela, Mexico, Guatemala, Canada, Japan, France, Great Britain, Italy and the United States. The AFL-CIO was represented by President Lane Kirkland and Sec.-Treas. Thomas R. Donahue.

As spelled out in the report adopted in Buenos Aires, the ICFTU's recommendations call on creditors to reduce at least a portion of the external debt of the least developed nations. They also advocate an extended or suspended repayment plan in countries where "continuing to pay the enormous cost of the foreign debt at a time when people are unemployed and starving" is "politically unreasonable, morally unacceptable and economically impossible."

Proposals outlined

The report calls for cooperation and coordination among European countries, the United States and Japan in developing policies to stimulate world trade and economic activity and to aid developing nations.

Those policies include:

- Increased access to industrial country markets for goods and agricultural products from developing nations.
- Expanded financial aid for developing nations through the International Labor Organization, the World Bank, regional development banks and other multilateral development institutions.

The report also criticizes the preoccupation of banks and other lending institutions which have focused on repayment of the debt while ignoring "the millions of workers and their families who are surviving in poverty and hunger without regular employment, access to even elementary education, basic health care, decent housing and social services."

"We believe that redeeming this social debt should be placed before paying off the foreign debt," the report stressed.

In his discussion with the ICFTU delegation, Sen. Bradley outlined his proposals —which parallel the ICFTU/ORIT recommendations—to alleviate the debt crisis by restructuring interest and payment schedules and distributing the benefits of the relief to all citizens of developing coutries.

While the favored response of the Reagan Administration and lenders had been to make developing nations "credit worthy" by "running them through the wringer and following a policy of austerity," the course has changed as Latin American countries announced they would respond to domestic conditions and would not follow the terms of banks, Bradley pointed out. Peru will earmark just 10 percent of its export earnings to be paid against its international debt while Ecuador and Brazil have suspended debt payments altogether, he noted.

Bradley said the United States and other nations must come to terms with the debt crisis both to alleviate growing job losses as markets for U.S. exports disappear and to encourage the growth of democratic governments in Latin American nations.

Latin American leaders trying to promote democracy "must address the most pressing problem of their nations—poverty," Bradley insisted. But "that can't be done while paying banks exorbitant interest" and shipping "panic exports"—goods that will bring in the American dollars needed to repay the debt—to the United States, he added.

Bradley criticized lenders who claimed that interest rates on Latin American loans are set at the "market rate" and cannot be lowered while loans to the Soviet Union, made by a syndicate of U.S. and world banks, are made at reduced interest rates.

Forgiveness plan

He called for a three-step plan that would provide significant interest rate relief and some debt forgiveness in exchange for reforms developed by the debtor country that would foster economic growth and improve working conditions and the standard of living for all citizens. Those reforms could include a fair tax system and a clear path to property ownership accessible to all citizens, he said.

"In the past, the benefits of loaned dollars were skimmed by the elites. What is needed are economic policies to attract capital and that share growth among all people," he stressed.

Bradley advocated a multilateral facility that would buy the debts of developing nations from banks currently holding those loans, then restructure the terms to promote economic development within those countries. He noted that Citibank and some other lenders, by setting aside reserves against their foreign loans, have acknowledged that those debts will not be repaid and in some markets have sold the debts for 55 cents on the dollar.

Such a multilateral facility is envisioned in the legislation now before the Senate, sponsored by Sen. Sarbanes.

Herrera elected to Philippine Senate

Manila—Sec.-Gen. Ernesto F. Herrera of the Trade Union Congress of the Philippines was elected to the nation's new Senate as heavy voter turnout marked the restoration of democracy after years of the dictatorship of Ferdinand Marcos.

Following his election, Herrera pledged to continue the fight to end the "inequitable distribution of wealth" in the Philippines to rectify what he called the most pressing problem confronting Filipino workers inside and outside the labor movement.

Now that political stability has returned to his country, he said, "the next agenda will be economic development." One of the main targets must be "developing the rural sector," where 70 percent of Filipinos live, he emphasized.

Herrera, who ran as a member of President Corazon Aquino's slate, will seek the chairmanship of the Senate Labor Committee and may also head the Health Committee. He will continue in his leadership role with the TUCP and indicated his goal is to unify the splintered ranks of Philippine labor.

The union leader was the recipient of the AFL-CIO's George Meany Human Rights Award—presented at the federation's 1985 convention—in recognition of his courageous opposition to the iron-fisted rule of the Marcos regime and his determination to protect and promote democratic trade unionism in his country.

Herrera played a pivotal role on the fact-finding commission that investigated the murder of Benigno Aquino, husband of the new president of the Philippines. The TUCP official led the majority which found evidence of a coverup of the assassination by military leaders and close confidants of Marcos.

Schlossberg to head ILO Washington office

Stephen I. Schlossberg will become director of the Washington office of the International Labor Organization on Sept. 1, ILO Director-Gen. Francis Blanchard announced.

Schlossberg, a former general counsel of the Auto Workers, has been at the Labor Dept. since 1985 as Deputy Under Secretary for Labor-Management Relations. His appointment to that post was one of the first made by Labor Sec. William E. Brock in what was seen as a move to repair strained relationships between the trade union movement and the Dept. of Labor.

Blanchard indicated at ILO headquarters in Geneva his desire to strengthen the ILO's presence in Washington and its liaison role with U.S. government agencies and with both the International Monetary Fund and the World Bank.

The ILO is a unique tripartite organization with equal representation from governments, workers and employers.

The ILO Washington office was last headed by James Quackenbush, who retired last year. David Waugh, who will remain with the office, has been serving as acting director.

Williams hits 'downgrading' of U.S. jobs

Although basic industries in the United States are reeling under the impact of rising imports, it would be a mistake to abandon the field to foreign competition as part of any "industrial transition," Steelworkers President Lynn Williams told Congress.

What is needed, Williams emphasized, is a restructuring of the global marketplace so that both industrialized and emerging countries target their own marketplaces—instead of the United States—for the goods they produce.

Testifying before the House Science, Space & Technology Committee, the USWA president pointed out that much of the capacity built up abroad has been propelled by "export-led strategies" that have produced enormous trade surpluses with America at the expense of the world trading system.

Part of the problem can be resolved, Williams said, if the emerging countries adopt internationally recognized standards that would protect worker rights, improve their domestic economies and make consumers out of their own workers. This is the only way to provide a global market for the output of basic industries such as steel and auto, and for high-technology items in the semiconductor and telecommunications field.

The United States shouldn't rush headlong into unilaterally abandoning some of its basic industries—particularly when the buildup of manufacturing operations in Hong Kong, Singapore, South Korea and Taiwan during the past two decades has largely been financed by investments of U.S. multinational corporations, Williams emphasized.

Lower-paying jobs

Nor should this country assume that it can make a successful transition from a declining industry to an emerging one, he said, because workers displaced by foreign trade aren't being absorbed in the new high-tech firms.

Although the unemployment rate is declining, Williams said, jobs lost in basic industries aren't being replaced by ones paying a comparable income.

Blue-collar workers displaced by import competition—including the 245,000 USWA members thrown out of their jobs in the past decade—"tumble down the line and land in traditional lower-wage jobs," he told the committee.

"We are witnessing the downgrading of the standard of living not only of currently displaced blue-collar workers, but the freezing of future income opportunities for new workers," Williams emphasized.

Compounding the problem, the USWA president said, the availability of early pensions due to plant shutdowns has been rendered meaningless because steel firms have sought refuge in bankruptcy to avoid pension obligations. And business interests are "bitterly" resisting congressional efforts to mandate advance notice of shutdowns or mass layoffs that could help workers train for and find new jobs.

San Diego musicians ratify symphony pact

San Diego—Symphony-lovers here, lonely last winter and spring while the San Diego Symphony locked out the Musicians, are now looking to the 1987-88 season as AFM Local 325 ratified a new two-year contract with the orchestra management.

Edward Arias, AFM local business representative, said management dropped most of its giveback demands and some economic adjustments will be offset by other contract provisions.

Management guaranteed 32 weeks' employment for the first year and 36 weeks for the second year, down from 45 weeks in the previous contract. The minimum pay scale will be increased 2 percent the first year and 6 percent the second year, Arias said. There also is an improvement in parental leave language, he said.

The popular Summer Pops at Hospitality Point, staged in past years by the symphony company, is being produced by the musicians themselves, Arias said. "We urge all the unionists in our area to buy tickets and attend often," he added.

Congress warned imports threaten service jobs

American service industries are no more immune from foreign competition than the import-battered manufacturing sector, the congressional Office of Technology Assessment warned.

And, as has been the case with manufacturing, the primary challenge comes from Japan.

That country, which has piled up a $60-billion annual trade surplus with the United States in consumer goods, has already established a foothold in banking and construction in this country. It also threatens to move ahead of the United States in the telecommunications and computer software fields, according to an OTA report released by the Senate Governmental Affairs Committee.

Emphasizing that "the service and manufacturing sectors depend on one another" for economic survival, the report flatly rejected the Reagan Administration view that services can successfully replace the troubled manufacturing sector in the American economy.

"To remain an affluent society with large numbers of well-paying jobs, the United States must remain competitive" in both fields, the OTA emphasized in its study, "International Competition in Services: Banking, Building, Software, Know-how."

Challenge in banking

Although America still enjoys an edge in most service industries, the congressional group found "little reason for complacency." For example, a "substantial" challenge is being mounted by Japanese banks. They are among the world's largest, "a legacy of Japan's huge trade surplus in manufactured products and also the rise in the value of the yen," the OTA said. In addition, the study pointed out, Japan has placed increasing emphasis on computer software in recent years, and there is an acceleration in competition in the engineering and construction industry from firms in Japan, Europe and South Korea.

AFL-CIO Research Director Rudy Oswald emphasized that the problem is far greater than the OTA report indicated, because foreign firms and American companies that have moved operations offshore pose threats in a variety of other industries.

Among them, he said, are shipping, airlines, insurance, accounting, legal services, motion pictures and books. And some American companies have set up hotel reservation operations abroad, exploiting low-wage economies to compete with firms still operating in the United States.

The OTA report noted that in the Uruguay round of trade talks, being conducted under the umbrella of the General Agreement on Tariffs & Trade, U.S. government representatives are focusing primarily on reducing barriers to world trade in services.

Warning sounded

But the OTA cautioned that a multilateral trade agreement on services could diminish the competitive prospects for some American firms. It could also lead to the United States making concessions in the area of trade in goods that could have a further adverse impact on U.S. jobs.

The OTA is a nonpartisan congressional agency whose role is to help House and Senate members get a better handle on complex and highly technical issues confronting society.

Rail labor seeks improved jobless, sickness benefits

Rail unions pressed for overdue improvements in the industry's unique unemployment and sickness benefits as the House Ways & Means Committee began consideration of a bill that has already cleared the Energy & Commerce Committee.

Richard I. Kilroy, testifying as chairman of the 19-union Railway Labor Executives' Association, reiterated rail labor's strong opposition to the Reagan Administration's proposal to scrap the system and bring railroad workers under state unemployment insurance plans.

The long-established railroad industry system is financed by an employer payroll tax, provides uniform amounts of benefits and links duration of payments to length of service.

Merger into the federal-state system would provide uneven benefits in an interstate industry and generally cover fewer workers for shorter periods, Kilroy testified.

Kilroy, who is also president of the Railway & Airline Clerks, was a member of the Railroad Unemployment Compensation Committee established by Congress in 1983. The committee reached a labor-management consensus and submitted its recommendations to Congress three years ago.

Despite that consensus, Kilroy noted, the legislation bogged down in the last Congress and never reached the floor of the House or Senate.

Eligibility change

Kilroy urged the Ways & Means Committee to modify the length of service eligibility qualification in the bill approved by the Energy & Commerce panel so as not to penalize several thousand seasonal maintenance-of-way employees whose contractual supplemental sickness benefits are linked to eligibility for railroad unemployment insurance.

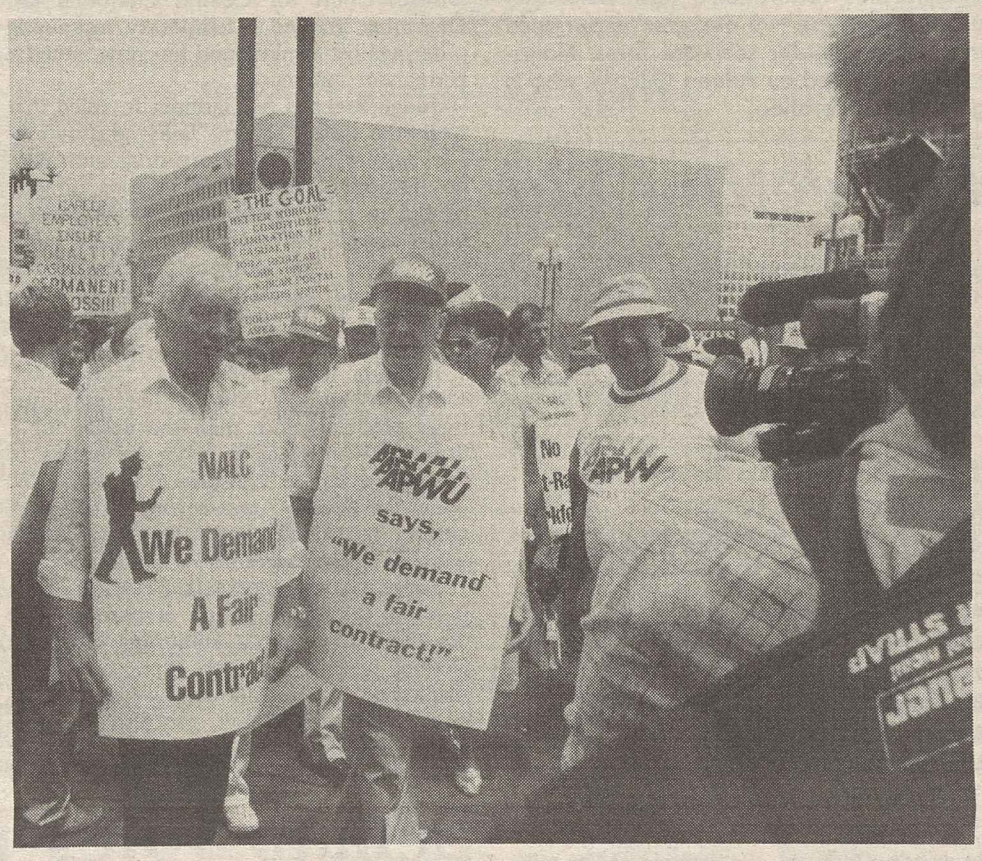
The bill as it now reads would raise the service requirement for benefits from four to six months of employment in the previous year.

It would raise the daily unemployment and sickness benefit from the $25 level in effect since 1976, to $30 for each workday lost. The duration would remain a maximum of 26 weeks benefits for workers with less than 10 years of railroad industry employment, 39 weeks for 10 to 15 years of service, and 52 weeks for over 15 years of railroad employment.

The employer-paid tax would be imposed on a higher wage base, indexed for future automatic adjustments. Kilroy strongly supported continuation until the year 2000 of a special payroll tax to repay past borrowing from the railroad pension fund. It is scheduled to expire in 1990.

He stressed that the drain on the unemployment insurance fund was caused by the layoffs resulting from "subcontracting of railroad work to non-railroad companies, mergers, abandonments and sales of lines of railroads to newly formed companies which do not hire the railroad employees."

Kilroy said the railroad unemployment compensation system "worked extremely well for over 45 years" and ran into a temporary problem only because of "a precipitous drop in railroad employment over a relatively short period of time."



Presidents Vincent Sombrotto of the Letter Carriers, left, and Moe Biller of the Postal Workers press for first-class contract for postal employees.

Public employee bargaining tops Idaho legislative goals

Pocatello, Ida.—Delegates to the 29th annual Idaho AFL-CIO convention rang out the message that the state's labor movement "is alive and well" despite its setback last year on the open shop law. The convention set enactment of a public employee bargaining law as its top legislative priority.

In a pair of resolutions, the convention commended Idaho union members and the staffs of the state and national labor federations for their efforts last year in trying to overturn at the ballot box the open shop law passed by the state legislature in 1985. The state federation was the prime mover in getting petitions signed to force the issue onto the 1986 ballot.

On the issue of public employee bargaining, the convention noted that fire fighters and teachers in the state already have collective bargaining rights and called for extension of those rights to all public workers.

The delegates, in another resolution, called for reinstatement of the law limiting work by miners and other underground workers to eight hours a day. That law, which had been on the books for 86 years, was repealed by the state in 1985.

Plant closings

Idaho has been hard hit with plant closings, with a Tupperware Co. plant shutdown last month putting hundreds more workers out of work. A number of mines and sawmills also have closed. The delegates called for passage of a federal plant closing notification law to blunt the impact of such shutdowns.

The convention also gave strong support to the trade adjustment assistance program of benefits to workers whose jobs have fallen victim to the boatloads of imports. Further, the convention backed improvements in funding for training and retraining programs and urged passage of a law blocking the double-breasting of construction companies.

In a speech to the delegates, COPE's Western Area VIP Director, David Gregory, stressed that workers must use the ballot box in next year's national elections to address the concerns of the workplace. He linked the need for unions to the damage being done to human rights on the job.

Other speakers

Other guest speakers included Rep. Richard Stallings (D-Ida.), Vice President Jon Walters of the Electrical Workers' 8th District, Robert Kinghorn of the Operating Engineers' Western Conference who is a past state federation president, AFL-CIO Region IX Director Ed Collins, Region XI Assistant Director Grace Carroll, and Jerry Hockett, the Occupational Safety & Health Administration's Idaho director.

At a workshop on stress management, delegates were told how to identify and manage stress and to distinguish between "good" and "bad" stress. In another workshop, representatives of the State Dept. of Labor & Industrial Services explained to the delegates the limits of the existing state safety and wage-hour laws.

State AFL-CIO President Jim Kerns and Vice President Edward Johnson were re-elected for two-year terms. Edward Kobe of the Operating Engineers was elected to his first full term as secretary-treasurer. Kobe was appointed to the office this past spring to fill out the term of Dennis Hall who resigned.

Dennis O'Brien of the Laborers was the only new member elected to the executive board. Larry Staudt of the Grain Millers and Duane Allen of the Oil, Chemical & Atomic Workers, both of whom were appointed to the board in mid-term, defeated opponents to gain full two-year terms. Four other incumbent board members were re-elected.

Postal unions put bargaining focus on job security

Continued from Page 1

low-wage, no-benefit, part-time work force.

Under the current agreement, which expires July 20, up to 28,000 casual workers can be hired for two 90-day periods in a single year and for an additional 3-week period during the Christmas holidays. Casual workers are paid $5 an hour and receive no benefits.

The Postal Service wants to expand the number of casual workers to 10 percent of the bargaining unit and to permit their employment without restriction the year around.

Letter Carriers President Vincent Sombrotto and Postal Workers President Moe Biller called the proposal "outrageous and totally unacceptable" and another management attempt to force workers into a two-tier wage system.

Biller recalled that during the 1984 negotiations, the Postal Service also sought to create a "permanent low-wage, low-benefit work force" through a two-tier system. That proposal was rejected by arbitrators who imposed a settlement after bargaining reached an impasse.

Sombrotto said postal employees "come to the bargaining table with a record of achievement" while "all the Postal Service does is ask for more work for less pay."

He pointed out that productivity in the postal service has increased 8.7 percent since 1979, compared to a 5.4-percent increase in the private sector over that same period. Those gains were made despite a "staggering" 39-percent increase in mail volume since 1979, he added.

Message to management

Demonstrators left the rally with picket signs and banners calling for "first-class wages for first-class workers" and warning against giveback demands. At Postal Service headquarters, Sombrotto and Biller led the crowd in a march around the building.

Sombrotto said the solidarity demonstration will send a clear message to the Postal Service that "there will be many unhappy Letter Carriers and Postal Workers" if a fair settlement is not reached.

Helen Witt takes chair of Mediation Board

Helen M. Witt assumed the chairmanship of the National Mediation Board on July 1 for a one-year term. She succeeds Charles L. Woods, who remains on the three-member board. The third member is Walter C. Wallace.

Witt joined the board in November 1983 and served as chairman for one term. Prior to joining the NMB, Witt was an arbitrator. The board handles collective bargaining and representation disputes in the railroad and airline industries under the Railway Labor Act.

Convention

The 17th Constitutional Convention of the AFL-CIO will take place in Miami Beach, Fla., beginning Oct. 26, 1987.

The meetings of the convention will be in the Fontainebleau Hotel.

On the job

AFL-CIO President Lane Kirkland welcomes federation's new personnel director, Richard C. Flanagan, who has more than two decades' experience in personnel management, primarily with computer software firms. Flanagan, 41, took over duties formerly being handled by Arleen Gilliam, who is in charge of budget and planning for the federation.

Senate rollcall rejecting bid to kill plant-closing notice

The Senate on July 8 defeated a labor-opposed motion to kill a section of the trade bill that requires employers of 100 or more workers to give at least 60 days notice of a plant closing or major layoff. The plant-closing notice was kept in the bill by a 60-40 vote.

FOR LABOR'S POSITION

Democrats 50

Adams (Wash.)	Daschle (S.D.)	Kennedy (Mass.)	Pell (R.I.)
Baucus (Mont.)	Dixon (Ill.)	Kerry (Mass.)	Proxmire (Wis.)
Bentsen (Tex.)	Dodd (Conn.)	Lautenberg (N.J.)	Reid (Nev.)
Biden (Del.)	Exon (Neb.)	Leahy (Vt.)	Riegle (Mich.)
Bingaman (N.M.)	Ford (Ky.)	Levin (Mich.)	Rockefeller (W.Va.)
Bradley (N.J.)	Fowler (Ga.)	Matsunaga (Hawaii)	Sanford (N.C.)
Breaux (La.)	Glenn (Ohio)	Melcher (Mont.)	Sarbanes (Md.)
Burdick (N.D.)	Gore (Tenn.)	Metzenbaum (Ohio)	Sasser (Tenn.)
Byrd (W.Va.)	Graham (Fla.)	Mikulski (Md.)	Shelby (Ala.)
Chiles (Fla.)	Harkin (Iowa)	Mitchell (Me.)	Simon (Ill.)
Conrad (N.D.)	Heflin (Ala.)	Moynihan (N.Y.)	Stennis (Miss.)
Cranston (Calif.)	Inouye (Hawaii)	Nunn (Ga.)	Wirth (Colo.)
DeConcini (Ariz.)	Johnston (La.)		

Republicans 10

Cohen (Me.)	Hatfield (Ore.)	Specter (Pa.)	Stevens (Alaska)
D'Amato (N.Y.)	Heinz (Pa.)	Stafford (Vt.)	Weicker (Conn.)
Durenberger (Minn.)	Packwood (Ore.)		

AGAINST LABOR'S POSITION

Republicans 36

Armstrong (Colo.)	Garn (Utah)	Kasten (Wis.)	Roth (Del.)
Bond (Mo.)	Gramm (Tex.)	Lugar (Ind.)	Rudman (N.H.)
Boschwitz (Minn.)	Grassley (Iowa)	McCain (Ariz.)	Simpson (Wyo.)
Chafee (R.I.)	Hatch (Utah)	McClure (Ida.)	Symms (Ida.)
Cochran (Miss.)	Hecht (Nev.)	McConnell (Ky.)	Thurmond (S.C.)
Danforth (Mo.)	Helms (N.C.)	Murkowski (Alaska)	Trible (Va.)
Dole (Kan.)	Humphrey (N.H.)	Nickles (Okla.)	Wallop (Wyo.)
Domenici (N.M.)	Karnes (Neb.)	Pressler (S.D.)	Warner (Va.)
Evans (Wash.)	Kassebaum (Kan.)	Quayle (Ind.)	Wilson (Calif.)

Democrats 4

Boren (Okla.)	Bumpers (Ark.)	Hollings (S.C.)	Pryor (Ark.)

Federal court ruling bars random testing for drugs

Transit Union upheld in California case

Los Angeles—A federal judge here ruled that random drug and alcohol testing is an illegal "search and seizure" within the meaning of the Constitution's fourth amendment and enjoined the Sunline Transit Agency in Palm Springs, Calif., from compelling its employees to submit to random testing.

Transit Union Local 1277, which represents Sunline's 40 bus drivers and 10 maintenance mechanics, had challenged the transit agency's random testing program, as a violation of both the fourth and fifth amendments to the U.S. Constitution and the employees' due process rights. The U.S. District Court for Central California last December granted a temporary restraining order against Sunline and has now issued a permanent injunction.

Judge Richard A. Gadbois Jr. ruled that while the transit agency "may constitutionally require the mandatory drug and alcohol testing of employees in jobs directly related to mass public transportation without a search warrant or showing of probable cause," the company's interests must be balanced against the right of public employees to be free from intrusions on their privacy.

Random drug testing is a "search and seizure," Gadbois found. The employer must produce more than the desire for a drug-free workplace in order for testing of employees to be considered "reasonable" under the Fourth Amendment, which guarantees protection "against unreasonable searches and seizures."

Judge Gadbois concluded that Sunline's random testing procedure is unreasonable "to the extent that it authorizes drug and alcohol testing on less than reasonable suspicion." He said the transit agency "has not demonstrated any problem of substance abuse at STA," adding that the agency's 50 employees can be monitored by a less draconian method than that presented here."

The judge added, "The interests of safety, employee welfare and workplace efficiency can still be served by limiting testing to cases in which reasonable suspicion, based on articulable facts and reasonable inferences drawn from those facts, exists."

In another drug-testing case, the U.S. District Court for Northern Ohio ruled that the Cleveland Police Dept.'s mass drug testing of police cadets was an unreasonable search under the fourth amendment, absent individualized suspicion of illegal drug use.

In that case, two police cadets, who tested positive for marijuana during a surprise drug test and were forced to resign, sued the department. Judge Ann Aldrich said that the police's mass testing based on a tip that unidentified members of the cadets were using drugs was an unreasonable search.

Ruled a search

"The inquiry into the physiological secrets contained in urine is a search within the meaning of the fourth amendment, despite the fact that urine is routinely discharged and that urinalysis does not require penetration of the skin," as does a blood test, the judge said.

In discussing the recent Supreme Court decision in O'Connor v. Ortega in which the desk of a physician at a state hospital was searched without a warrant, Judge Aldrich noted that in this case, "public employees cannot avoid exposure of their private information by keeping evidence of it at home. Obviously, 'physiological secrets' travel with a person. By the nature of the search and the information sought, then, urinalysis is a much greater invasion of privacy than a search of an employee's office."

Senate votes to strengthen curbs on unfair trade tactics

Continued from Page 1

Both the House and Senate bills classify violations of internationally recognized worker rights as unreasonable trade practices that could subject the offending country to trade sanctions.

Specified worker rights include collective bargaining, freedom from forced labor and a minimum age for employment. Minimum wage and workplace standards would be linked to a country's degree of economic development.

Both bills set a national trade policy goal of achieving a reasonable balance of exports and imports, a stable and competitive exchange value for the dollar and an expansion of world trade through elimination of barriers.

Both bills also provide mechanisms for funding trade adjustment assistance for workers who lose their jobs to imports and include increased funding for retraining of all dislocated workers, not just those whose jobs have been wiped out by imports.

There are literally hundreds of provisions in the two versions of the mammoth and highly technical bill that will have to be resolved in conference.

Passage delayed

Senate leaders had hoped to complete action on the bill at a late-night July 15 session. But with scores of amendments still pending, the final vote was put off until July 21.

Meanwhile, another labor-backed trade bill began its legislative journey. A House Ways & Means subcommittee approved a new version of the textile and apparel trade bill that was passed by the previous Congress but killed by President Reagan's veto.

It would set quotas to hold imports of clothing, textiles and shoes to 1986 levels, with allowances for a 1 percent rise each year. Tariffs on imports of the restricted products would be reduced in stages.

The legislation has strong support because of the failure of an international multifiber agreement intended to prevent disruption of domestic industries.

Minnesota labor cites legislative gains

St. Paul—Workers won major victories during the regular session of the Minnesota state legislature, including tax reform, an increased minimum wage and an expanded unemployment compensation system.

And in a special session, the legislature adopted strong restrictions on corporate takeovers that make a hostile takeover of a publicly owned company more difficult.

State AFL-CIO President Dan Gustafson expressed disappointment that some crucial labor bills failed to clear the legislature—including mandatory notice of plant closings and a bill strengthening union rights under a successor employer. But "significant new laws that will help workers" were passed and "no-anti worker laws were enacted," he noted.

The anti-takeover measure, which passed by a 120-5 vote in the House and unanimously in the Senate, was enacted partly to help the Dayton Hudson Corp.—a major retail firm here—avoid a forced takeover by Dart Group Corp.

Modeled on a similar statute in Indiana, the law gives shareholders the right to decide whether an individual shareholder can vote more than 20 percent of the company's shares. It also prohibits the acquiring company from selling off any of the gained assets to pay for takeover-related expenses for at least five years.

Wage floor raised

The minimum wage improvements provide increases for workers covered by the federal wage floor to $3.55 next January, $3.85 in January 1989 and $3.95 a year later. For workers not covered by the federal standard, the hourly minimum wage in the state will increase by 15 cents to $3.50 next January, to $3.65 a year later and to $3.80 in January 1990.

Reforms enacted in the state's tax laws will raise the standard deduction and credits most often taken by low- and middle-income families and close some loopholes used to shelter income, Gustafson said. But the legislature also eliminated the tax exemption for unemployment benefits and for the first time included pensions in the calculation of taxes owed.

A compromise plan on unemployment compensation established a minimum benefit level for low-wage and part-time workers who had been ineligible for benefits. Changes in the state's workers' compensation program, including the addition of 10 new judges to oversee hearings, are designed to reduce delays in receiving benefits.

The legislature extended to 18 months the period during which a laid-off worker can buy health insurance at the employer's group rate. Another measure created a statewide system to detect and study "clusters" of cancers that could be caused by exposure to toxic substances in the workplace.

Other gains for workers include up to six weeks of unpaid leave for both mothers and fathers and a ban on random drug and alcohol testing that covers all workers except those in "safety-sensitive" jobs. The drug testing law requires employers to post a written testing policy and instructs the state to regulate test procedures for accuracy and privacy concerns.

Screen Actors, AFTRA okay nonbroadcast pact

New York—Members of the Television & Radio Artists and the Screen Actors Guild overwhelmingly ratified a new one-year contract jointly bargained by the unions with producers of nonbroadcast industrial productions.

Ratification of the contract, which provides a 4-percent pay increase and strengthens language on affirmative action and hazardous stunts, was announced by AFTRA Executive Sec. John C. Hall Jr. and SAG Executive Sec. Kendall Orsatti.

Bargaining to replace the previous three-year non-broadcast industrial agreement began in January, three weeks before the contract's expiration.

EDITORIALS

Exploiting Child Labor

ONE OF THE lesser-noted but most needed provisions of both the House and Senate versions of the trade bill empowers restrictions on imports from countries that violate internationally accepted labor standards.

In this category are the countries that deny workers the right to organize and bargain through unions of their choice. And in this category, too, are countries where child labor and minimum wage laws are either non-existent, unenforced, or so low as to be meaningless.

One of the great contributions of the International Labor Organization has been its development of internationally accepted minimum standards, but the ILO's conventions are not self-enforcing.

The AFL-CIO, with the help of crusading members of Congress such as Rep. Don Pease (D-Ohio), has sought to spotlight the double injustice of supporting exploitation of workers abroad and then blaming American firms and workers for not being able to compete with products of international sweatshops.

THE UNITED STATES has long banned the import of all products made by convicts or other forced labor. But the force of poverty and the unrelenting pressure of a foreman can be as powerful as the whip of an overseer.

International agreements, ironically, are more effective at protecting endangered wildlife and plants than endangered children.

A widely reprinted series of articles written for Cox Newspapers by Joseph Albright and Marcia Kunstel, with photos by Rick McKay, touch vividly on the child labor that goes into many of the products brought into the United States by importers concerned only with the profit to be made.

This is just a small sampling of conditions they found:

"In Thailand, thousands of young peasant girls work seven days a week inside hole-in-the-wall Bangkok factories called 'shophouses' for less than seven cents an hour."

Thailand has a minimum wage of only 35 cents an hour. But when the reporters were able to talk to nine Bangkok sweatshop children away from their bosses, they found that their actual pay ranged from three to 16 cents an hour.

"In Firozabad, India, work injuries are just as much a part of growing up as low pay. An estimated 50,000 children under the legal age of 14 work in glass factories that look like tintypes from a Moscow museum of capitalist horrors.

"These ragged children trot like driven animals around dark factories, carrying long pipes that drip molten glass heated to 1,500 degrees."

And so it goes. The Moroccan carpet with the label "Made in Morocco exclusively for R.H. Macy's" carries a selling price of $499.

The labor cost for the carpet was about $19. The labor of 11-year-old girls comes cheap.

PERHAPS THESE personalized horror stories will awaken the conscience of an Administration that has been selective at best in considering human rights abuses in connection with existing trade restrictions.

Don't count on it.

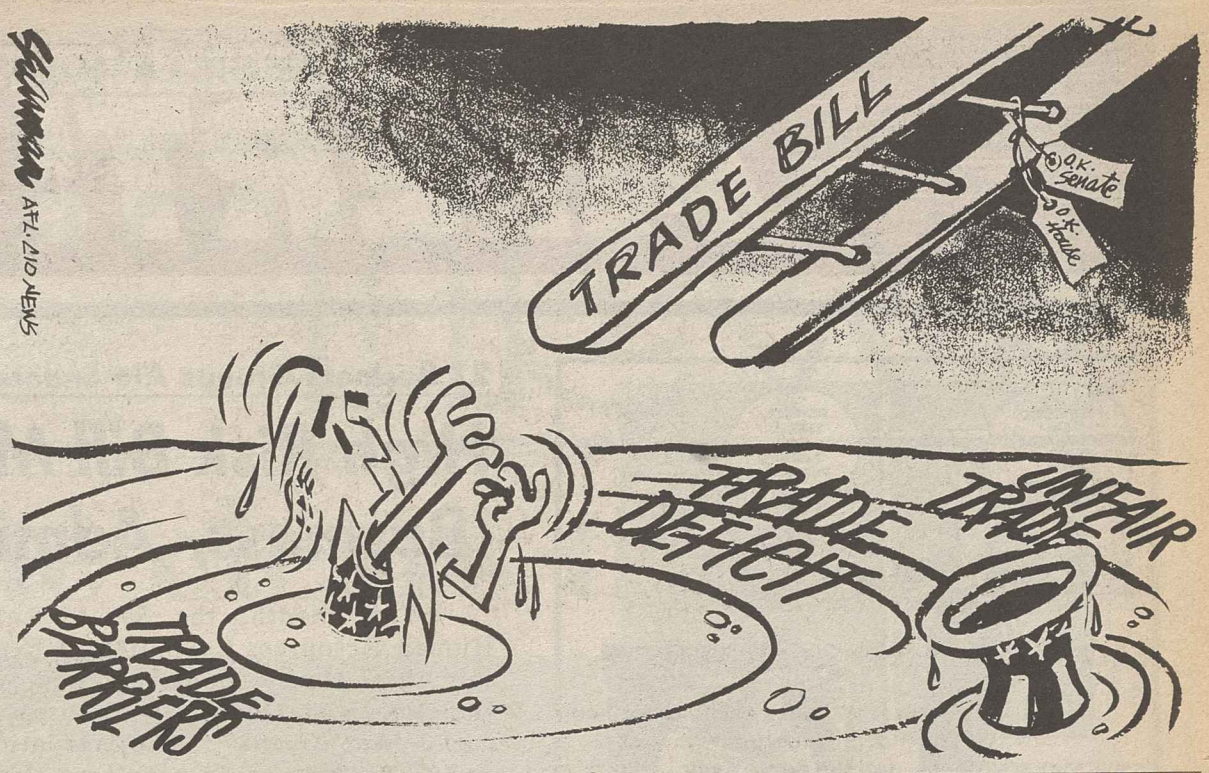
Legislation is needed because the Administration's position is typified by the assertion made by the President's Council of Economic Advisers last year that manufacturing job losses in the United States were caused by improved efficiency in other countries and high U.S. wages.

Anyone who suggests otherwise, the President's advisers said with arrogance, obviously has "an inadequate understanding of the benefits of trade."

In the face of such indifference by the world's biggest consumer market, it is no wonder that multinational employers go from country to country to seek the lowest wages and the most easily exploited workforce.

The world's developing nations have a clear place in international trade, but they should not have to demean their workers and stunt their children in order to obtain a fair share of the marketplace.

Nor should America's workers be forced to abandon a half-century of hard-won progress to keep their jobs.



Combatting apathy

Negative outlook of youth test for schools, parents

By Norman Hill

Of the many problems facing public education today, two disturbing trends need to be closely examined by educators and community activists concerned about the progress of black students and their preparedness to compete in the social and economic mainstream. The first is the negative effect of peer pressure on individual achievement, and the second is the broader question of cultural illiteracy among students, both black and white.

Recent studies have disclosed instances where bright and highly motivated black students often refuse to answer questions or intentionally give wrong answers because they fear being accused of "acting white" by many of their peers. This form of intimidation cannot be merely dismissed as the typical and usually harmless harassment of bookish students. It implies the dangerous and outrageous notion that somehow excellence means betrayal of black culture. And it engenders the cynical and defeatist view among a segment of black youth that working hard or setting goals are futile in a society that is essentially racist and indifferent to black aspirations.

Growing alienation

These attitudes, however misguided, are a sad statement on the growing frustration in the black community at the polarization of society caused by economic upheaval and the indifference of the Reagan Administration to civil rights and social justice. In a broader sense, they reflect increased alienation and a regressive reflex toward a wrongheaded "separateness" that, in its emphasis on isolation, rejects as "white" values and ethics that are the rudiment of Western cultural life of which, indisputably, black Americans are a part. The Judeo-Christian tradition, the Protestant work ethic, advancement through individual initiative, are not alien to black American culture; they are a part of it.

But if black students need to be encouraged not to reject Western culture as "white" and alien, recent studies indicate that a growing percentage of white students also lack knowledge in the basics of Western history, tradition, philosophy, science, art and culture. So while both black and white students have shown steady improvement in reading on a basic level, both groups are having trouble with more sophisticated material. A recent survey of all high school 17 year olds found that only 35 percent could read The New York Times and only 20 percent had adequate writing and reasoning skills to clearly articulate their thoughts in letters, resumes and job applications. The figures for blacks and Hispanics were lower.

Cultural literacy

Today, we find students who can read, but who do not understand what they are reading.

The cultural illiteracy question is especially important to minorities in America. While trying to make courses more relevant by focusing on black or Hispanic touchstones is indeed important for fostering cultural pride, it should never be done at the expense of the larger cultural tradition of this country.

Schools and parents' organizations must work together to combat the pervasive apathy toward learning and negative peer pressure on students who want to excel. There must also be a renewed emphasis on core subjects that deal with the fundamental historical, social and cultural traditions that define American and Western society. Otherwise, a whole generation of young people will grow up ignorant and narrow-minded, with little social or historical perspective, and unfamiliar with who we are as a nation and how we got here. They will enter a competitive job market without the requisite writing and reasoning skills to succeed.

The challenge for the public schools is to adequately prepare youngsters, black and white, to seize the opportunities before them. A failure to do so will only lead to greater polarization and to a widening gulf between the haves and the have-nots.

Norman Hill is president of the A. Phillip Randolph Institute.

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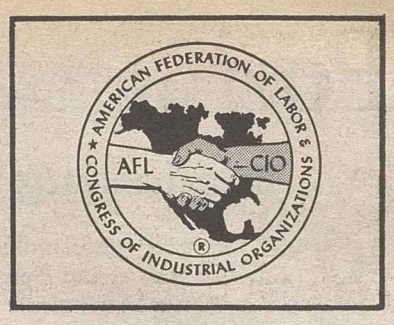

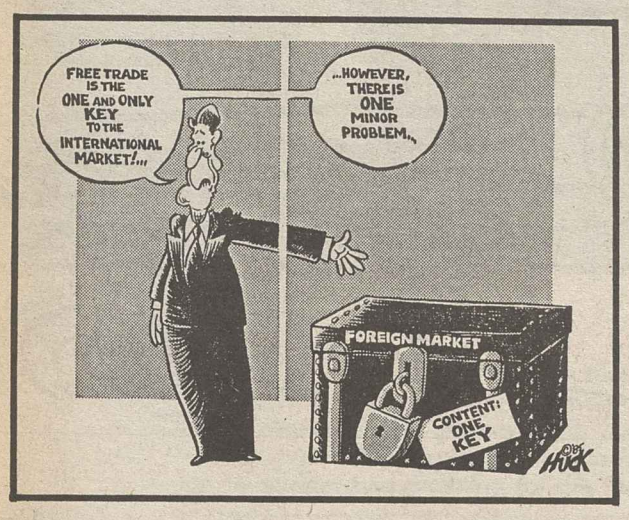

House Vote Is Coming On Textile Trade Bill

On July 14, by a voice vote, the House Ways and Means Trade Subcommittee approved H.R. 1154, the Textile Trade and Apparel Trade Act of 1987. The bill, which could help save thousands of textile, apparel and shoe industry jobs, is expected to move quickly through the full committee and onto the House floor.

Since 1980, over 390,000 American workers have lost their jobs due to the flood of low-wage cloth, clothing and shoes which have entered the country. An independent study estimates that an additional 1,890,000 textile and apparel workers will lose their jobs by 1990 if the situation is not bought under control.

Both H.R. 1154 and S. 549, its Senate counterpart, attempt to do just this. Both bills were carefully crafted to better regulate the massive flow of imports, while at the same time addressing the stated objections to the textile trade bill which was vetoed last year. The new bills are consistent with the General Agreement on Tariffs and Trade (GATT), do not target specific countries, and give the President the power of flexible response, including authority to negotiate compensation.

Without, the enactment of this important legislation, the U.S. fiber, textile and apparel industry, now the most productive in the world and the country's largest manufacturing employer, may be extinct within the next ten years.

What You Can Do: Your representative should be asked to vote for H.R. 1154 when it is considered on the House floor.

Make Your Appointments Now

Beginning August 8, and continuing through September 8, your lawmakers will be home on recess, meeting with constituents and forming their strategies for the remainder of this years' session. This is the perfect opportunity for workers to meet them face-to-face.

Local unions should contact the Central Labor Council in their area for instructions on how to schedule and conduct a meeting with their representative or senator. If there is a Legislative Action Committee in your district, contact your LAC Coordinator.

27 Business Groups Are Endorsing

High Risk Bill Moves Toward Floor Votes: Business, Administration Split On Issue

This month, the Senate Labor and Human Resources Committee is expected to join their House counterparts in approving the High Risk Occupational Disease Notification Act of 1987. The legislation, S. 79 and H.R. 162, would represent a huge step forward in government efforts to monitor and protect the health and safety of American workers.

While there are some differences between the bills, both would establish a "risk assessment" board in the Department of Health and Human Services (HHS) to review current medical and scientific studies concerning diseases associated with exposure to hazardous substances. The board, appointed by the HHS secretary, would be required to identify populations who are at risk and to develop a method for notifying affected workers.

Physicians and state and local health departments have been required to keep records of infections diseases since 1913. But no similar requirement currently exists for occupational diseases which may affect large numbers of workers.

Although the National Institute for Occupational Safety and Health (NIOSH) and the Occupational Safety and Health Administration (OSHA) were established by Congress in 1970, under the Reagan administration it became apparent that, without the support of the Executive Branch, these institutions could not effectively protect workers' health. Therefore, labor and health groups began to push for further legislation that would provide for the notification of exposed workers.

The AFL-CIO maintained that, as a fundamental matter of public health policy, American workers had a right to be informed of the illnesses that may result from occupational exposures. This year, for the first time, many major corporations and trade associations agreed. There are currently 27 separate businesses and trade groups that have endorsed this legislation -- more than the number of labor and health supporters combined. The Reagan administration, however, is still adamantly opposed.

Because occupational diseases generally have long latency periods, it is often possible to prevent or successfully treat the disease through early medical intervention or counseling on personal health habits. The follow-up care which would be possible with high-risk notification in place could help save millions of lives.

Your representative and both of your senators should be asked to support these bills when they reach the floor.

U.S. Fair Housing Laws: An Anvil Without A Hammer?

The Federal Government estimates that 2 million cases of illegal housing discrimination occur every year in this country. Yet, even with all the proof in the world, the chances are that nothing will be done to help these victims. Our current Federal fair housing law is like an anvil without a hammer.

Evidence of persistent, unlawful housing discrimination is abundant: according to Department of Housing and Urban Development (HUD) statistics, black families looking for a home to buy stand a 48 percent chance of encountering discrimination; those looking for a place to rent have a 72 percent chance. In some parts of the country, Hispanic-Americans have 96 percent chance of being discriminated against; the handicapped, of whom there are approximately 36 million, continue to be excluded from large segments of the housing market; complaints of housing discrimination against women and Asian-Americans are numerous and increasing. In addition, over one fourth of the housing in the United States is barred to families with children.

After 19 years, it is clear to millions of Americans that the Fair Housing Act of 1968 simply is not working. Indeed, the law's ineffectiveness is generally recognized. Secretaries of Housing and Urban Development, both Republican and Democrat, congressional members of both parties, and both President Carter and President Reagan, have all called for strengthening enforcement of the Act. The issue before the 100th Congress is how best to improve the law.

Two new bills, H.R. 1158 and S. 558, could help would put teeth into the 1968 law by creating an enforcement mechanism inside HUD.

The agency would received complaints, and if it determines that prompt judicial action is needed, could refer the matter to the Attorney General or to existing agencies in those states which have strong state laws. Most cases would be sent to specially appointed administrative law judges (ALJs). The ALJ can issue a cease and desist order, violations of which are punishable by fines up to $1,000 per day. If the plaintive prevails, he or she gets the apartment or house. In addition, reimbursements could be ordered for temporary housing expenses, time lost from work, and expert witnesses fees. Punitive damages could also be awarded.

H.R. 1158 is awaiting mark-up in the House Judiciary's Subcommittee on Civil and Constitutional Rights. On June 23rd the Senate Judiciary's Constitution Subcommittee voted to approve S. 558, and action by the full committee is expected soon.

What You Can Do: Members of the Senate Judiciary Committee should be asked to adopt S. 558 without any weakening amendments.

Postal unions win pay gains, job security

Contract terms affect 600,000

By Candice Johnson

The Postal Workers and Letter Carriers reached a tentative 40-month agreement with the U.S. Postal Service that preserves union job security objectives and provides wage increases totaling nearly 7 percent.

The settlement—which covers nearly 600,000 postal employees represented by the NALC and the APWU—will give workers an average wage increase of $1,700 to $1,866 over the contract term.

The agreement retains an uncapped cost-of-living payment of one cent per hour for each four-tenths of one point increase in the consumer price index.

The proposed contract calls for an immediate 2-percent increase, followed by across-the-board raises of $250 in July 1988 and January 1989, $300 in July 1989 and January 1990 and $200 in July 1990.

Salaries for bargaining unit employees currently range from $20,094 to $27,089 a year, not including fringe benefits. The unions estimate that COLA payments will raise salaries between 11 and 12 percent over the contract term, in addition to the wage increase of about 7 percent.

The contract reduces by nearly one year the period between two steps of the salary schedule for APWU members and retains existing health benefits.

Negotiations had been stalled over the Postal Service's insistence on expanding the use of so-called casual workers, who earn just $5 an hour and receive no benefits.

Second-class role rejected

While the Postal Service offered a larger wage increase in exchange for the right to hire more temporary workers, the two unions—negotiating through their joint bargaining committee—rejected the concept of a "a second-class workforce" and management subsequently dropped its demand.

Talks broke off last week over job classification concerns, but that issue was resolved and both sides continued negotiations after the contract expired at midnight, July 20, reaching agreement the following day. In the last round of contract talks three years ago, the parties were unable to reach a settlement and contract terms were decided under binding arbitration.

APWU President Moe Biller and NALC President Vincent Sombrotto said the settlement was unanimously approved by the executive boards of both unions. The contract proposals will be presented to the membership for ratification, with the results of the mail balloting expected in about three weeks.

Biller and Sombrotto said that the settlement was a good one for union members. Sombrotto added that "everybody won, especially the American public."

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AFL-CIO news

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SATURDAY
JULY 25, 1987

Senate clears trade bill

Lane Kirkland testifies for higher wage floor at Senate hearings.

71-27 rollcall rebuffs Reagan on veto threat

By David L. Perlman

The Senate passed a broadly supported trade reform bill by a decisive 71-27 vote, paying more attention to the worsening of the U.S. trade deficit than to a petulant attack by President Reagan on "a Democratic bill" Republicans had helped shape.

Reagan termed both the Senate bill and the measure the House passed last April "unacceptable" to the Administration. He asked Republican senators to vote against passage to back up his threat that the bill will be vetoed unless a House-Senate conference somehow transforms it into a measure acceptable to the White House.

AFL-CIO President Lane Kirkland saw it differently.

"The Senate deserves our applause," Kirkland said. As did the House, it "demonstrated dissatisfaction with America's enormous trade deficits and a willingness to do something about it."

Kirkland urged the House-Senate conference to "stand firm against veto threats" when it negotiates the final shape of the legislation. The conference is not expected to get under way until after Labor Day. But while Congress is in its August recess, staff members will do some of the preliminary work of narrowing the issues in dispute.

Needed measures

Kirkland said the excessive trade deficit shows that even stronger measures than the Senate adopted are needed to stop the wipeout of American jobs. But he termed the Senate bill "a significant improvement over the Reagan Administration's indifference to the damage from unfair trade."

The grim news on the eve of the Senate vote was that the U.S. merchandise trade deficit for the first five months of this year was a record $68.7 billion—5 percent above the same period of 1986. The deficit in manufactured goods—the largest single component—was 6.6 percent higher than the previous year.

All Senate Democrats voted for the final passage of the trade bill, and two absentees indicated their support. On the Republican side, 27 party loyalists followed the President's bidding. But 19 others voted for passage.

Some senators who voted for the bill expressed reservations. But that was not

Continued on Page 4

Kirkland presses case for minimum wage rise

AFL-CIO President Lane Kirkland asked Congress to raise the minimum wage to its traditional level of half of average hourly earnings and keep it from slipping below that benchmark.

Kirkland's testimony before the Senate Labor & Human Resources Committee supported a bill introduced by Committee Chairman Edward M. Kennedy (D-Mass.).

It would raise the present $3.35-an-hour wage floor to $3.85 next January, $4.25 a year later and $4.65 in 1990. Thereafter, the minimum would be set at 50 percent of the average wage of nonsupervisory production workers and adjusted each year to stay at that ratio.

A companion bill has been sponsored by Kennedy's counterpart in the House, Education & Labor Committee Chairman Augustus F. Hawkins (D-Calif.).

Kirkland, the leadoff witness at the Senate hearings, stressed the drastic erosion of the minimum wage since 1977, when Congress raised the wage floor in four steps to the $3.35 level but rejected indexing to maintain its value.

He pointed out that if the 50 percent indexing formula had been in effect over the past decade, the automatic adjustment at the start of 1987 would have been a modest increase of 10 cents to $4.45 an hour.

Such "regular small steps" would enable the lowest-paid workers to keep up with the general trend of wages, Kirkland stressed in urging indexing.

The Administration opposes any increase in the $3.35 wage floor, and has recommended a subminimum youth wage. President Reagan has several times expressed his dislike of any minimum wage requirement.

Kirkland urged Congress instead to heed the words of President Franklin D. Roosevelt when he proposed the Fair Labor Standards Act 50 years ago:

"A self-supporting and self-respecting democracy can plead no justification for the existence of child labor, no economic reasons for chiseling workers' wages or stretching workers' hours," FDR told Congress.

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MEMO FROM COPE

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OSHA faulted on cancer standards

Report cites long delays in curbing chemical hazards

By Arlee C. Green

No federal worker protection standards exist for scores of chemicals that cause cancer, according to a draft report prepared by the congressional research office.

The Occupational Safety & Health Administration has regulations on only 53 of the 145 chemicals listed in the National Toxicology Program's annual report on carcinogens, the congressional Office of Technology Assessment disclosed. Of those 53 regulated substances, 36 are standards that were adopted 15 years ago based on their noncarcinogenic effect, according to study director Karl Kronebusch of OTA.

OSHA has issued permanent standards for just 16 of the 145 NTP-listed chemicals, and half of those were contained in the agency's "carcinogens" standard that lumped together 14 known and suspected cancer-causing agents, the report said.

Counting tombstones

While OSHA's cancer policy permits regulation of chemicals based on evidence that a substance is carcinogenic in animals, the agency has for the most part delayed regulation until it has, in effect, counted tombstones. Then the human evidence in most cases was confirmed by animal studies, the report observes.

The report, expected to be published this fall, is part of a larger study of federal regulation of carcinogens. The preliminary findings, being reviewed by the OTA's Technology Assessment Board, stated that during OSHA's first 10 years, it issued eight health standards, taking an average of 32 months to produce a final rule. Under the Reagan Administration's six years, however, only two final standards have

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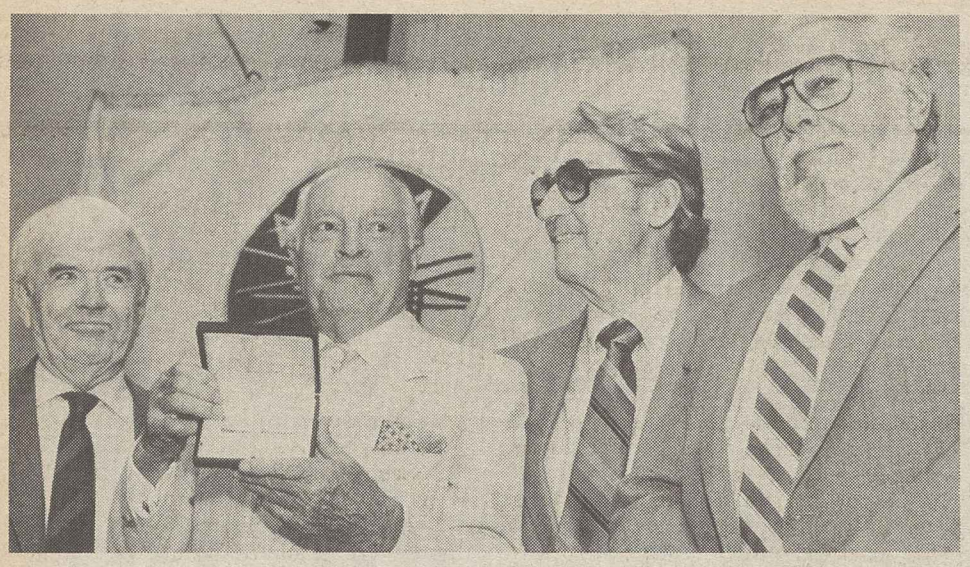


Bob Hope shows off gold union membership card—a special AFTRA award. From left, AFTRA President Frank Maxwell, Hope, veteran union member Peter Leeds and Executive Sec. John C. Hall.

AFTRA delegates explore expanded merger options

St. Louis—Delegates to the Radio & Television Artists' convention celebrated the union's golden anniversary by reviewing its accomplishments and making new plans for its future.

Meeting at the site of the union's founding convention, the 400 delegates heard from AFTRA Executive Sec. John Hall, who reviewed ongoing merger negotiations with the Screen Actors. Hall urged delegates to consider merger possibilities with other industry unions as well, citing "the difficult climate in which AFTRA is now negotiating."

"As the lines blur between the functions of journalists due to technology and bottom-line management mentality, we must be alert to the possibility of merger considerations with other newsroom personnel, such as news writers," Hall said, adding "leave room in your thinking for other types of merger."

Delegates approved a resolution requiring all merger plans to be submitted to a future AFTRA convention "for debate and recommendation" before the proposal is presented to the membership for ratification. The convention also heard a report from a joint AFTRA-SAG merger committee.

A new department to serve members at networks and broadcast stations also was established by the AFTRA national board.

President Frank Maxwell was re-elected by acclamation to his fourth one-year term. Elected first vice president was Brad Philips of New York, with Reed Farrell of Chicago elected second vice president. Delegates elected two new vice presidents—D.J. Sullivan and Lillian Clark—and returned Vice Presidents K.T. Stevens, Robert Schakne, Belva Davis, Ted Henning and Becki Davis to office. Treasurer Kenneth Roberts and Recording Sec. Mike Botula also were re-elected.

The convention endorsed codification of the Fairness Doctrine, which requires broadcasters to offer equal time for opposing political opinions and issues, and pledged their support for SAG members on strike against animated cartoon producers.

Agenda for change

In other resolutions, delegates directed the union to help "senior performers achieve a change in the Social Security Administration's interpretation of how residual payments are treated as income" and called for changes in the Fair Labor Standards Act to give professionals coverage under overtime provisions.

In his convention address, Maxwell reviewed the union's 50 years of accomplishment, noting that AFTRA was "the first union in the entertainment field to win a pension and health insurance plan for its members."

AFTRA also was the first union to establish "repeat fees, or residuals" and successfully defended the rights of union members to be paid for repeated broadcasts of their work, he added. Other firsts include a nationwide drug and alcohol treatment plan, he said.

In a special presentation, the convention gave a standing ovation to comedian and longtime AFTRA member Bob Hope, who was awarded a gold union membership card for his "unique contributions to all broadcast media." Hope is a charter member of AFTRA, having joined the union on Aug. 4, 1938.

The convention also presented its first "American Scene" awards, to acknowledge improved opportunities for minority members within the broadcast industry. Entries were judged on "their emphasis on employment of ethnic minorities, women, seniors and disabled performers in an intelligent and positive manner." The top award went to Broadcast Advertising Associates of San Francisco for a Macy's department store campaign.

Court approves LTV agreement restoring pension

Steelworkers President Lynn Williams applauded a federal bankruptcy court's approval of a tentative agreement negotiated by the USWA and LTV Corp. that restores supplemental pension benefits for nearly 8,000 hourly workers.

Judge Burton Lifland of the U.S. Bankruptcy Court for the Southern Division of New York approved the pact over the objections of the Pension Benefit Guaranty Corp., which took over pension responsibilities for LTV when the company filed for protection under Chapter 11 of the federal bankruptcy law. Lifland said the contract was in the best interest of workers, retirees, shareholders and the company.

The PBGC—the federal agency that insures pension payments—refused to approve supplemental benefits of up to $400 a month for workers electing early retirement.

But Lifland found that the supplemental payments would "help alleviate hardships" among LTV Steel retirees whose pensions had been reduced.

"The judge's decision validates the collective bargaining process and exposes the PBGC's actions for what they were—a perversion of national policy with no basis in fact or law," Williams said.

The tentative agreement restores 100 percent of the supplemental benefits for retired workers receiving a monthly pension of $400 or less. Retirees receiving higher monthly benefits will regain 90 to 95 percent of the lost supplement.

The settlement retains wages and benefits negotiated in April 1986 and allows for the elimination of 500 jobs through attrition or voluntary separation. Active and retired workers also will pay a monthly premium of $26.82 toward health and life insurance coverage.

Poultry hazards linked to inspection cutbacks

Speedups add to consumer health risks

The quality of federal poultry and meat inspections has nosedived under pressure from producers, severely raising the likelihood that consumers will get ill from eating diseased meats, a coalition of labor, consumer, nutrition and whistleblower groups charged.

This point was brought home at a Washington press conference by a federal food inspector who warned that consumers have a four in 10 chance of buying diseased or contaminated poultry.

The coalition wants the Agriculture Dept. to take immediate administrative steps to better protect the public's health. It called for legislation to strengthen the food inspection system.

The coalition comprises the Government Employees, Americans for Safe Food, Community Nutrition Institute, National Consumers League and the Government Accountability Project (GAP).

AFGE President Kenneth T. Blaylock said the public must be made aware "of the crisis in poultry inspection." The union represents 6,000 federal food inspectors nationwide, just half the number of inspectors the government had at the beginning of the Reagan Administration.

Public be damned

Not one regulatory change made by the USDA's Food Safety & Inspection Service "has been made with the thought of protecting the public, but rather to increase industry profits and reduce government costs," Blaylock charged. Reports of contaminated poultry over the past year have made consumers wary and resulted in the price plummeting from about 70 cents a pound to around 40 cents, he said, adding that consumer confidence in the "USDA Inspected" label has fallen.

Blaylock and Food & Commercial Workers Legislative Director Arnold Mayer testified earlier at Senate and House hearings on FSIS changes that have undermined the inspection process.

Delmar Jones, head of AFGE's joint council of meat and poultry inspectors, described the extent of unsanitary conditions allowed by the USDA: processing plants infested with rats, flies, roaches and maggots, along with peeling paint and rust falling into the food.

On poultry inspection lines, speeded up fivefold in the past 20 years, inspectors must make their judgments on more than 100 birds a minute, Jones said. And relaxed regulations allow poultry contaminated with fecal matter to be washed and mixed in with healthy birds in a chilling tank full of water. "That produces what we call 'fecal soup,'" he said.

"No one will actually tell the consumer. The USDA knows it and the industry knows it and the press should tell the public, 'Mr. Consumer, you're eating sh_ _.' It's that simple," Jones declared.

Inspectors attacked

Federal inspectors have been assaulted on the job, had their car windows busted, tires slashed and sugar and sand put in their gas tanks, Jones said, because they are trying to do their job right. Now, he said, the FSIS wants to eliminate even more inspectors, replacing them with a program that will allow companies to do their own inspecting.

The coalition is pressing USDA to authorize inspectors to condemn poultry contaminated with fecal matter, slow line speeds, require maintenance of sanitary conditions and label uncooked meat and poultry with consumer warning labels.

Tom Devine, legal director of GAP, summarized a report sent to the Senate Agriculture Committee that was based on affidavits from 10 federal inspectors who are under a departmental gag order not to talk to the media. The inspectors reported that at Simmons Industries processing plants, spotlighted in a "60 Minutes" television report, "gallons of old chicken fat, crud and dirty water still spew from uncleaned pipes into the chicken chill tanks, despite USDA knowledge."

Linda Golodner, executive director of the National Consumers League, said that consumers today "no longer have confidence in the USDA label." Deregulatory actions taken by the FSIS have shifted the responsibility to consumers to clean and thoroughly cook the poultry to get rid of bacterial contamination, she said.

AFGE's Delmar Jones, a federal meat inspector, details unsanitary conditions in poultry processing plants that carry the 'USDA Inspected' label.

Nebraska union switches to AFSCME

Lincoln, Neb.—Members of the Nebraska Association of Public Employees, which holds bargaining rights for some 5,000 state workers, voted by better than a 7-1 margin to affiliate with AFSCME, setting the stage for a statewide organizing campaign.

Just last April, the Nebraska legislature unanimously approved a law giving state employees the right to negotiate pay, benefits and working conditions.

AFSCME President Gerald W. McEntee welcomed the affiliation of an organization that has earned "a well-deserved reputation for representation and effectiveness." Now, he said, as part of AFSCME, state workers will have an even stronger voice.

The new law set up 12 state bargaining units, based on occupational rather than agency lines. It provides that a union that had previously represented at least 70 percent of the workers in one of the units will automatically become the bargaining agent for that group.

Recognition sought

On that basis, NAPE/AFSCME Local 61 has filed for recognition in three bargaining units with some 5,700 employees.

At a news conference announcing the 711-92 affiliation vote, union leaders predicted further gains and a possible additional affiliation. AFSCME previously had represented various smaller groups of Nebraska state employees.

Elizabeth Huff, board chairman of NAPE, termed the affiliation agreement "a win-win proposition" for state employees.

Under Nebraska law, contracts are tied to two-year state budget cycles. If negotiations do not produce an agreement by a specified deadline, outstanding issues must be submitted to a special master previously chosen by both sides. The special master is obligated to choose the final offer of one of the parties on each issue in dispute.

The law deals only with state employees. Local government workers already have full bargaining rights.

House approves 'catastrophic' illness protection

The House approved a major expansion of Medicare benefits to the elderly and disabled, passing a labor-endorsed bill by a 302-127 margin despite still another veto warning from President Reagan.

Before its passage, the House rejected by a 242-190 vote a smaller-scaled Republican substitute based on an Administration proposal.

The House-passed bill, which now goes to the Senate, is intended to shield persons who are eligible for Medicare from most catastrophic health costs.

It would provide unlimited hospitalization, cover most prescription drug costs for the first time, and set ceilings on the deductibles and other out-of-pocket expenses that have been crushing burdens on many elderly persons living on modest pensions and savings.

Medicare beneficiaries would pay for their broader coverage through a small increase for everyone in the cost of Part B insurance for nonhospital costs, that now is $17.50 a month—and through a new "supplemental premium" based on ability to pay. Persons with taxable incomes over $15,000 would pay the maximum $580 a year. Most social security income is not taxable.

GOP alternative

By contrast, the Republican plan would have provided substantially less protection but paid for it by increasing everyone's Part B premium by the same amount.

The House-passed bill puts a ceiling of $580 on out-of-pocket expenses for all inpatient hospital services in 1989, the first full year the benefits would be in effect. The limit on doctor bills and various outpatient services would be $1,043. And the ceiling on up to 150 days in a skilled nursing facility—up from the present limit of 100 days—would be $175.

The new prescription drug benefit would cover 80 percent of costs after $500.

Apart from the cost ceilings, the bill expands various existing Medicare benefits, such as hospice care for the terminally ill, and adds some first-time benefits including "respite care." This new category would pay for the temporary services of a home health aide to provide a respite for a family member or friend caring for a Medicare beneficiary who cannot be left alone.

A similar but not identical measure has been introduced in the Senate by Finance Committee Chairman Lloyd Bentsen (D-Tex.).

While the AFL-CIO supported the House bill, it strongly objected to the alternative concept of an across-the-board tax on all Medicare recipients—including low-income persons who otherwise would owe no taxes.

A White House spokesman said President Reagan objects to the House bill as "a major Medicare expansion program" but sees a "50-50 chance" that the bill can be changed sufficiently to avoid a veto.

Reluctant support

The Administration had reluctantly endorsed the limited catastrophic insurance plan advanced by Health & Human Services Sec. Otis R. Bowen, which formed the basis of the Republican proposal.

But despite its more modest scope, a number of hard-line White House aides had argued strenuously against any form of "competition" with private insurance companies that sell "medigap policies" to the elderly.

Davis-Bacon ruling affirms coverage of leased facility

Building trades unions hailed a finding by the Labor Dept.'s Wage Appeals Board that the Davis-Bacon Act applies to contracts providing for the construction of facilities that will be leased but not owned by federal agencies.

The ruling directed that prevailing wages and benefits required by Davis-Bacon be applied retroactively to the construction of a Veterans Administration outpatient clinic in Crown Point, Ind. The VA hadn't made the Davis-Bacon Act's labor standards determination part of the contract it signed with Hamstra Builders Inc.

President Robert A. Georgine of the AFL-CIO Building & Construction Dept. termed the appeal board's 2-1 decision a "significant victory." It's finding that a leasing arrangement which involves the construction of a building for the exclusive use of a government agency is subject to Davis-Bacon is clearer and broader than previous rulings on the subject, he noted.

Wage-rule dispute

The department and its Northwestern Indiana Council had contended that the VA was wrong in ignoring Davis-Bacon requirements. The General Services Administration and the Associated Builders & Contractors sided with the Veterans Administration and claimed the prevailing wage law didn't apply.

Under the government's own regulations, the Wage Appeal Board is supposed to have the last word on a Davis-Bacon determination. But GSA Gen. Counsel Clyde Pearce said his agency is so unhappy with the decision that it plans to ask the Justice Dept. to intervene and overrule the Labor Dept. unit.

The Veterans Administration contract that was in dispute included detailed construction specifications, some of which were medically related. It specified that the VA would lease the facility for an initial 15-year period, assume all maintenance, and have an option for an additional five-year renewal.

The appeals board majority of Chairman Alvin Bramow and member Thomas X. Dunn noted that the developer would not have built the clinic on his own initiative. It said the lease arrangement did not change the fact that the contract was for construction of a public building.

In dissent, member Stuart Rothman found the decision too broad and said the case should have been sent back to the wage-hour administrator to consider such issues as whether there was any degree of "entrepreneurial risk" by the developer.

Court backs AFGE, upholds union rights

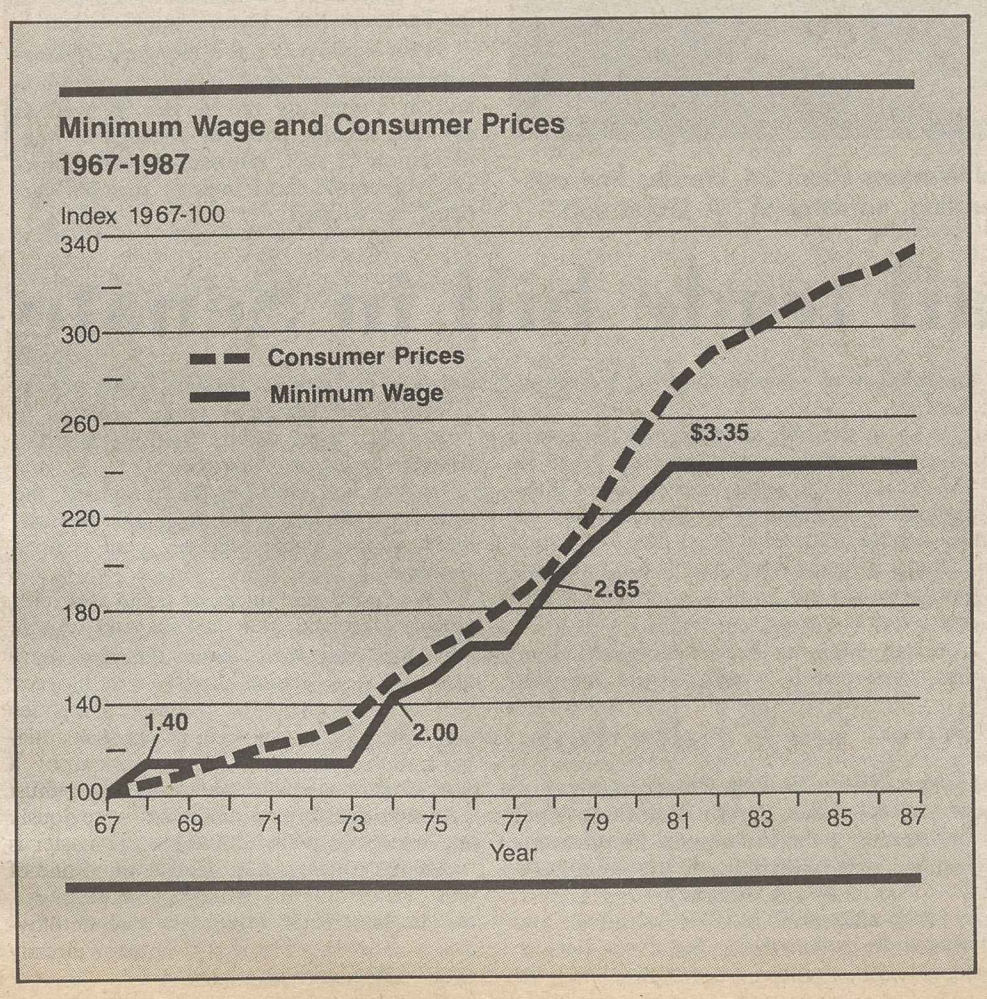
The Government Employees welcomed a federal district court ruling blocking a presidential executive order that sought to deny union representation to some employees of the U.S. Marshals Service.

Reagan last year sought to strip a group of federal marshals from an established bargaining unit, claiming that the exclusion was proper under a provision of the Federal Labor-Management Relations Act.

But that law allows exemptions only if the President determines that the excluded group has as a primary function intelligence, counterintelligence, investigative or national security work.

The court ruling agreed with the union's contention that the government had not shown that the employees affected fell into that category.

AFGE President Kenneth T. Blaylock said the union is gratified that it has been able to stop "dead in its tracks" an attempt to deny federal workers their rights.



Announcing the 40-month postal settlement: APWU President Moe Biller, Postmaster Gen. Preston R. Tisch and NALC President Vincent Sombrotto.

40-month postal settlement brings pay gains, job security

Continued from Page 1

The union officials pointed out that the settlement clearly demonstrates that federal workers can negotiate fair contracts covering wages and benefits with government agencies.

The contract calls for a 10-percent increase in the work clothes allowance, allows for the purchase of safety shoes and provides stronger health and safety protections. It also covers some particular concerns of the two unions, including seniority, route assignments for letter carriers and other work rule changes. The agreement expands no-layoff protections for members of both unions.

Had the negotiations remained deadlocked, a three-member fact finding panel would have reviewed the negotiations, making recommendations within 45 days. If both parties could not reach agreement after receiving those recommendations, a three-member arbitration panel would issue a binding decision, also within 45 days. This process was used to settle contracts in 1971, 1978 and 1984.

Earlier, a three-year tentative agreement negotiated by the Mail Handlers—a division of the Laborers—was endorsed by five regional directors and 34 local union presidents and was submitted to the membership for ratification.

Job security

The settlement extends a no-layoff guarantee to all union members through the end of the contract term in 1990 and defines jurisdiction for several functions.

The proposed contract provides for a wage increase of $350 in the first contract year, $400 in the second and $500 in the third year and maintains the cost-of-living adjustment. It also reduces the period between two steps of the salary schedule by nearly one year, affecting 12,000 Mail Handlers.

The Mail Handlers' agreement also includes a clause which extends other contract gains in Postal Service collective bargaining agreements to Mail Handlers. The provisions would apply to wages, benefits and other working conditions.

Kirkland urges rise in minimum wage

Continued from Page 1

Since then, "Congress has met Roosevelt's call to decency and fairness by adjusting the minimum wage six times," Kirkland noted. "Now the AFL-CIO is asking Congress to meet this call again."

Just restoring the buying power of the $2.65 wage level of 1978 would require $4.72 in current dollars, Kirkland told the committee.

"Those who oppose a minimum wage try to peddle the belief that minimum wage workers are young workers earning discretionary money," Kirkland noted. But "they are not." He reminded the committee that two-thirds of the 600,000 women who maintain families and work at the minimum wage are living in poverty.

When underpaid workers need public assistance, Kirkland noted, "U.S. taxpayers are subsidizing the low-wage employers."

Kirkland scoffed at claims by employer groups that raising the minimum wage would price large groups of workers out of jobs. He noted that a similar argument made when the wage floor was last adjusted was that "everyone is employable at a low enough wage."

If that were the case, Kirkland suggested, there would have been full employment in the depression years of the 1930s before the Fair Labor Standards Act was passed.

The Senate committee was to hear testimony from a panel of union presidents following Kirkland's opening statement. Their testimony will be reported in the next issue of the AFL-CIO News.

Drain on real earnings continues

As consumer prices climb at 5.5-percent clip in first half

Working families saw the buying power of their paychecks drop another notch last month as real average weekly earnings fell four-tenths of 1 percent from May. Real wages were down nine-tenths of 1 percent over the year-ago period, the Bureau of Labor Statistics reported.

The year's decline in purchasing power was fueled by a 3.7-percent rise in the consumer price index during the 12-month period ended in June, BLS said. The increase in the CPI was led by rising energy, food and medical care costs.

Under the Administration's "old" method of calculating the costs of a marketbasket of goods and services—which was changed earlier this year to reflect a different mix of products—the CPI went up 4.1 percent for the 12-month period ending in June. The difference was due mainly to the larger weight for energy costs in the old index, AFL-CIO economists said.

The fact that most of the CPI increase for the period came during the first half of 1987 represented more bad news for working families. In the first six months of this year, prices advanced at a seasonally adjusted annual rate of 5.5 percent compared to 2 percent for the last half of 1986.

Food prices were up 5.3 percent from a year ago. Rents and shelter costs were up 4.5 percent. Medical costs jumped 6.9 percent and gasoline prices exceeded last year's level by 2.3 percent. Those price hikes overwhelmed a 2.4 percent increase in average hourly earnings and a slight three-tenths of 1 percent increase in average weekly hours during the same period.

Workers have seen their paycheck buying power drop over the past 10 years. Measured in 1977 constant dollars, weekly earnings last month bought 11 percent less than in June 1978, the AFL-CIO noted.

In other developments:

- The Commerce Dept. reported that housing starts fell seven-tenths of 1 percent in June, marking the fourth consecutive month of declines and the lowest level of new home construction since August 1984. Building permits increased 1.4 percent after plummeting 6.6 percent in May.
- The producer price index edged up two-tenths of 1 percent for the month, the Labor Dept. reported. The index measures the costs of goods as they are processed for the wholesale market and is an indicator of consumer price changes in future months.

Leading the measure was a 3 percent boost in gasoline prices, although producer prices for energy rose just nine-tenths of 1 percent overall. Food costs rose five-tenths of 1 percent but new car prices edged down one-tenth of 1 percent.

Prices of intermediate goods rose six-tenths of 1 percent for the month.

- Retail sales rose four-tenths of 1 percent in June, with a temporary improvement in auto sales leading the indicator. Auto sales increased by 1.9 percent but carmakers are reporting a 12.4 percent drop in sales for the first half of July compared to the year-ago period.
- The nation's factories, mines and utilities operated at 79.7 percent of capacity last month, unchanged from May. In durable goods industries—involving the manufacture of products expected to last at least three years—the operating rate dropped one-tenth of 1 percent to 76.6 percent. Nondurable goods industries operated at 85.3 percent of capacity, down 1.1 percent from the previous month.

Automakers cut back their production in efforts to reduce high levels of unsold cars and operated at just 70.8 percent of capacity last month, down from 73.2 percent in May.

Poster child

AFL-CIO Sec.-Treas. Thomas R. Donahue, a member of the board of directors of the Muscular Dystrophy Association, chats with 9-year-old Michael Neufeldt of New Berlin, Wis., MDA's national poster child. "Mikey" was first diagnosed as having muscular dystrophy when he was 18 months old.

TV special focuses on 'good job' workers

"What's a good job?" That's the question explored in a special edition of the "America Works" series that is being distributed to the public television network for broadcast this Labor Day.

In "A Good Job," workers talk about their jobs and their lives while demonstrating their skills at exhibits sponsored by the Smithsonian Institution Museum of American History in Washington.

Viewers can see the pride of craftsmanship, for example, in glassware created by Marty Orban, a member of Flint Glass Workers Local 24. "I could very easily make pieces a lot simpler, a lot less beautiful," Orban said, but "I want to produce a piece that is nice and I don't want my work to be the fault of some industry not making it."

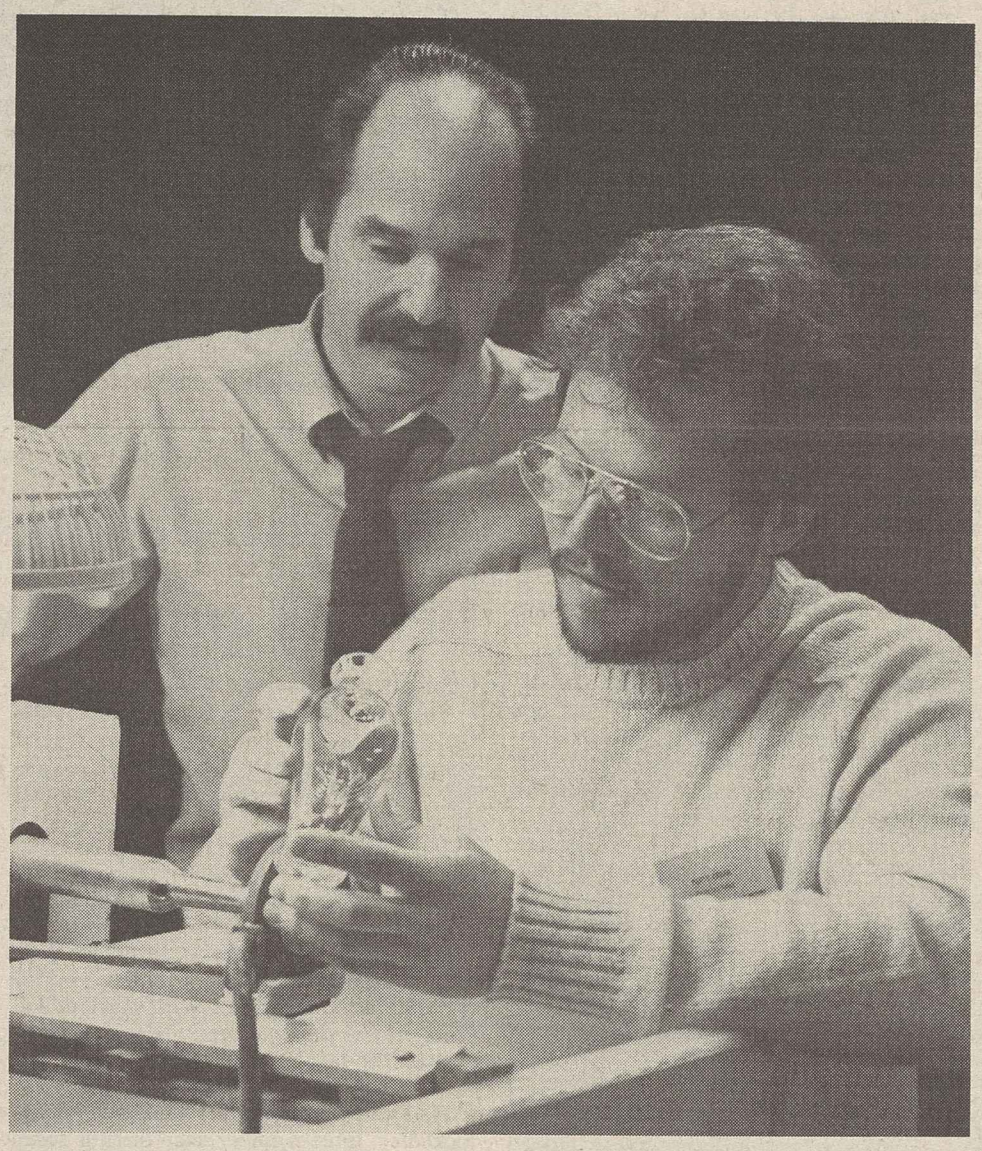
In another segment, Francis Spaulding, a cake decorator and a member of Bakery, Confectionery & Tobacco Workers Local 118, tells of the pleasure he finds in "making the little kids happy," while Susan Hartley, a telephone operator and a member of Communications Workers Local 2306, takes pride in providing customer service.

Better jobs

"A Good Job" looks at a broad range of occupations and reminds viewers that unions have made "good" jobs better for millions of working Americans.

Public television stations in 20 cities, including Boston and Cincinnati, have already scheduled "A Good Job" for broadcast over the Labor Day weekend. Trade unionists should contact their local public television stations for specific broadcast times and dates.

The program was produced by the Labor Institute of Public Affairs and is narrated by Daniel Zwerdling of National Public Radio.



Marty Orban, a member of Flint Glass Workers Local 24, creates fine crystal under admiring eye of Daniel Zwerdling, narrator of "A Good Job."

Railroad unions launch study on purchase of lines

The Railway Labor Executives' Association has formed a study group to explore the options and alternatives of railroad workers in the wake of the Interstate Commerce Commission's rejection of a proposed merger of the Southern Pacific and Santa Fe railroads.

RLEA Chairman Richard I. Kilroy stressed that railroad workers "have as much or more at stake" in the operation of the rail systems. "We are determined to develop constructive initiatives that will benefit our members, the communities in which they live and shippers dependent on railroad transportation," he added.

Proposals under consideration include:

- Employee purchase of all or part of the rail properties, either alone or in partnership with management or some third party venture.
- Participation in a purchase proposal that will provide workers with employment and compensation protections.
- Support for public ownership of both railroads, with employee protections and assurances of long-term stability.
- Employee purchase and operation of portions of one or both railroads, including abandoned lines.

Kilroy drew a parallel between the association's plans to study the Santa Fe and Southern Pacific systems and RLEA's role in the growth of the Conrail system out of the bankrupt Penn Central line.

"The employees have the greatest long-term interest in each railroad's operation and in continuing rail service as well as avoiding abandonment of trackage or fragmentation of each railroad into economically vulnerable short lines or regional carriers," he stressed.

Veto threat fails to derail trade bill in Senate

Continued from Page 1

hard to do within a complex 1,000-page document that was shaped by eight committees and modified by dozens of amendments during nearly three weeks of debate.

Ironically, some of the Republicans who acceded to Reagan's demand that they vote against the bill had supported provisions which the Administration strongly opposed.

An example is the section intended to get other countries to drop unfair barriers to American goods. The White House strenuously objects to it as "protectionist" even though it is milder than the House-passed Gephardt amendment and would not compel the President to retaliate if he reported to Congress that to do so would hurt overall U.S. interests.

Despite the Administration's fuming, most of the Republican senators who followed Reagan's directive to vote against passage had joined in the 87-7 vote to adopt that provision.

Likewise, 10 Republicans were among the senators who voted to keep a compromise provision requiring a 60-day notice of plant closings in the trade bill. That, too, is one of the provisions the Administration vigorously attacks.

Reagan's objections

The Administration objects to the bill's provisions for expanding the trade adjustment assistance program to include benefits for workers laid off by parts plants and other suppliers to industries battered by imports.

It especially objects to the 1 percent import fee that would fund the trade adjustment assistance program without tapping tax revenues.

It objects to making recommendations by the U.S. International Trade Commission to preserve threatened American industries even semi-binding on the President.

Also in the bill, although not the source of major controversy, is language urged by the AFL-CIO to categorize denial of internationally accepted labor standards as unreasonable trade practices. The legislation includes a major expansion of job retraining programs for all victims of plant closings and other dislocated workers.

Senate Majority Leader Robert C. Byrd had some caustic words for the Administration's do-nothing foreign trade policy.

The White House is telling senators to "vote no," Byrd noted, "but we heard a different voice last November."

In the last election, he reminded the senators, "we heard the voice of the steelworkers, the textile workers, coal miners, farmers.

"We heard the voices of those who had already received job layoffs and others who are concerned about the day they, too, will receive pink slips."

New York rally bolsters NBC strikers

New York—Striking Broadcast Employees & Technicians brought their three-week-old dispute with the National Broadcasting Co. to the headquarters of General Electric Co., NBC's parent company.

More than 400 NABET members and supporters gathered for the noon rally to focus attention on GE's connection to the hard bargaining stance being taken by NBC.

Meanwhile, federal mediators were meeting separately with both sides.

Job security is a key issue in the dispute, with union members rejecting management's demand to expand its use of temporary workers. The 2,800 NABET members walked off the job June 29.

Struck beef packer hit with record safety fine

The Occupational Safety & Health Administration levied a record $2.59-million fine against IBP Inc., the nation's largest meatpacker, for more than 1,000 willful violations on injury reports at its flagship plant in Dakota City, Neb. The penalty is one-forth of the maximum amount OSHA could have assessed.

OSHA's charges grew out of a complaint lodged against IBP by Food & Commercial Workers Local 222, which represents 2,800 workers at the plant. Those workers were locked out last December, after rejecting the company's final concession-riddled contract offer. They struck the plant in February when IBP imposed the takeaways.

The local reported to OSHA that the company maintained two sets of OSHA injury and illness records—one a sanitized version listing about one-tenth of the actual worker injuries. That log was presented to OSHA inspectors who exempted the company from full inspection based on its ostensibly low injury rates.

After thwarting an OSHA inspection last December, the company assembled a task force of about 50 people to alter the injury and illness logs, apparently in hope of blunting the impact of any OSHA investigation, OSHA said.

UFCW President William H. Wynn said that OSHA's fine against IBP, along with an earlier action against another meatpacking firm, John Morrell & Co., is "ample evidence of the depth of the health and safety problem for workers in the meatpacking industry." The UFCW hopes "IBP will now realize that the safety problem in Dakota City is not a public relations gimmick," Wynn said. "IBP should now work with UFCW Local 222's safety committee in developing an effective program to make the plant safer."

Local 222 President William Schmitz agreed, urging the company to work with the union in correcting safety and health hazards. "The issue has always been the safety of the workers, not paper work," Schmitz said.

Worst yet

OSHA Administrator John A. Pendergrass called the IBP situation the "worst example of underreporting of injuries and illnesses" ever encountered by the agency. He stressed the importance of keeping accurate health and safety records.

The company was cited for 1,038 willful violations for failure to record that number of injuries and illnesses between January 1985 and December 1986. The plant was also cited for 180 "other than serious" record-keeping violations for which no penalty was proposed. The injuries included knife cuts, concussions, burns, hernias, fractures and carpal tunnel syndrome, a painful, crippling disease often caused by repetitive motion.

After OSHA announced its record penalty against IBP, Rep. Tom Lantos (D-Calif.), chairman of the House employment and housing subcommittee, charged that top IBP officials presented false testimony at a May 6 congressional hearing on the company's underreporting of worker injuries.

Lantos said IBP Chairman Robert Peterson admitted in a letter that sworn testimony given by himself and other company officials concerning the existence of a second OSHA log "was false and misleading." The letter came in the midst of an investigation by Lantos's staff.

More fines

Meanwhile, OSHA cited Foodways National Inc., a frozen food manufacturer, for 46 willful and five serious safety violations and recommended a fine of $463,500. UFCW Local 174 represents the company's 250 workers. OSHA proposed the maximum $10,000 fine for each of the 46 willful violations which involved seven instances of failure to maintain machine guarding and 39 cases of exposed chains and sprockets on machinery.

The Wethersfield, Conn., company, a subsidiary of Ore-Ida Foods and H.J. Heinz Co., had been cited in the past for similar violations.

Continued OSHA delay on standard draws court's ire

The Occupational Safety & Health Administration was chastised by a federal appellate court for its continuing delay in issuing a short-term worker exposure limit for ethylene oxide.

Exposure to ethylene oxide, a gas used in hospitals, health care facilities, the medical products industry and other manufacturing processes, has been shown to cause leukemia, genetic defects and spontaneous abortions.

The U.S. Court of Appeals for the District of Columbia Circuit, last year told OSHA to set a short-term limit or explain why it is not necessary, said in an unsigned opinion: "We have seen it happen time and time again, that action Congress has ordered for the protection of public health all too easily becomes hostage to bureaucratic recalcitrance, factional infighting and special interest politics."

The court continued, "At some point, we must lean forward from the bench to let an agency know, in no uncertain terms, that enough is enough." The ruling sided with the Public Citizen Health Research Group and four AFL-CIO affiliates—Service Employees, AFSCME, Hospital & Health Care Employees and Clothing & Textile Workers—who challenged the delay.

Same schedule

Despite the strong language, the court permitted OSHA to continue on its own schedule. The agency said it will produce the new regulation in March 1988. To assure this, the court is requiring OSHA to file reports to the court every 90 days.

"We're glad the court recognizes that OSHA is delaying," said AFL-CIO safety specialist Margaret Seminario. "We wish they'd also told them to speed it up. What this illustrates is that OSHA is willing to make a mountain out of everything that comes before them, rather than taking action and moving on to other things."

SEIU Safety Director William Borwegen said, "It seems the worst case scenario is being played out by the court in a manner that is not conducive to worker health and safety." There was sufficient evidence in June 1984 for a STEL so why, he asked, will it take until March 1988 to decide one is needed?

ILGWU's Dolores Elizarraraz seeks help from Congress for workers threatened by garment, textile and shoe imports. From left, Rep. Charles B. Hayes (D-Ill.), Rep. Esteban Torres (D-Calif.), Elizarraraz and her daughter Virginia Bishop. Cardboard cutouts of Elizarraraz went to all House members.

Garment workers press case to curb job-destroying imports

Surrounded by a dozen life-size cardboard look-alikes, Dolores Elizarraraz, a member of Ladies' Garment Workers Local 76, urged Congress "to stop the imports that are taking away our jobs" by passing the Textile & Apparel Trade Act.

She was joined at a press conference by Representatives Esteban Torres (D-Calif.), Charles Hayes (D-Ill.) and James Quillen (R-Tenn.) who stressed that the measure would provide needed relief for workers in the textile, apparel and footwear industries.

Most of the two million workers in the textile and apparel industries are women, including about one-third who are black and 14 percent Hispanic, the congressmen noted.

The Fiber, Fabric & Apparel Coalition for Trade—which includes the Ladies' Garment Workers, Clothing & Textile Workers and more than a dozen industry trade associations—has sponsored the campaign focusing on the human costs of foreign competition.

Elizarraraz made her plea on behalf of "two million working women fighting for their jobs in the garment industry" who need their jobs "to give a better way of life to ourselves and our children."

A native of Mexico, Elizarraraz has worked in Chicago garment shops for the past 24 years. "Over the years I have seen more and more women lose their jobs," she said, jobs that are needed "to educate our children."

Following the news briefing, 435 cardboard cutouts of Elizarraraz were distributed to House members.

Last month, Nola Jennings, an ACTWU member in Bernie, Mo., made a similar plea for relief from the growing flood of shoe imports. "You can't get through the day without at least thinking about who's lost their job recently or who might," she admitted. Cutouts of Jennings were distributed to the 535 House and Senate members.

The Textile & Apparel Trade Act would restrict shoe, apparel and garment imports to a 1 percent-increase each over the record-shattering 1986 levels.

Trade representative limits probe of rights violations

U.S. Trade Representative Clayton Yeutter said he will investigate violations of worker rights in some but not all of the countries the AFL-CIO charged have "consistently refused" to abandon long-standing policies of repression.

Under U.S. trade law, nations that flout internationally accepted labor standards can be denied tariff preferences or lower duties on imports.

The federation had called for an immediate cutoff of tariff benefits to nine countries that have not taken any "meaningful steps" to conform with worker rights standards of the International Labor Organization.

Yeutter said he is continuing to investigate AFL-CIO charges against the Pinochet dictatorship in Chile. He promised to investigate allegations against five other nations against which the federation had sought action—Indonesia, South Korea, Taiwan, Thailand and Turkey.

AFL-CIO Research Director Rudy Oswald termed the Administration's decision not to take immediate action against Chile "beyond my comprehension" and expressed disappointment at rejection of AFL-CIO charges against other nations.

Thus far, the Reagan Administration has revoked trade preferences only against the communist-aligned governments of Nicaragua and Romania, as the federation had previously urged. But the federation has protested the Administration's apparent double standard that excuses offenses by right-wing dictatorships.

The Administration earlier this year also suspended trade preferences for Paraguay, another country on the AFL-CIO's list of continuing violators of worker rights.

In this year's petition, the federation had also called for tariff sanctions against Singapore, where trade unions have been brought under government domination, and in Suriname, where intimidation and murder of a union leader has crushed independent unionism. Both petitions were denied by Yeutter.

The trade representative announced plans to investigate reported abuses in the Central African Republic, one of four nations that organized labor said should be warned that they face possible loss of trade benefits unless their worker rights record improves.

But he indicated no action would be taken on three other nations on the AFL-CIO warning list, Guatemala, Haiti and Zambia. Yeutter also denied an American Watch petition aimed at El Salvador.

Labor opposes move to end product liability

Workers and consumers injured by unsafe products should continue to have the right to sue the manufacturers, the AFL-CIO stressed at House hearings on a bill that would curtail that privilege.

Associate General Counsel David M. Silberman said the federation considers measures to improve workplace safety and assure fair compensation to victims a prerequisite to any restrictions on the right to sue a negligent manufacturer.

But the reality, he told a House Energy & Commerce subcommittee, is that lax enforcement of the Occupational Safety & Health Act has not eliminated workplace hazards, and workers' compensation benefits are usually "grossly inadequate" to compensate workers.

In separate testimony, Fire Fighters Safety Director Richard Duffy said the possibility of facing costly damage suits has prodded manufacturers of protective clothing and equipment used by fire fighters into improving products despite the fact that they meet outdated OSHA standards.

Duffy strongly criticized a section of the proposed legislation that would give manufacturers immunity from liability lawsuits if their product met applicable government standards.

Compensation awards

He cited cases in which courts held a manufacturer liable even though his product did not fall below a federal standard. Duffy noted that such lawsuits have achieved compensation to workers and their survivors for failures of products that met OSHA standards.

Duffy noted that the standard for respirators is based largely on a regulation for mine equipment promulgated in 1919 and revised in the 1940s. Some manufacturers have been prodded to update their equipment and use state-of-the-art technology by the threat of liability "for knowingly manufacturing and selling unsafe equipment," he noted.

Duffy said the union's goal "is not to win lawsuits but to insure that manufacturers continue to produce state-of-the-art equipment."

Silberman charged that the attempt by Congress to prevent occupational injuries and diseases through regulations outlawing unsafe practices has "essentially failed" and compensation has been "grossly inadequate."

He testified that lawsuits brought by workers have both achieved fairer compensation and provided "a financial incentive to encourage the manufacture of safer products."

For public service

Federation President Lane Kirkland presents Jefferson award which was bestowed on former International Affairs Director Irving Brown by the American Institute for Public Service. Brown was recognized for his five decades of work nurturing democratic trade unions throughout the world and was honored for "the greatest public service by a private citizen." Among the other 1987 recipients was Supreme Court Justice William Brennan Jr. The award consists of a medallion and $5,000.

'87 conventions slated by AFL-CIO affiliates

Below is a list of conventions scheduled for the remainder of 1987 by AFL-CIO national and international affiliates, state central bodies and fraternal organizations. Changes and additions will be reported.

DATE	ORGANIZATION	PLACE
July 27	Railway & Airline Clerks	Hollywood, Fla.
July 27-29	Police Associations	Bossier City, La.
July 27-31	Communications Workers	Miami Beach, Fla.
Aug. 10-13	United Garment Workers	Nashville, Tenn.
Aug. 10-14	Aluminum, Brick & Glass Workers	Hollywood, Fla.
Aug. 12-15	Texas	Austin
Aug. 16-22	Sheet Metal Workers	Ottawa, Ont.
Aug. 19-21	Iowa	Waterloo
Aug. 20-22	Montana	Billings
Aug. 23	Asbestos Workers	Philadelphia
Aug. 24	Allied Industrial Workers	St. Louis
Aug. 27-28	Utah	Salt Lake City
Sept. 4-6	Siderographers	Ottawa, Ont.
Sept. 7-11	British Trades Union Congress	Blackpool, England
Sept. 15-18	North Carolina	Asheville
Sept. 16-18	Connecticut	New Haven
Sept. 17-19	North Dakota	Grand Forks
Sept. 18-19	Washington	Kelso
Sept. 20-23	Minnesota	Minneapolis
Sept. 21-23	Nebraska	North Platte
Sept. 21-23	Florida	Jacksonville
Sept. 21-25	Oregon	Seaside
Sept. 26	Delaware	Rehoboth Beach
Oct. 2	Hawaii	Honolulu
Oct. 4	Rubber Workers	Las Vegas, Nev.
Oct. 5-6	Maryland-D.C.	Washington
Oct. 16-17	Rhode Island	Providence
Oct. 16-18	New Mexico	Albuquerque
Oct. 19-20	Metal Trades Dept.	Miami Beach, Fla.
Oct. 19-21	Alabama	Birmingham
Oct. 21-22	Union Label & Service Trades Dept.	Miami Beach, Fla.
Oct. 21-23	Georgia	Savannah
Oct. 22	Dept. for Professional Employees	Miami Beach, Fla.
Oct. 22-23	Maritime Trades Dept.	Miami Beach, Fla.
Oct. 23	Public Employee Dept.	Miami Beach, Fla.
Oct. 23-25	Labor Communications Association	Miami Beach, Fla.
Oct. 28-31	South Carolina	Myrtle Beach
Nov. 1-3	Tennessee	Nashville
Nov. 2-5	Flight Engineers	San Francisco
Nov. 4-6	Oklahoma	Tulsa
Nov. 4-6	Maine	Rockport
Nov. 6-8	Vermont	Stratton Mountain
Nov. 6-8	New Hampshire	Manchester
Nov. 17-19	Flight Attendants	San Diego

AFL-CIO Meetings & Events

Aug. 17	Meany Archives Dedication	Silver Spring, Md.
Aug. 17-19	Executive Council	Washington
Oct. 26-29	AFL-CIO Convention	Miami Beach, Fla.

Oregon labor posts gains in state legislative session

Salem, Ore.—The just-completed 64th Oregon Legislative Assembly ranks as the most constructive for organized labor in more than a decade, State AFL-CIO President Irvin H. Fletcher observed.

"The 1987 session can rightfully be called Neil Goldschmidt's session," declared Fletcher. Gov. Goldschmidt, a business executive who formerly was a Carter Administration Cabinet member and a Portland mayor, was elected last fall with labor's enthusiastic support.

Lawmakers authorized more than $1 billion in prevailing-wage construction projects over the next several years. Embodied in Goldschmidt's economic comeback program, the construction includes higher education and prison facilities plus infrastructure projects.

Some bipartisan support was necessary for enactment of labor legislation and the governor's proposals because Democrats controlled the legislature's two chambers by only a narrow margin.

After lengthy wrangling, legislators approved an omnibus workers' compensation bill that had its genesis in the recommendations of a Goldschmidt-appointed advisory committee. The measure improves benefits in some categories, streamlines the appeals process, enhances enforcement of safety and health laws and emphasizes accident prevention.

Expected gains

Organized labor is not satisfied with some elements of the workers' compensation legislation, but expects a worker-friendly administration of the law under a new department of insurance and finance headed by Ted Kulongoski, a Portland union lawyer who was COPE-endorsed for governor in 1982.

Employers who provide child care benefits will receive a 50 percent tax credit under new legislation supported by labor. The credit applies to employers who furnish day care, construct a suitable facility or merely provide information and referral service. Another new law authorizes up to 12 weeks of unpaid parental leave.

The legislature also wrote into law a policy of pay equity for state employees with funding of $22.6 million in salary increases for jobs determined to be the most undervalued.

Election-related successes for labor include a tax-return checkoff for contributions to political parties, 100 percent tax credit for contributions up to $100 to candidates, extension of voting time by one hour, and voting by mail except for primary and general balloting.

Labor posted other gains in legislation related to unemployment insurance, consumer protection, school financing, public employees and building trades workers.

A new anti-scab law prohibits state agencies from referring clients to worksites where a labor dispute is in progress, and the employment service was barred from giving aptitude tests which in the past had been used to screen out workers with union backgrounds, particularly in the timber industry.

The governor was given greater control over the Port of Portland, legislation that will straighten up the public agency's anti-union posture.

Pilots log in 3 victories

The Air Line Pilots won representation elections covering more than 450 pilots at three regional air carriers, according to results announced by the National Mediation Board which oversees the elections.

ALPA's victories were at Pennsylvania Airlines of Harrisburg, Mesaba Aviation Inc. of Minneapolis, and Air Midwest of Wichita, Kan.

OSHA faulted on cancer standards

Report cites long delays in curbing chemical hazards

Continued from Page 1

been produced in an average span of 60 months.

One of the two final rules produced under Reagan's OSHA—covering ethylene oxide—was issued under court order, and the agency is still being pressed to issue a short-term exposure limit for that chemical. Kronebusch's report stresses that OSHA's regulatory agenda has increasingly been set by outsiders—through petitions from organized labor, and health and other worker groups, and through court orders, referrals from the Environmental Protection Agency and congressional directives.

The OTA report also indicated the dwindling performance of the National Institute for Occupational Safety & Health, indicating that of 94 recommendations it has made concerning carcinogens in the past 16 years, only 17 were released between 1981 and 1986—about 2.8 per year. In the period 1971-1980, the Institute, which is part of the Centers for Disease Control, issued 77 recommendations, or about 7.7 annually.

NIOSH's recommendations cover 72 different chemicals or processes that were considered carcinogenic. Of this number, OSHA has issued health standards for 19 chemicals or processes, including 14 under the "carcinogens" standard.

The National Cancer Institute and the National Toxicology Program have conducted nearly 300 long-term animal cancer tests on 284 chemicals. Of that, 144 chemicals caused cancer in at least one to four groupings, based on animal species or sex.

Of these 144 chemicals, OSHA has issued final standards for just two—asbestos and dibromochloropropane (DBCP). Asbestos is a human carcinogen. DBCP, however, was regulated by OSHA primarily because it caused sterility in male workers, the report said.

Two proposals

Two others chemicals have been proposed for standards—benzene and ethylene dibromide (EDB). The 1978 benzene rule was overturned by the Supreme Court and a new standard will likely be released this year. EDB, a pesticide, was proposed for a standard in 1983, but this has not been issued in final form. Most uses of the chemical were banned by EPA in 1984.

Of the 144 chemicals shown to cause cancer in animals, 115 have no occupational exposure standard and 45 of these showed positive results in at least three experiments. The OTA decided to concentrate on chemicals that are produced in annual amounts exceeding 1 million pounds or that have shown up on in two nationwide workplace surveys done by NIOSH.

Within those bounds, the report said, 14 chemicals with positive results in three or four animal cancer tests are of regulatory interest, but no occupational exposure standards have been set for them.

The OTA report was requested by Representatives Jack Brooks (D-Tex.), chairman of the House Government Operations Committee, and Ted Weiss (D-N.Y.), chairman of the subcommittee on human resources and intergovernmental relations.

Paperworkers resume IP bargaining

Paperworkers' leaders and International Paper Co. officials met July 21 in the first face-to-face bargaining session since the union launched its corporate campaign against the struck firm on June 16.

The meeting, requested by the Federal Mediation & Conciliation Service, was "cordial, and the fact that we met encouraging," said UPIU President Wayne E. Glenn. "With the seriousness of the issues involved, the UPIU did not expect resolution of them through one meeting."

Glenn reaffirmed that the union is "committed to its four-point bargaining agenda," which includes maintaining premium pay for Sundays and holidays, no contracting out of existing work, and all striking and locked UPIU members to return to their jobs upon conclusion of the dispute.

Citing the impact of the corporate campaign, which includes an educational program on Wall Street, Glenn said the results are starting to come in. Standard & Poor's market analysts put the company on its list of "stocks you should avoid."

UPIU represents 95 percent of the hourly workforce at IP. Currently, 3,400 UPIU members are on strike or locked out at mills in Mobile, Ala., DePere, Wis., Jay, Me., and Lock Haven, Pa.

EDITORIALS

Another Booby Trap

IN HIS REPEATED efforts to blame everyone but himself for the tripling of the budget deficit, President Reagan contends that it's the fault of Congress for not changing the Constitution to require him to submit a balanced budget and for not allowing him a "line-item veto" on appropriations bills.

The balanced budget amendment is familiar enough by now to have been thoroughly discredited, except as a political ploy.

It remains a serious threat only because some otherwise sensible members of Congress seem to think that identifying with such a virtuous-sounding goal will provide political immunity from an election opponent's "big spender" accusation.

There is less public concern about the line-item veto, which has been blocked thus far because most members of Congress recognize it as a Pandora's Box of potential mischief.

Despite President Reagan's rhetorical overkill, the amounts that could be saved if a president could disapprove of portions of a funding bill without vetoing the entire measure would hardly dent the overall budget deficit.

THE REAL impact would be on public policy. An established program supported by a majority in Congress could in effect be repealed if a president refused to approve its funding and either the House or Senate failed to muster the two-thirds supermajority needed to override his line-item veto.

Reagan is fond of recalling that he did have the power of a line-item veto when he was governor of California. So does the present governor of California, a Reagan-type Republican. In fact Gov. George Deukmejian put it to use earlier this month and in the process demonstrated its hazards.

The governor decided unilaterally to scrap California's job safety and health program, which is funded by a combination of state and federal funds.

It just happens to be one of the best such programs in the country, more effective in several areas than federal law.

Let OSHA's depleted federal inspection and enforcement operations take over, Deukmejian decided. So he used his line-item veto to disapprove all funding for the state program. The vote to override the veto fell two short of the needed two-thirds in the state Senate.

There is still hope that a constitutional challenge brought by the California AFL-CIO can overturn the use of a veto to terminate a program mandated by law. But the lesson of the danger in a line-item veto is obvious.

Incidentally, the program that Deukmejian sought to terminate was signed into law by an earlier governor, Ronald Reagan.

Back to Basics

THIS COUNTRY and its leaders need to regain some sense of just what the national economy is for.

The point of any economic enterprise is to make or do something of value that creates jobs and generates money that can be exchanged for the things that other people make.

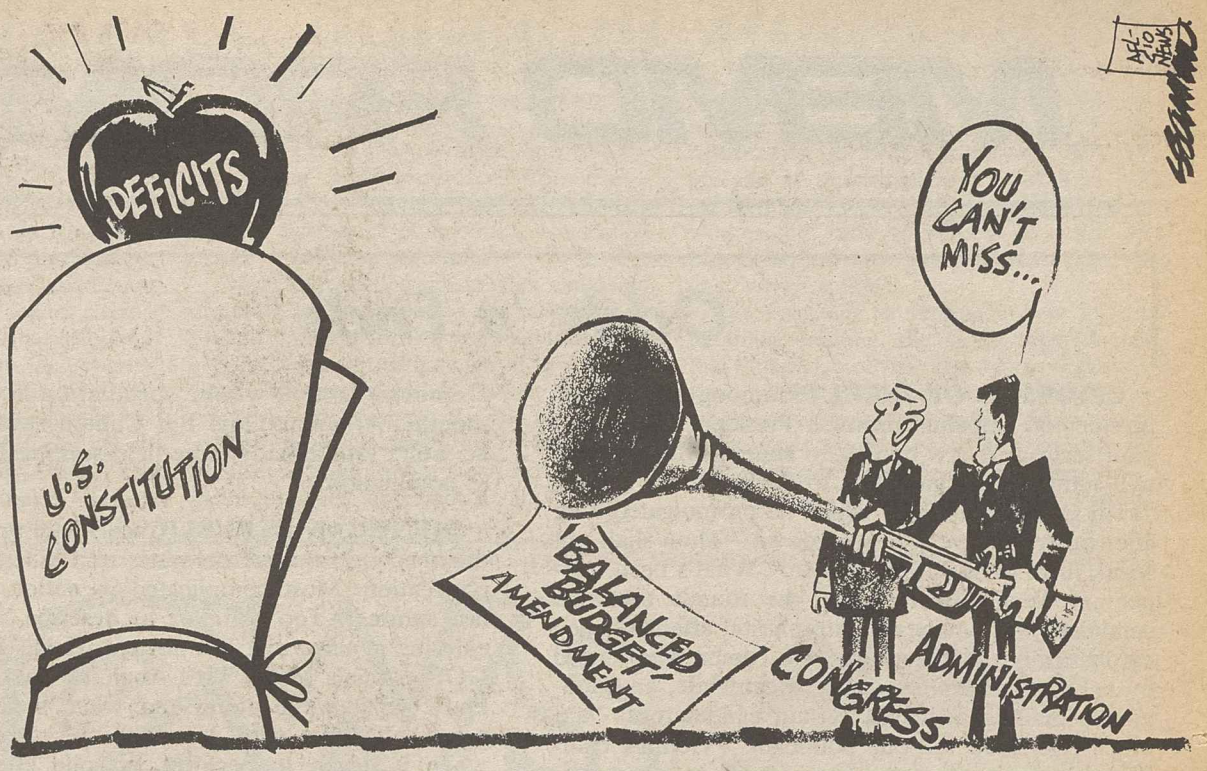
Billions of dollars are being squandered on buying and selling and restructuring and dismantling companies by people who have no idea of producing a dollar's worth of goods or services. In their eyes, great productive enterprises are nothing but piles of gambling chips to be won and turned into cash, or cold assets to be loaded with debt, stripped of all values and left for dead.

If they go on doing what they've been doing for six years, there will be nothing left of American industry but a collection of hollow corporations, busy relabeling goods made elsewhere and trying to sell them to people without jobs or incomes.

We are calling on Congress to establish a trade policy that is based on exchanging goods made in America for goods made overseas, rather than one that is based on exchanging American living standards for those of the Third World.

We are asking for legislative medicine to end the epidemic of corporate raiding and sudden-death plant closings, and to give some protection to the stockholders and workers and communities victimized by the asset-strippers.

—From a speech by AFL-CIO President Lane Kirkland at the Longshoremen's convention, Bal Harbour, Fla., July 21, 1987.



Washington Window

Family farmers need help to solve economic woes

By Press Associates

American agriculture is still the most productive in the world, but its backbone—the family farm—is breaking.

If current trends and government policies continue, the commercial family farmer, already an endangered species, will be almost extinct by the year 2000, according to experts.

And the repercussions will reach far beyond the countryside fence lines—to the pockets of consumers, the jobs of agricultural implement makers and other workers and the stability of the banking and credit system.

Throughout this century, a steady trickle of Americans have left farming. But during the 1980s, this trickle swelled into a flood as the farmbelt struggled with the worst economic crisis since the 1930s depression. Consider these facts:

- About 400,000 family farms have been forced out of business in the past six years. Today, one-third of the nation's 600,000 moderate-size family farms are in serious trouble, and nearly 2,000 people are giving up farming every week.
- Every farm loss wipes out about five nonfarm jobs, most of them in the same area.
- More than 65,000 workers in the agricultural implement business have lost their jobs in the past six years, a 62-percent decline. Thousands more have been hit by repeated layoffs.
- For every 5 to 7 farms going under, one Main Street business shuts its doors.
- Uncollectible debt from farm loans ranges between $25 billion and $50 billion, and farm banks accounted for nearly half the more than 125 bank failures in 1986. This compares with only 10 bank failures in 1981.
- The net income of American farmers will drop by 35 percent in the next four years if government farm policy is not changed for the better, according to the Government Accounting Office.
- About 60 percent of today's farmers must have nonfarm income to maintain themselves on their land. Farm wives often are forced to take low-paid jobs in town, leaving rural "latch-key" children with no nearby neighbors.

What of the future? A study by the congressional Office of Technology Assessment predicted that, if nothing is done, U.S. agriculture by the year 2000 will be dominated by giant corporations. A mere 50,000 large "agribusiness" farms, owned by absentee landlords and operated by day laborers, will account for 75 percent of the nation's agricultural production, OTA warned.

Squeezed out

Over the next 13 years, nearly a million small and moderate-size farms, more than half, could be lost, the OTA said. It said moderate-size farms will "largely be eliminated as a viable force in American agriculture," leaving a "dual farm structure" of small, poor farms on the bottom and large, rich farms on the top.

The Administration's "free market" farm bill enacted in 1985 cost taxpayers $25.6 billion last year, more than five times the money spent on farm programs in 1980. It has resulted in overproduction, bulging warehouses, starvation prices received by family farmers for their labor, and fat profits to agribusiness.

However, farmers across the land joined with labor, consumer, church and other groups in a Rural/Urban Action Campaign to spur congressional passage of the Save the Family Farm bill, sponsored by Sen. Tom Harkin (D-Iowa) and Rep. Richard A. Gephardt (D-Mo.)

The bill would provide a nationwide farmer referendum on a mandatory "supply management" program to limit production so as to produce fair farm prices and fair income for farm families. Polls show that farmers, by a 2-1 margin, support production controls. The bill also includes farm debt restructuring. The cost to taxpayers would be only about $1 billion annually.

An America without the family farm is a nation at risk.

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MEMO FROM COPE

Odds 'n Ends

EPIDEMIC OF INSULTS among some GOP presidential hopefuls prompts President Reagan to plan session of jaw-boning to shut it off. President will summon all candidates to White House, invoke "11th Commandment," which he promulgated long after other Ten were handed down: "Thou shalt not speak ill of another Republican." What's been happening? Well: Gossip made the rounds that one candidate was having an extramarital affair. Denied emphatically, with a charge the rumor was started by another candidate's camp. Meanwhile, an anonymous mailing attacks a certain candidate as "another two-faced sell-out politician." Victim's campaign spokesperson attributes attack to operatives for another candidate. A couple of candidates have been hit by dirty tricks like impostors distributing false material about them to news media. While there's been some name-calling among Democratic candidates, none of it has come close to level in GOP.

AND SPEAKING OF CANDIDATES, how many do you suppose there now are seeking the presidency next year. If you guessed only the 6-7 in each major party and a few others from old-line splinter parties, you're way off. As of early this month, in fact, 130 candidates for President have themselves filed with Federal Election Commission or have been filed by others. What do they promise? One would tear up all home mortgages. One claims he could deal with federal deficit best because he spent time in jail for debt-related offenses. One, a certain Punch N. Burger of Chapel Hill, N.C., is a dog. One, whose first name is Ray, promises to name Tammy Faye Bakker his runningmate. His campaign slogan: "Elect our man Ray and Tammy Faye."

AND A FEW MORE WORDS about presidential candidates, one who is and one who isn't. Former Sen. Paul Laxalt (R-Nev.), President Reagan's close friend, says for sure "it's a go" for GOP 1988 nomination. He's raised $1 million and named a campaign director. However, it's "no go" for one Democrat about whom speculation focused for months. Arkansas Gov. Bill Clinton says forget it, he won't join already large field seeking Democratic nomination.

MICHIGAN REPUBLICANS hate process they dreamed up to select delegates to 1988 nominating convention. Most complicated in nation, it started last summer. Too complex to describe, but is like entering a maze that has no exit. Here's how some GOP officials see it: "It's so dumb that we don't know what we're doing and when we're finished we won't know what we did." "It's so dumb that when it began to backfire, no one knew it was happening." "The system is a mystery and a mastery of obfuscation." No one could do worse on purpose "than this unmitigated, unrestricted, unadulterated disaster."

WHO SAYS VEEPS are anonymous. *Somebody* must know who George Bush is, judging from the money his presidential nominating campaign is pulling in. At latest count, he's top fund-raiser of all candidates for President in both parties with $10 million in contributions. Closest among GOP competitors are Sen. Bob Dole (Kans.) with $3.9 million and Rep. Jack Kemp (N.Y.) at $3.4 million. Figures do not represent cash in hand but total of all contributions since each formed presidential committee.

KISS AND MAKE UP for Congress and President Reagan? Not likely. If anything, existing strains expected to get worse. Much of Congress including many Republicans, already miffed over covert aid to Nicaraguan Contras. Now, Reagan throws down yet another gauntlet with threat to use veto power on whole series of congressional initiatives. Measures he vows to try to block include Medicare, banking, trade, housing. White House spokespersons say that's just part of package, other vetos planned. Reagan apparently feeling pugnacious. His press aide says of pending collision with Congress, "The President looks forward to the skirmish."

ROOTS

One year ago, any proposal to require employers to give their workers 60 days' notice of plant closing or major layoffs would not have survived a vote in the U.S. Senate.

Recently, however, such a proposal on plant closings did survive. It's included as a section in proposed trade legislation. Opponents tried to kill it. By a 60-40 vote, the Senate kept it alive.

That action occurred July 8.

But its roots trace back in time to election day, November 4, 1986 . . . and in place to the voting booth.

Union members and other citizens turned out of office a corps of ultra-conservatives and elected moderate and progressive candidates to replace them. Democrats scored a net gain of eight seats for a 55-45 advantage in the Senate (reduced to 54-46 when a Republican was appointed by the GOP governor of Nebraska to fill out the term of Democrat Edward Zorinsky, who died in March).

In shifting control of the Senate last November, Democrats captured 10 previously Republican-held seats. Every one of the Democrats who replaced a Republican supported the plant closing proposal. Only one of the Republicans —progressive Charles Mathias (Md.) who retired —would have been a sure bet to back the measures.

So, it's in the roots. The hard work done by unions and members in 1986 elections—the registration, the information, the get-out-the-vote drives—led directly to a successful vote in the Senate on plant closing.

It's a good thing to keep in mind for 1988. (P.S.—on Senate passage of the trade bill this week, the same 10 Senators elected in 1986 were unanimous in support.)

Still Way Up on Dems

GOP Fund-Raising hits the skids

Republican fund-raising is down.

Democratic fund-raising is up.

But Democratic committees still have a long way to go before they even draw into view of their GOP counterparts.

Compared with the first half of 1985, Republican National Committee funds as of the end of June dropped off more than 20 percent, from $22.5 million two years ago to $17.1 million in the first half of 1987.

Even worse is the record of the GOP Senatorial Committee. From $23 million in the first six months of 1985, the take dropped more than 50 percent to $10.7 million this half-year. (Partly responsible, many in the GOP feel, were the revelations of big bonuses paid to some staff members just days after GOP Senate candidates took a beating at the polls in November, losing eight seats.)

Finally, the GOP Congressional Committee, charged with helping elect U.S. House candidates, suffered a more than 30 percent drop-off in funding, from $9.6 million two years ago to $6.1 million at the end of June.

Meanwhile, Democratic committees have been chalking up moderate gains. The National Committee is up from $3.6 million in 1985 to $4.1 million this year; the Senate Campaign Committee from $1.7 million to $2.5 million; the House Campaign Committee from $2.4 million to $2.9 million.

These figures still leave a 4-1 GOP advantage at the national and Senate committee levels, and a little better than 2-1 between House committees.

Nevertheless, it is "trending" down sharply for Republicans and up modestly for Democrats. A continuation of the up trend is likely for the Democrats perhaps because of their 1986 success and their strong prospects for 1988—down for the Republicans on those and other grounds.

Republican funding success the past 10 years has been tied in large part to Ronald Reagan. The long-term up trends from the late 1970s to just a year ago would virtually duplicate on a graph Reagan's *growing* strength and popularity. The down trend similarly would closely follow his *declining* strength and popularity of the past year even among Republicans.

So, Republicans already practically have lost their chief fund-raiser, and will lose him irrevocably in another year.

In addition, deep schisms have arisen *within* the party over the past year or so. Right-wingers are angered that so little of their social goals were achieved in the Reagan years. The same is true of the religious right. Some of both groups are going their own way within the party, some outside the party, and many are giving up political action entirely. They didn't have the stomach for the long haul, or decided the political route is no longer appropriate.

Religious right leaders still committed to politics together with some elements of the new right are fighting bitterly for control of the GOP presidential nominating process against what *they* call establishment Republicans behind whom other new right elements have lined up. The battles are open and ugly and turning off a lot of the GOP rank and file.

In short, the unity that Reagan's presence and success created has crumbled. Unity attracts political money to the central sources that are expected to use the money effectively—like party committees. Disunity dries up these same funds.

Republican committees continue to pull in impressive sums, and it's far too early for them to poor-mouth. But the direction seems clear: Down.

One consequence is you can afford less staff and less outside help. The GOP National Committee has fired 40 of its staff members and cut off deals it had with 10 consultants, with plans for further cuts.

COPE Names VIP Directors

COPE Director John Perkins announced appointment of Emma Jean Davis to succeed Fannie Neal as COPE Volunteer in Politics Director for the Central Region and of Pauline Huffman to succeed Ruth Columbo as COPE VIP Director for the Eastern Region. Neal and Columbo retired earlier this year.

Davis will be based in Chicago, Illinois and Huffman in Atlanta, Georgia.

Davis has served as Georgia AFL-CIO/A. Philip Randolph Institute staff coordinator and minority affairs coordinator for the State Federation. She also has served on the Communications Workers staff. She has been a classroom teacher in the Atlanta public schools and acting president and member of AFT Local 1565 there.

Huffman has been COPE VIP Director for the Virginia AFL-CIO, field coordinator and VIP director for the West Virginia federation. She is a member of the Laborers.

Looking Over the Field

Union members and their families are getting a close-up view of 13 presidential hopefuls as union journals and newspapers continue to publish the candidates' responses to questions on meeting the nation's economic and human needs.

The question-and-answer series, part of the AFL-CIO's "Democracy at Work" campaign to involve union members in the political process, has been reprinted and distributed by international unions and state and local central bodies, along with requests for feedback from members.

The July issue of the "Carpenter" kicked off a series on political action with the presidential aspirants' responses and proposed solutions to the growing threat of foreign trade.

The candidates' views on the role of government in meeting human needs was the focus of the latest edition of the Food & Commercial Workers' publication, "UFCW Action." The union also has distributed all the candidates' statements to local unions to be reprinted in local publications.

Union halls across the country are continuing to show videotapes of the candidates.

Employers shirk advance notice of shutdowns

By David L. Perlman

Don't look to employers to give workers reasonable advance notice of a plant closing or major layoff without the compulsion of federal law or a union contract.

They haven't been doing so, a just-completed government study clearly demonstrates.

The study by the General Accounting Office concludes "employers generally provided workers little or no warning of impending closure or layoffs, and offered them little assistance."

And don't count on improving economic conditions to make the problem of plant closings go away. The GAO study covered 1983-84, a period of recovery from recession. But that didn't make the treatment of workers less brutal.

The study was undertaken at the request of the Senate Labor & Human Resources Committee and the House Education & Labor Committee, which share jurisdiction over both job training and plant closing legislation. Some of its preliminary findings were made available earlier to the congressional committees and to the Labor Dept. task force that examined plant closings.

It focuses on permanent job losses affecting some 1.3 million workers during the 1983-84 recovery. While it makes no policy recommendations, the facts it uncovered carry a strong impact.

One third of the job losses and 65 percent of the workers displaced from manufacturing jobs were in industries directly affected by foreign competition. No section of the country was immune.

Over half the establishments that shut down or were abandoned had been at their present location for 15 years or longer.

Most were closed as a result of a calculated business decision rather than an employer's bankruptcy. Yet the median advance notice to workers hit by layoffs was only seven days. About a third of establishments provided no notice at all.

While 42 percent of blue-collar workers without a union did not receive any notice before their jobs were abolished, only 19 percent of union-represented workers got no warning. Twenty-three percent of union workers but only 14 percent of nonunion blue-collar workers received more than 30 days advance notice.

On assistance in finding a new job or obtaining training, the GAO report notes that "major business and labor organizations agree that to be effective, reemployment assistance should be in place before dislocation occurs." But because of lack of notice, that's rarely the case.

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AFL-CIO news

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AUGUST 1, 1987

AFL-CIO LEGISLATIVE ALERT!
PAGE 8

Retiree protection bill gains Senate approval

Shields insurance plans in bankruptcies

The Senate approved a labor-supported change in federal bankruptcy law to give retirees important new protection against the loss of health or life insurance benefits. The bill, passed by voice vote with bipartisan and Administration endorsement, now goes to the House.

It would replace a temporary law passed last year when LTV's pensioners were threatened with the loss of health benefits after the company filed for bankruptcy protection against creditors. That stopgap measure will expire in September.

The Senate-passed bill, sponsored by Sen. Howard M. Metzenbaum (D-Ohio), would prevent employers from unilaterally reducing or eliminating health and life insurance benefits they had been providing for retired workers. A companion bill has been introduced in the House by Rep. Louis Stokes (D-Ohio).

While regular pensions are substantially protected under federal insurance guarantees, there is no comparable safeguard for other benefits that may be part of a retirement package.

The Senate-passed bill sets up safeguards similar to the protection Congress accorded to active workers three years ago when it barred employers filing for bankruptcy from unilaterally cutting wages or otherwise welshing on provisions of union contracts.

It would designate payments for retiree health and life insurance coverage as administrative expenses, giving them a high-priority claim on a firm's assets and clearing up any legal uncertainty about the right and duty of an employer to continue making such payments.

An employer contending that a cutback in retiree benefits is needed for a bankrupt company's survival would have to convince the union or other representative of the retirees, and provide financial information necessary for an informed decision.

Fair treatment

If good-faith bargaining failed, the employer could seek court approval for necessary modifications that would treat all parties "fairly and equitably."

If the company's position improved, retirees could seek restoration of any cutbacks that had been negotiated or imposed.

As Metzenbaum told the Senate during debate on the bill, "companies should not be free to enter bankruptcy, modify payments of retiree benefits, capitalize on the modifications to return to profitability, and then deprive retirees of any opportunity to share in the fruits of the company's recovery."

Continued on Page 5

Congress moves to clear backlog of labor measures

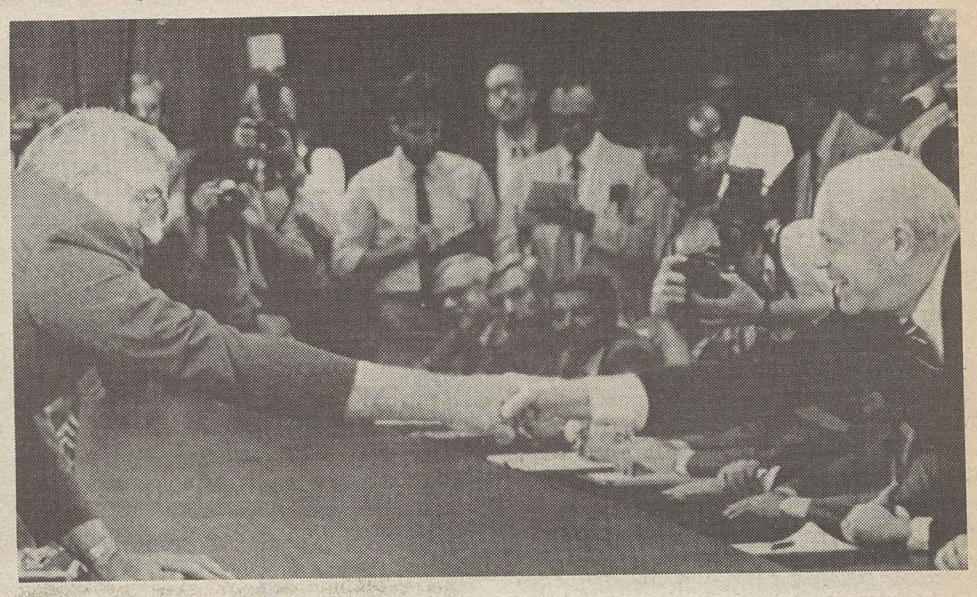
Congressional committees are working on a backlog of labor's legislative concerns, moving bills dealing with occupational health, federal pay raises, double-breasted contractors and international strikebreaking.

These are some of the developments as Congress moved into its final week before starting a summer recess that will run through Labor Day:

- The Senate Labor & Human Resources Committee voted 11-5 approval of a long-stalled bill to set up a federal program to locate and notify workers with a high risk of occupational disease as a result of past exposure to hazardous substances.

Workers would be advised on medical

Continued on Page 5



Auto talks open

Ceremonial handshake between UAW President Owen Bieber and General Motors Corp. Vice President Alfred S. Warren Jr., right, opens crucial contract talks. The union's goals with both GM and Ford Motor Co. stress job security and a clampdown on shifting production to overseas operations. The IUE also began negotiations with GM. (Story on Page 4.)

IBP agreement ratified to end 7-month dispute

Dakota City, Neb.—Beating back management demands to slash wages, 2,800 Food & Commercial Workers won a four-year agreement at IBP Inc. that will give them their first pay increase since 1981, ending a lockout and strike that began last December.

Members of Local 222 voted by a 7-1 margin to ratify the new contract that also includes a greatly enhanced safety program, major improvements in health insurance, and a first-ever retirement plan funded out of profits of the Dakota City facility.

Recall of the strikers will begin Aug. 3 and will take approximately two weeks. Local 222 Business Agent William J. Schmitz said 75 percent of the workers will be called back to their jobs by the end of the first week.

The UFCW members were locked out by the giant meatpacker after they rejected a four-year wage freeze and cuts in take-home pay that would have resulted from eliminating premium pay for overtime after eight hours' work daily.

The lockout became a strike last March when management unilaterally instituted wage cuts of 60 cents an hour for slaughterhouse workers and 45 cents an hour for processing workers. The company—formerly Iowa Beef Processors—then reopened the plant with strikebreakers.

Key provisions of the new contract include:

- A pay increase of 15 cents an hour effective in the 33rd month and continuation of time-and-one-half pay after eight

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Seamen win fight for veterans' benefits

More than four decades after the end of World War II, a federal judge has ruled that merchant seamen were unjustly denied veterans' benefits for their wartime service.

The decision by Judge Louis F. Oberdorfer of the U.S. District Court for the District of Columbia validating the seamen's place in history is a major victory for the AFL-CIO which waged a 10-year legal battle over the issue.

The federation challenged a Defense Dept. finding that, although the seafarers manned convoys transporting troops and supplies to far-flung battlefields and participated in invasions in both the European and Pacific theaters, this service didn't constitute active duty.

Some 250,000 merchant seamen sailed for the government during the war years. A total of 5,662 were killed or missing during the war and another 609 were in prisoner of war or civilian internment camps. There are no accurate figures available on the number who were wounded in the line of duty.

Maintaining lifelines

Even prior to America's entry into the war, merchant seamen trained in gunnery and generally employed aboard U.S.-flag vessels kept open the lifelines to Britain and sustained enormous casualties on the now-famous "Murmansk run" which supplied the Soviet Union during the Nazi invasion.

In a 34-page opinion, Oberdorfer ruled that the government erred in denying benefits to the 90,000 surviving merchant seamen from World War II. The Pentagon had contended that, unlike regular soldiers and sailors, the seamen weren't subject to military training and discipline and therefore weren't entitled to veterans' status.

The judge criticized the denial of benefits, noting that protection has been extended to such disparate groups as the Women's Airforces Service Pilots, who ferried military aircraft to active theaters of war; Navy civilian employees who participated in the defense of Wake Island, and even dieticians who served in World War I.

If these groups who performed nonregu-

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8/1/87

Appeal issued by unions for blood donors

Labor's community services coordinators are calling on union members across the country to pitch in and help the Red Cross overcome an impending shortage of blood supplies in August.

This is the second major push for blood donations in 1987, which the AFL-CIO kicked off at the start of the year with an all-out January campaign. The most critical blood shortages come in January and August because of seasonal lags in donations.

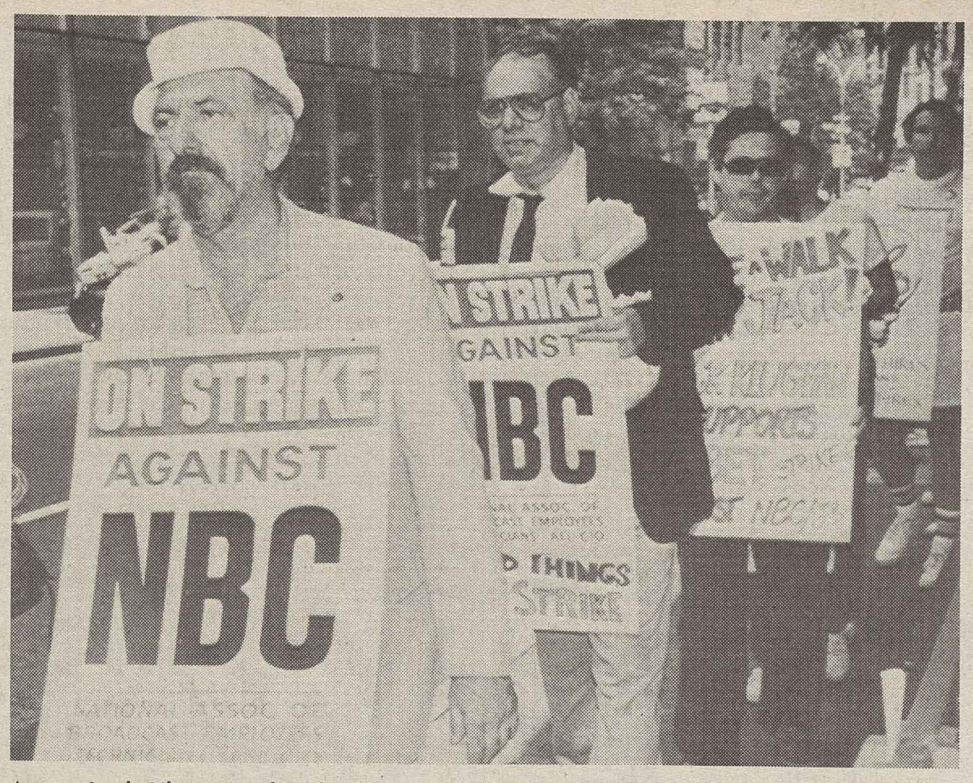
Federation Vice President John Sweeney, chairman of the nationwide campaign, sent letters to national and international unions urging them to encourage their members to donate blood. Union members usually account for about one-third of total Red Cross blood donations. AFL-CIO unions have been involved in blood bank drives since 1958.

The Red Cross said it hopes to increase the number of regular donors through this semi-annual effort. Red Cross statistics show that 80 percent of all first-time donors come back to donate. The trouble is trying to get initial donors.

Forty-four regional blood centers are currently taking part in this effort, the ARC said. The Red Cross is expecting to have at least three new drives in major participating cities in August.

Stan Gordon, assistant director of Red Cross labor participation, said the January drive served as a learning tool for volunteer leaders in each city. More time has been put into setting up August drives and circulating new materials to possible donors. Pamphlets specifically targeted at AFL-CIO members have been vital in recruitment, Gordon reported. The pamphlets also reassure donors of the safety in donating blood.

One of the many activities includes plans for blood donations at the AFL-CIO headquarters on Aug. 18 with the participation of staff from national unions based in the Washington area.



Actor Jack Klugman leads NABET pickets at NBC's New York headquarters.

Mediation recessed as NBC won't budge on job security

New York—A federal mediator recessed talks between the Broadcast Employees & Technicians and the National Broadcasting Co., after four lengthy negotiating sessions failed to break the impasse.

The action came in the wake of NBC's insistence on its "final offer" calling for hiring non-union temporary workers on a day-to-day basis—a move that NABET characterized as an attempt to jeopardize the job security of full-time employees.

The 2,800 radio and television producers, writers, editors, technicians, graphic artists and desk assistants walked off the job June 29 at NBC facilities here and in Washington, Chicago, Cleveland, Los Angeles and San Francisco after the network unilaterally imposed its two-year union-busting package. They had been without a contract since Apr. 1.

Although the union submitted a detailed counterproposal that removed 350 items from the table in response to urgings from Mediator Timothy Germany to limit the issues, NBC—owned by General Electric Co.—refused to budge.

Meanwhile, Hollywood's animation voice performers, who work primarily in children's cartoons, returned to work as the Screen Actors Guild executive board suspended a six-week strike following tentative agreement on a three-year contract with four production companies.

The settlement with Disney, Marvel, Filmation and DIC Enterprises follows a pattern set earlier in an agreement hammered out with Hanna-Barbera Productions.

It provides for cutting recording sessions from eight to four hours, a 5-percent wage increase retroactive to July 1, 1986, and an additional 5-percent pay hike next Jan. 1.

Indicators rise as Wall Street goes on binge

The raging bull market on Wall Street and a sharp upward movement in the price of sensitive materials powered the nation's leading economic indicators to an eight-tenths of 1 percent increase in June.

The improvement in these two categories overshadowed such negative factors as an increase in the number of new claims for state unemployment insurance benefits and a decline in orders for new plant and equipment. The average workweek of production workers remained unchanged.

At the same time, the Commerce Dept. announced a downward revision in previous estimate of what happened to the indicators—which are supposed to provide a clue to future economic activity—during May. The government originally estimated a seven-tenths of 1 percent in May; now it says they went up only five-tenths of 1 percent.

The higher prices for such sensitive materials as lumber, scrap iron and cotton accounted for just over half the rise in the index. Most of the rest came from a jump in stock prices. There were also modest improvements in new orders for consumer goods and in the number of building permits issued.

GNP slows

In other economic developments:

- The nation's gross national product slowed to an annual pace of 2.6 percent in the second quarter, down sharply from the 4.4-percent pace recorded for the first three months of the year. Earlier, the Commerce Dept. had estimated first-quarter growth at an annual rate of 4.8 percent.
- Machine tool sales in June totaled $205.8 million, a 2.3-percent improvement over the level reached in the same month last year. Most manufacturers remained cautious about investing in new factory equipment, with the sales improvement largely concentrated in the automobile industry, where Chrysler Corp. placed a giant order for metal-cutting machines used to make a new six-cylinder engine.
- Orders for major factory goods rose 1.4 percent in June, but military purchases accounted for the entire increase. Pentagon orders shot up a sharp 15.8 percent.
- Still hurting from the jump in mortgage rates this spring, sales of existing homes fell 6.1 percent in June. The National Association of Realtors said it was the biggest drop in five months and the fourth monthly decline this year.
- Cut-rate financing and price incentives caused a surge in auto sales in June, pushing consumer spending up seven-tenths of 1 percent. But much of the spending spree came at the expense of personal savings, which fell to 3.9 percent of income in June, compared to 4.6 percent in May.

CONVENTIONS

The following are additions to the 1987 list of conventions scheduled by AFL-CIO affiliates and state federations:

Kansas, Oct. 7-9, Topeka.

West Virginia, Oct. 21-23, Charleston.

The full convention list appeared in the July 25 issue of the News.

OSHA shuns call for emergency rule

Safety agency opts for guidelines on AIDS, hepatitis

By Arlee C. Green

The AFL-CIO expressed disappointment at the Occupational Safety & Health Administration's decision to forgo an emergency standard to protect health care workers from blood-borne diseases, such as hepatitis B and AIDS. Instead, OSHA said it will develop an education program for workers, start enforcing voluntary guidelines and begin studies leading to a final standard in about two years.

Safety director Margaret Seminario said the federation welcomes the development that the agency recognizes blood-borne diseases are a problem, but "we are disappointed that they chose not to grant the petitions for an emergency standard."

Four federation affiliates who represent more than 800,000 health care workers had petitioned the agency last fall for an emergency rule. Those unions are Service Employees, Hospital & Health Care Employees, AFSCME and District 1199, a division of the Retail, Wholesale & Dept. Store Union. In February, the Federation of Nurses & Health Professionals, affiliated with the Teachers, joined those petitions.

OSHA Administrator John A. Pendergrass unveiled the agency's course of action in testimony before a House Government Operations subcommittee on July 23. He outlined a three-part program, developed in conjunction with the Health & Human Services Dept., that includes:

- An extensive education, training and information campaign to ensure employer and worker knowledge of and compliance with the current voluntary guidelines on hepatitis B and AIDS that were developed by the Centers for Disease Control.
- Enforcement, if necessary, of practices advised by the guidelines for hepatitis B and AIDS. The agency will issue citations under the general duty clause and the personal protective equipment standard.
- Initiating the standard-setting process with the goal of having a final standard within 18 to 24 months.

If OSHA's three-part plan is fully implemented, Seminario said, it "will be a positive first step" toward protecting the nation's 5 million health care workers.

Hepatitis B, a sometimes fatal liver disease, is contracted by several hundred health care workers annually. AIDS, acquired immune deficiency syndrome, is a virus of unknown origin that damages the body's immune defenses.

Seminario noted that OSHA and the CDC are now revising the guidelines on blood-borne diseases. Union safety specialists have expressed to the CDC labor's concerns regarding the existing guidelines.

Labor steps up drive for higher minimum pay

A panel of union presidents wound up labor's case for a higher minimum wage at Senate hearings at which employer groups fighting an increase shed copious tears for the fate of the workers they claimed will lose their jobs if Congress raises the wage floor.

Presidents Jay Mazur of the Ladies' Garment Workers, Jack Sheinkman of the Clothing & Textile Workers and John J. Sweeney of the Service Employees termed a minimum wage rise long overdue.

They stressed the loss of buying power since the pay floor moved to its current $3.35 an-hour level in 1981, the rise in the number of "working poor" and the burden on taxpayers when employers don't pay a living wage.

Opposition came from employer witnesses such as a spokesman for the domestic jewelry industry who said the wage floor shouldn't be raised because U.S. firms must "compete effectively with imported goods" produced at wages far below the U.S. minimum.

The president of the New Jersey Farm Bureau, Walter Ellis Jr., managed to argue both ways.

He claimed the minimum wage is "rapidly becoming irrelevant" because "teenagers are demanding and getting $10 to $15 an hour for mowing lawns" but that agricultural employers would have to "reduce the number of workers they now employ" if the minimum wage were increased.

Step increases

The union panelists strongly supported the bill introduced by Committee Chairman Edward M. Kennedy (D-Mass.) and others to raise the wage floor by 50 cents next January, to $3.85, with additional annual step-ups to $4.25 and $4.65. Thereafter, it would be indexed each year to 50 percent of average factory wages.

Even larger increases would be fully justified, they insisted.

Sweeney, testifying for the Service Employees, noted that the gap since 1981 is the longest period in the history of the wage-hour law in which minimum wage workers went "without even a penny raise to reflect the rising costs of living."

He cited the SEIU's recent survey of registered voters showing that 84 percent thought the wage floor too low and only 20 percent opposed the increases in the Kennedy bill.

Sweeney said taxpayers shouldn't have to subsidize low-wage employers who don't pay workers enough to live on.

Mazur noted, as did AFL-CIO President Lane Kirkland in earlier testimony, that this is the 50th anniversary of President Franklin D. Roosevelt's call on Congress to set a floor under wages.

But a big problem with the Fair Labor Standards Act, the ILGWU president noted, is that adjustments have to come in big steps to restore the lost buying power of the minimum wage. At best, such adjustments are compromises and the new wage structure quickly becomes outdated.

Mazur also urged that Congress continue to make a new minimum wage applicable in Puerto Rico as well as the 50 states.

Falling pay scales

Sheinkman expressed ACTWU's concern that the disappearance of better-paying jobs is driving down wage levels generally and adding to poverty among full-time workers.

Falling wages, he stressed, undermine prosperity, slow social progress and threaten the living standards of all Americans. They fall disproportionately on women and minorities, he testified.

Sheinkman charged the Reagan Administration with being "altogether indifferent to social justice."

NLRB hit for foot-dragging on unresolved cases

By Gene Zack

The National Labor Relations Board came under sharp criticism from Rep. Tom Lantos (D-Calif.), chairman of a House Government Operations subcommittee, for "outrageous" delays in settling pending unfair labor practice cases.

Unless the board cleans up its act, Lantos warned, Congress may be forced to enact legislation setting specific time limits for processing complaints.

Although the board has cut its case backlog almost 50 percent in the past three years—from 1,400 in 1984 to 825 today—the reduction "is of little consolation to the hundreds of parties who have been waiting for several years" for a decision, he emphasized.

More than 300 of the undecided unfair labor practice cases have been pending for more than two years and 71 of them have languished before the NLRB for more than five years, Lantos pointed out.

"Delay is not neutral in its impact" and "inordinate delay . . . takes away statutory rights given to workers under the National Labor Relations Act," the subcommittee chairman emphasized. "It is simply intolerable that people have to wait so many years for a decision."

Food & Commercial Workers General Counsel George Murphy joined Lantos in criticizing the NLRB, citing several examples of the board's footdragging, including:

- The case of 44 employees fired by Lundy Packing Co. of Clinton, N.C., during a 1974 organizing campaign. The NLRB ruled in the workers' favor in 1976, a court of appeals enforced the board's decision in 1978, but the employer appealed the $1-million backpay order in 1981. The case is still tied up in bureaucratic red tape and the 44 workers have yet to receive a penny.
- Unfair labor practices committed by Schwab Foods Inc. at its IGA Foodliner store in Mooresville, Ind., dating back to 1977. An administrative law judge ruled in the union's favor in 1978 but the employer appealed to the full labor board in 1979.

Eight-year delay

Lantos noted that, although board member Marshall Babson assured the subcommittee a year ago that the NLRB was "on the verge of issuing a ruling," action was still pending. The ruling in the Schwab case was issued within days after the current round of subcommittee hearings.

- An organizing campaign at Manor Healthcare's nursing home in Rossville, Md., that Murphy said had been "effectively stymied by inexcusable delays" since 1983. Although the NLRB regional director ruled that the proposed unit was appropriate, management requested a review the day before the election.

Instead of following the customary procedure of allowing the election to take place and impounding the ballots pending its decision, the NLRB ordered a stay in the election and has not acted on the case in four years. By "sitting on the case for so long," Murphy told the subcommittee, "the board has guaranteed an election victory for the employer" because only a handful of the employees who originally sought union representation still work at the nursing home.

- Last December's lockout of 2,800 UFCW members at IBP Inc. of Dakota City, Neb. The board's delay in ruling on the union's unfair labor practice charges left the workers to survive on food stamps, welfare, private charities and food banks, and only the union's intervention prevented "massive foreclosures." This week, the union and IBP reached agreement on a new four-year contract.

Boilermakers' attorney Michael Stapp told the subcommittee of the refusal by NLRB General Counsel Rosemary Collyer to issue an unfair labor practice complaint against Ideal Basic Industries in Taharas, N.M., even though she conceded that the regional director and her office had erred in dismissing the union's 1985 charges.

The Boilermakers had won favorable determinations by other NLRB regional directors and the general counsel's office on similar charges filed against Ideal at other locations. But Collyer declined to act in the New Mexico case, insisting that a six-month limitation imposed by law made the union's appeal "untimely" by the time it reached her desk in March 1987.

Dotson's response

Defending the NLRB against the charges of delay, Chairman Donald Dotson blamed the problem on the turnover of board members in the early years of the Reagan Administration and the lack of an experienced and stable board staff.

Mary Cracraft, the board's newest member, expressed opposition to the suggestion for mandatory timetables and said it would be "ill-advised" to "skip the step" of having an administrative agency make determinations and send cases to the courts without an NLRB decision if the board didn't act quickly enough.

Labor board finds employer guilty after 8-year stall

After an eight-year delay, the National Labor Relations Board affirmed a 1979 administrative law judge's ruling that Schwab Foods Inc. violated the law by engaging in bad-faith bargaining with the Food & Commercial Workers at its Mooresville, Ind., supermarket.

The board also found Schwab guilty of preventing lawful union picketing and giving "unlawful assistance" to a joint management-worker committee designed to undercut the union's status as bargaining representative.

The decision came shortly after a House Government Operations subcommittee criticized the board for dragging its feet on the Schwab case and 70 others that have been pending five years or longer.

The board voted unanimously to cite the operator of the IGA Foodliner stores for giving unlawful aid to the "Store Representative-Management Conference Committee." But Chairman Donald Dotson disagreed with the majority opinion signed by members Marshall Babson and Wilford Johansen on the other issues.

1976 certification

The case reaches back to the mid-1970s, when the Retail Clerks—one of the UFCW's predecessor unions—organized the Mooresville workers. In 1976 Schwab was ordered by the NLRB to recognize and bargain with Local 725.

Talks didn't begin until August 1977 and the workers struck the store in November, remaining off the job until June 1978.

The board held that Schwab "demonstrated an intent to avoid any agreement with the union," dragging out the talks for a 10-month period.

Union members picketed the Mooresville supermarket and a nonunion Schwab outlet in nearby Martinsville. Management enlisted police support to halt the demonstrations, claiming the pickets were trespassing on private property.

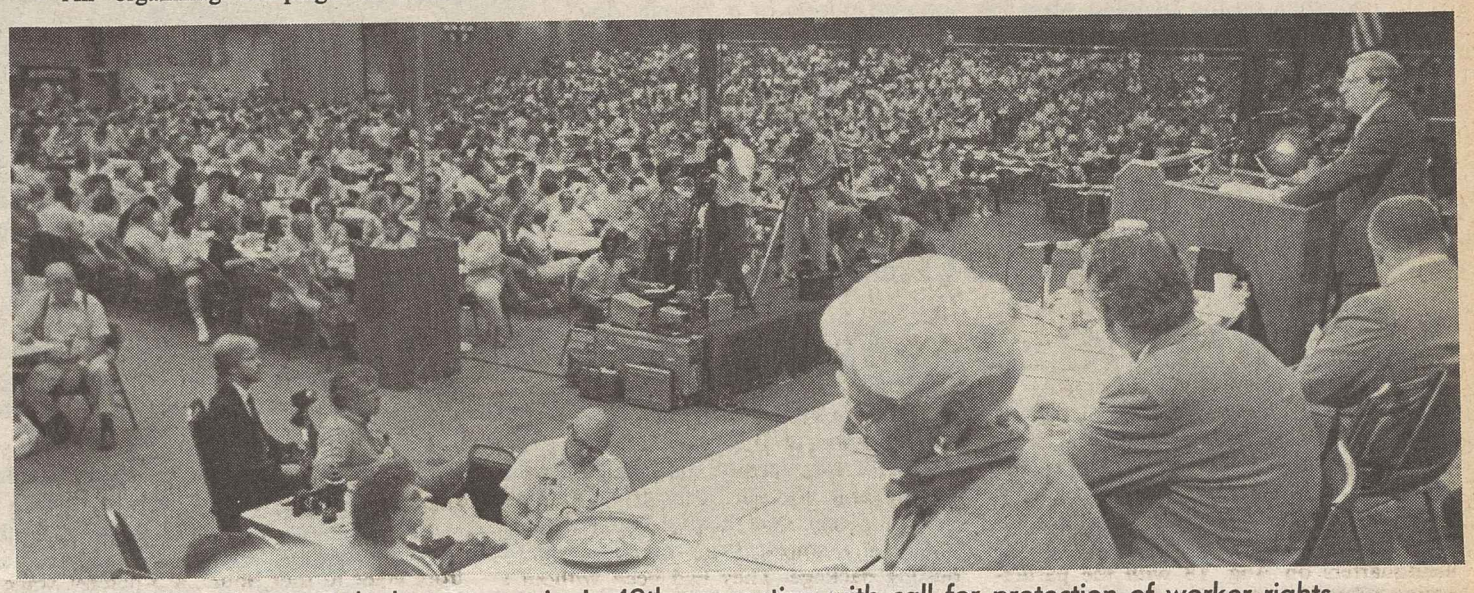
Picketing lawful

The board ruled that the picketing and handbilling was "lawful and peaceful," and didn't violate the firm's property rights.

The NLRB held that Schwab broke the law by aiding a committee composed of two representatives from each of the four IGA stores in the area. The group met monthly with management to discuss grievances, wages, work shifts and benefits.

This constituted an unfair labor practice, the NLRB said, and "delivered a clear message to employees that they would be penalized for selecting a union as bargaining representative."

These "away-from-the-table communications with employees emphasized that any improvements in terms and conditions of employment would be obtained exclusively" through the joint committee, the board held.



CWA President Morton Bahr keynotes union's 49th convention with call for protection of worker rights.

CWA moves to protect worker rights

Convention hears addresses from presidential candidates

Miami Beach, Fla.—Urging convention delegates to get off the defensive and go on the offense, Communications Workers President Morton Bahr called on CWA members to mount a concerted battle in the workplace to safeguard worker rights.

Bahr said that workers are experiencing a growing sense of "uncertainty and frustration" because of the massive rightward shift in government under the Reagan Administration and the "mess" that has resulted from deregulation of the telecommunications industry.

"We've stopped reacting. Now we're taking action," Bahr told the 3,600 delegates, alternates and guests. "For far too long, workers and their unions have been on the defensive. Today we draw the line and say enough is enough."

Giant rally

The delegates later joined 15,000 trade unionists in the Miami area in a massive mobilization and rally as part of organized labor's new "Jobs with Justice" campaign.

And to further focus the public spotlight on the drive for workers' rights, Reps. James Jontz (D-Ind.) and Charles A. Hayes (D-Ill.) held a special hearing of the Employment Opportunities Subcommittee of the House Education & Labor Committee to hear union members call for action to stop the unprecedented assault on workers' rights that has flourished over the last seven years.

CWA delegates heard three presidential contenders—Sen. Albert Gore (D-Tenn.) and Rep. Richard A. Gephardt (D-Mo.) who appeared at the convention, and Sen. Joseph Biden (D-Del.) who spoke over a satellite transmission from his Washington, office. Three other candidates—Massachusetts Gov. Michael Dukakis (D), Rev. Jesse Jackson and Sen. Paul Simon (D-Ill.) were also scheduled to appear.

Gore called for presidential leadership to halt "unfair trade overseas" in order to improve America's ability to "compete with the rest of the world." He said President Reagan "seems to think that the best trade policy is no trade policy," emphasizing that the result is that the nation is reeling under a $170-billion trade deficit.

The time has come, Gore said, "for action and performance, not just promises and rhetoric."

Gephardt, author of an amendment to the House-passed trade bill cracking down on unfair competition from abroad, told delegates that America faces a "critical challenge" to remain competitive in world markets and urged a crash program "to make our people the best educated people in the world by the year 2000."

Ripping into Reagan Administration priorities, Gephardt declared: "Here is a President who wants to spend $1 trillion on Star Wars—a program that no reputable scientist believes will work. I want to spend that $1 trillion on the people of this country—on better education and training of workers, day care, health care, parental leave—things that will make our people and our nation strong."

Right-wing 'holy war'

Biden also had harsh words for the Administration's view that organized labor "should not play any part in the future of economic progress" in this country. "The right wing, quite frankly, has declared holy war on organized labor," he charged.

He accused the White House of doing everything possible to stack the courts and the National Labor Relations Board with individuals whose aim is to "diminish the rights of organized labor," warning that if another Republican Administration comes to power, it will try "finish the agenda" Reagan has begun.

Three new vice presidents were installed during the convention:

- Robert S. McMichen, who heads the Printing, Publishing & Media Workers Sector. McMichen is the former president of the Typographical Union which completed its merger with CWA earlier this year.
- James E. Irvine for Communications & Technologies, a consolidated position for all AT&T units. Irvine, who served as the union's AT&T Communications vice president, was elected in earlier balloting.
- Gene C. Russo, formerly an administrative assistant to Vice President R. Ben Porch, who retired earlier this year. Russo will head up the union's Atlanta-based District 3 which covers nine southeastern states.

Canadian Labor Council President Shirley G.E. Carr welcomed CWA back as an international union with members in Canada for the first time in more than a decade, as a result of the ITU merger and several other smaller mergers during the past year.

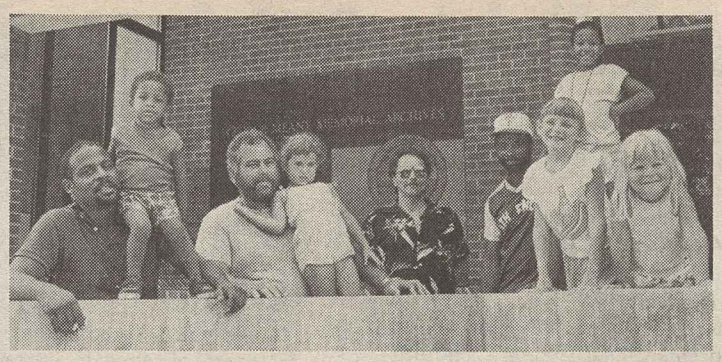
Other convention speakers included Rep. Al Swift (D-Wash.), sponsor of a House bill to grant first recall rights to workers laid off as a result of telecommunications divestiture; President Daniel J. Miller of the Florida AFL-CIO and Miami Beach Mayor Alex Daoud.

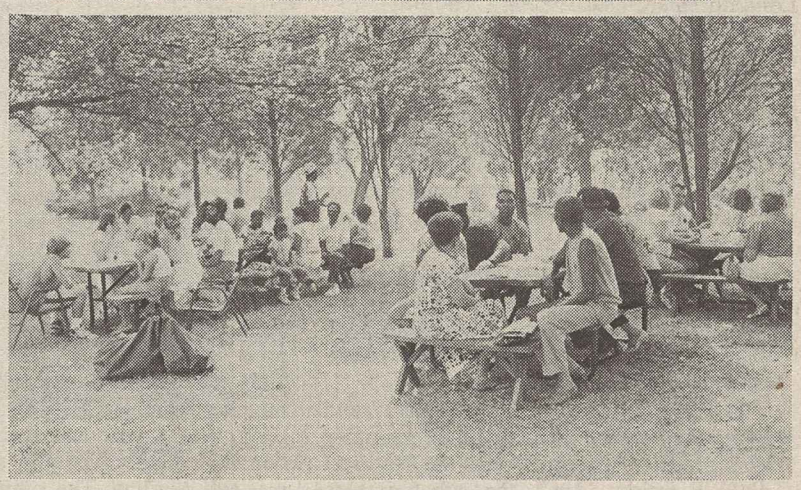
Delegates bar scab television crew

Miami Beach, Fla.—In a show of solidarity with 2,800 members of the Broadcast Employees & Technicians, on strike against the National Broadcasting Co., the Communications Workers barred NBC's scab television crew from its convention.

Explaining the action, CWA President Morton Bahr stressed that "the most basic principle behind the labor movement is 'an injury to one is an injury to all,' and that's what this is all about."

NBC took the union to court in an effort to gain access to the union's proceedings. The case was pending before U.S. District Court Judge William Hoeveler at the mid-point of the convention.





Family day at the archives

The George Meany Memorial Archives, a future treasure trove for labor historians, won't be dedicated until Aug. 17, when the AFL-CIO Executive Council will be on hand. But the construction workers who have largely completed their work and are putting the finishing touches on the building were the honored guests at a "family day" picnic on the campus of the Labor Studies Center, where the archives building is located. It was a chance for kids from union families to see what their parents' work has produced—and to have a good time. Construction on the three-story building began in mid-1986.

Contract negotiations open for 500,000 at GM and Ford

Detroit—The Auto Workers opened contract talks for 500,000 workers at General Motors Corp. and Ford Motor Co., against a backdrop of rapidly expanding investment by the giant automakers in plants and facilities outside the United States.

The UAW went to the bargaining table seeking a fair shake for its members and the communities in which they work and live. The union put job security at the top of its agenda, criticizing both companies for creating "insecurity" by running away to foreign operations.

The Electronic Workers, which represents 24,000 GM employees, also opened negotiations with the auto giant, and President William H. Bywater made clear that the IUE also was seeking to protect its members' jobs against the threat of foreign competition.

President Owen Bieber stressed that UAW members are "contributing significantly to the domestic auto industry's gains in quality and productivity and they are entitled to know they have a future in the industry."

He added that American communities that also "nourished the growth of GM and Ford have a right to know they will not be abandoned by moves on the part of these companies to exploit cheap labor overseas."

GM tradeoff

The union noted that at a time when GM is in the process of closing several American plants, it is importing the Korean-built Pontiac Le Mans along with the Japanese-built Chevrolet Sprint and Spectrum, and recently announced plans to expand its capacity to produce fully assembled cars in Mexico for the American market.

Ford imports the fully assembled Mercury Tracer from Mexico, the Merkur and Scorpio from Germany and the Festiva from South Korea and is also involved in joint ventures with foreign-based producers that the union said could lead to the further export of U.S. jobs.

"All of this activity translates into one simple thing for our members—job insecurity," Bieber said, adding that the same insecurity threatens the economic base of many communities.

Although Bieber characterized this year's talks as "perhaps the most difficult and most important in the history of the UAW," he expressed confidence that the job security issue could be resolved "if the companies will commit some of their enormous resources to meeting their responsibilities to workers and communities."

One raise since '81

The UAW president also noted that, despite lavish bonuses for company executives at both Ford and GM and substantial returns for investors, workers have had only one general wage increase since 1981.

"It's appropriate and necessary for the fruits of continued and dramatic productivity gains to be shared with workers in the form of increased real wages," he emphasized.

Bieber is leading negotiations with both companies. Vice President Donald F. Ephlin heads an 11-member bargaining committee representing 350,000 members of 150 GM locals. Vice President Stephen P. Yokich heads a 14-member team representing 109,000 workers in 54 local unions at Ford.

The IUE bargaining team—led by Robert Livingston, chairman of the union's GM conference board, and IUE Sec.-Treas. Ed Fire—indicated that in addition to job security, its contract priorities include higher wages, an equitable profit-sharing plan, and improved pension, health and layoff benefits.

Bywater cited GM's 1986 profits as evidence that the company is financially able to meet the union's collective bargaining targets. He pledged "no takeaways or give backs" in the 1987 agreement.

Profits and jobs

Detroit—Corporate America's preoccupation with profits and the growing practice of exporting U.S. jobs drew sharp condemnation in a nationwide survey conducted for the Auto Workers by a Washington-based polling firm.

Of the 1,000 adults polled by Lauer, Lalley & Associates, 72 percent said it was unfair to replace American workers with cheap foreign labor, 62 percent faulted management for failing to provide workers with job security, and 67 percent criticized the lack of investment in new production facilities in the United States.

Nearly half the respondents said they felt personally threatened by the export of American jobs, rating it the second biggest challenge facing the economy—just behind the federal budget deficit.

Automobile manufacturers came under particular fire, with 69 percent of those surveyed agreeing with the statement that the industry has "an obligation to keep jobs in the United States, even if it means lower profits." Asked to assess responsibility for the industry's problems, 47 percent blamed management and 28 percent blamed labor. In a similar survey three years ago, 36 percent put the onus on management and 32 percent faulted unions.

UAW President Owen Bieber said the union is "encouraged by the strong showing of public support for reinvesting in American facilities and keeping good manufacturing jobs here." The public's view of corporate responsibility, he added, coincides with the thrust of the UAW's collective bargaining program aimed at halting the "foreign sourcing binge" of General Motors Corp. and Ford Motor Co.

Drozak hits 'renting' of U.S. flag to Kuwait

Seafarers President Frank Drozak urged Congress to consider the use of idle American tankers to transport oil from Persian Gulf countries as an alternative to putting the American flag on foreign vessels.

Drozak said in a letter to members of the Senate that U.S. tankers—entitled to fly the American flag as a matter of right—should be made available for leasing to any Persian Gulf country on an equal basis. The United States should not tilt to either side in the Iran Iraq conflict, Drozak added.

He termed the reflagging of Kuwait ships a "thinly veiled scam" that in effect rents the protection of the U.S. Navy to one side in the conflict and "heightens the prospects for confusion, miscalculation and escalating hostilities."

Drozak suggested that using U.S.-flag tankers to transport oil from the Persian Gulf, "coupled with renewed American efforts in the United Nations to obtain a ceasefire, could be the most constructive thing the United States has done in the seven-year history of the war."

Machinists ratify agreement at McDonnell Douglas plants

Machinists at four California aerospace plants ratified new three-year contracts with McDonnell Douglas Corp. that provide general wage increases, lump-sum payments and cost-of-living protection.

Meanwhile, some 3,500 IAM members who struck General Dynamics Corp. on July 19 remained on strike after rejecting the company's second final contract offer by a nearly 2-1 margin.

The McDonnell Douglas contracts cover 5,800 workers at plants in Torrence, Huntington Beach, and Long Beach and 400 in Monrovia. In the first year of the contracts, workers will get 3 percent wage increases and a 3-percent lump-sum payment. In the second year, they will get a 2-percent boost and a 2-percent bonus. Workers will get a 4-percent lump-sum in the third year.

In addition, the contracts will retain the current cost-of-living adjustment formula. There will be skilled trades' pay adjustments ranging from 5 to 20 cents an hour. Retirement benefits were also improved and all employer-paid medical benefits were maintained.

In May, a contract with McDonnell Douglas covering 14,000 IAM members in St. Louis was ratified. It provided the same pay increases and retirement benefits.

However in San Diego, the IAM members struck General Dynamics' Convair and Space Systems divisions after voting down what the company termed its "last, best and final offer."

It contained annual lump-sum payments with no general pay increases, copayment for HMO medical coverage, and a split seniority list with limited bumping rights. A second offer from the company retained unlimited bumping rights for workers with more than 10 years' service.

Seniority issue

Tom Roberts, chief negotiator for Lodge 1125, said that seniority is the key strike issue. The union rejects the idea of two lists because employees in the two divisions work side-by-side. The union is seeking increases of 8, 5, and 4 percent over three years, and increased pension benefits and maintenance of current medical insurance coverage.

The company has begun hiring strike replacements and is continuing production using management personnel. Some 300 workers in the bargaining unit at Vandenberg Air Force Base in California and Coco Air Force Base in Florida are also participating in the strike, Roberts said.

ILA elects John Bowers to take over union's helm

Gleason lauded for long service to labor

Bal Harbour, Fla.—John M. Bowers was unanimously elected president of the Longshoremen, succeeding Thomas W. Gleason who retired after serving 24 years as head of the 116,000-member union.

The 500 delegates to the ILA's quadrennial convention elected the 86-year-old Gleason to a newly created post of president-emeritus.

Bowers, 64, served as the union's executive vice president since 1963. He joined the ILA after service in the Army during World War II, was elected vice president of Local 824 in 1956 and president in 1962.

A vice president of the New York State AFL-CIO and president of the ILA's Atlantic Coast district, Bowers is the fifth generation of his family to make a living on the docks.

During nearly four decades as an ILA member and officer, Bowers said in his acceptance speech, he has seen the union "grow and prosper and overcome some very difficult obstacles to reach a pinnacle to where it is renowned and respected around the world."

Gleason said he intends to remain active in the ILA, and plans to help the union in its organizing efforts in the South and Gulf Coast areas. He has been an AFL-CIO vice president and Executive Council member since 1969 and serves on the board of directors of the International Transport Workers Federation.

New post created

Delegates voted to create a position of general vice president and elected J. H. Raspberry, president of the ILA's South Atlantic & Gulf Coast District and an international vice president, to that post.

Donald J. Carson was elected to succeed Bowers as executive vice president. Anthony Pimpinella, a former Atlantic Coast District vice president, will succeed Carson as general organizer.

Delegates re-elected Sec.-Treas. Walter L. Sullivan, Assistant General Organizer Alexander Talmadge and 25 vice presidents. Clyde Fitzgerald of Houston was named to the spot left vacant by Raspberry's promotion.

In a convention address, AFL-CIO President Lane Kirkland praised Gleason for his "immense" contributions as an Executive Council member, particularly as chairman of the Committee on International Affairs.

Gleason carried out that mission, Kirkland said, "with extraordinary fidelity," insisting on "a single standard for judging political systems and national regimes."

It isn't Gleason's style to "scuttle his convictions or rise above principle or switch sides for the sake of commerce or convenience," Kirkland continued. "He tolerates no qualifications or limitations on freedom, democracy or human rights.

Arming terrorists hit

"He does not—and we do not—see any sense or sanity in secretly arming the terrorists we have publicly sworn never to do business with, and then running up the Stars and Stripes as a flag of convenience over foreign vessels endangered by the arms we have supplied.

"He would not—and we do not—concede that the cause of international law is served by trashing our own country's laws on the manning, construction and safety standards of American shipping."

Delegates voted to change the union's constitution to give each local equal voting power in district councils.

The convention overwhelmingly rejected a proposal to establish a separate Canadian district covering the major ports of St. John's Toronto, Three Rivers and Montreal.

The 36 Canadian locals will continue to be represented by the Atlantic Coast and Great Lakes districts.

Three members of Congress—Reps. Claude Pepper (D-Fla.), Jack R. Fields (R-Tex.) and Bill Alexander (D-Ark.)—spoke on trade legislation passed by both the House and Senate, while Reps. Helen D. Bentley (R-Md.) and Jack Kemp (R-N.Y.) emphasized the need to open foreign markets to U.S.-manufactured goods.

Other convention speakers included President Richard I. Kilroy of the Railway & Airline Clerks, President James Herman of the unaffiliated Longshoremen & Warehousemen, and Florida State AFL-CIO President Daniel J. Miller.

Retiring ILA President Thomas W. Gleason hands gavel to his successor, John Bowers, as AFL-CIO President Lane Kirkland looks on.

Janitors win fight for justice at Pittsburgh's Mellon Bank

Pittsburgh—Thanks to their union—a local of the Service Employees—75 janitors won their battle with the powerful Mellon Bank and a nonunion cleaning firm that had taken over the maintenance of the bank's complex of office buildings at its headquarters here.

The janitors, whose pay had been slashed by $3 an hour when Arcade Maintenance was given the cleaning contract in early 1986, will receive an average of $8,000 in back pay under a settlement negotiated by SEIU Local 29.

They will be reinstated to full-time status, after having been relegated to part-time work. And they will be protected again by union contract guarantees of seniority, pension rights and health insurance.

The international union and its building trades division had helped make the plight of the displaced janitors a national cause that put the Mellon Bank on the defensive in communities where it was trying to expand with an advertising theme of "a neighbor you can count on."

An SEIU advertisement, in the Wall Street Journal and newspapers in Pennsylvania communities, told the story of the treatment accorded the janitors and asked, "Would you want this bank to be your neighbor?"

The union also organized community rallies and mounted informational picket lines.

Three-pronged drive

It pressed its case for justice for the janitors before the National Labor Relations Board and Pittsburgh's Commission on Human Relations, and in a federal court suit contending that Mellon was bound by the terms of the union contract as a "joint employer" with its cleaning contractor.

A breakthrough came when the NLRB general counsel authorized the issuance of a complaint against Mellon. SEIU President John J. Sweeney said the "creative pressure" of the board's regional director helped bring the settlement agreement by the three parties—the union, Mellon Bank and Arcade.

Sweeney commended the Mellon Bank for deciding "once again to become a good citizen of Pittsburgh" and rectifying "a situation that was as immoral as it was illegal."

Lost income recovered

The settlement compensated the workers for their lost income after deduction of other earnings during the period. They were put on full-time status and the approximately $3-an-hour raise will bring their pay up to $7.75 an hour, plus other employment benefits. It includes an agreement by Mellon to require its contractor to maintain the current workforce at least through 1991.

The dispute initially involved employees at two Mellon buildings. In a separate agreement, Mellon promised to be neutral in a campaign in which the SEIU will seek representation rights in a third Mellon building.

Senate vote shields retiree benefits

Continued from Page 1

Metzenbaum stressed that "retirees differ radically from other creditors" of a bankrupt company.

They're not in a position to absorb financial losses, Metzenbaum reminded his colleagues. For that reason, he said, the legislation gives their claims on a firm's assets "a higher preference than claims of other unsecured creditors."

Labor Sec. William E. Brock expressed similar views in a letter to Metzenbaum supporting the bill.

"Retirees depend on their employer-provided benefits, particularly health insurance," Brock said, and any unreasonable holdup of promised benefits could result in "irreparable harm to those least able to afford alternative arrangements."

No one spoke in opposition and the Senate's voice vote appeared unanimous.

The bills' enactment, which is strongly supported by the AFL-CIO and all its affiliates, has been a special priority of the Steelworkers.

Earlier this year, bus caravans of retired USWA members who had risen before dawn or traveled overnight, had come to Capitol Hill to lobby members of Congress to support the legislation.

Merchant sailors upheld in suit for veterans' benefits

Continued from Page 1

lar service were entitled to veterans' status, Oberdorfer pointed out, there were no grounds to justify denying similar treatment for merchant seamen who sustained a casualty rate higher than either the Army or Navy, and second only to the Marines.

The court gave both parties until Aug. 5 to file memoranda on the appropriate remedies in light of his decision. The seafarers wouldn't be eligible for any benefits extended to veterans prior to 1977 when the court case was instituted, including college tuition funds or guaranteed home loans. And it seems doubtful that many would meet the low-income requirements for veterans' pensions.

But they could be found eligible for admission to Veterans Administration hospitals. Such action could have particular relevance for many seamen, because the Reagan Administration has closed down the Public Health Hospitals—established by Congress in 1789 for the express purpose of providing medical care for merchant sailors.

High medical costs

This has left a number of ex-seamen—most of them at or near retirement age—to pay for medical bills out of their own pockets.

The Pentagon said it was "studying" Oberdorfer's decision, adding that it was "too early" to discuss the possibility of an appeal.

The court suit originally was filed by the AFL-CIO Ad-hoc Maritime Committee, which included the Marine Engineers, National Maritime Union, Seafarers, Radio Officers and Masters, Mates & Pilots.

Congress clearing labor bill backlog

Continued from Page 1

monitoring that could lead to early detection of symptoms. A House committee approved a companion bill in May.

- A bipartisan bill to prevent struck airlines or ship owners from using foreign workers as strikebreakers cleared the House Education & Labor Committee. It would make permanent a temporary ban that expires in November.

The legislation is an outgrowth of a 1986 strike by an unaffiliated union of flight attendants on Trans World Airlines. TWA used European personnel on trans-Atlantic flights during the strike.

While AFL-CIO air and sea unions supported the legislation, an industry association opposed it with the argument that it could lead to other countries taking similar action to keep out U.S. strikebreakers. The committee was unimpressed by that concern.

- A double-breasting bill to curb construction contractors who set up nonunion subsidiaries to avoid the terms of their union contracts won voice vote approval from the Senate Labor Subcommittee. The next step is the full Labor & Human Resources Committee. The House passed a similar bill in June by a 227-197 vote.
- The House Civil Service Committee adopted a three-year package of pay raise guarantees for federal workers as part of a budget reconciliation process.

It would scrap the long-ignored formula for determining the raises government workers should receive each year in order to match "comparable" jobs in the private sector. President Reagan and most of his predecessors regularly ignored the requirement and used an escape clause in the law to impose wage freezes or substitute smaller pay raises.

No tampering

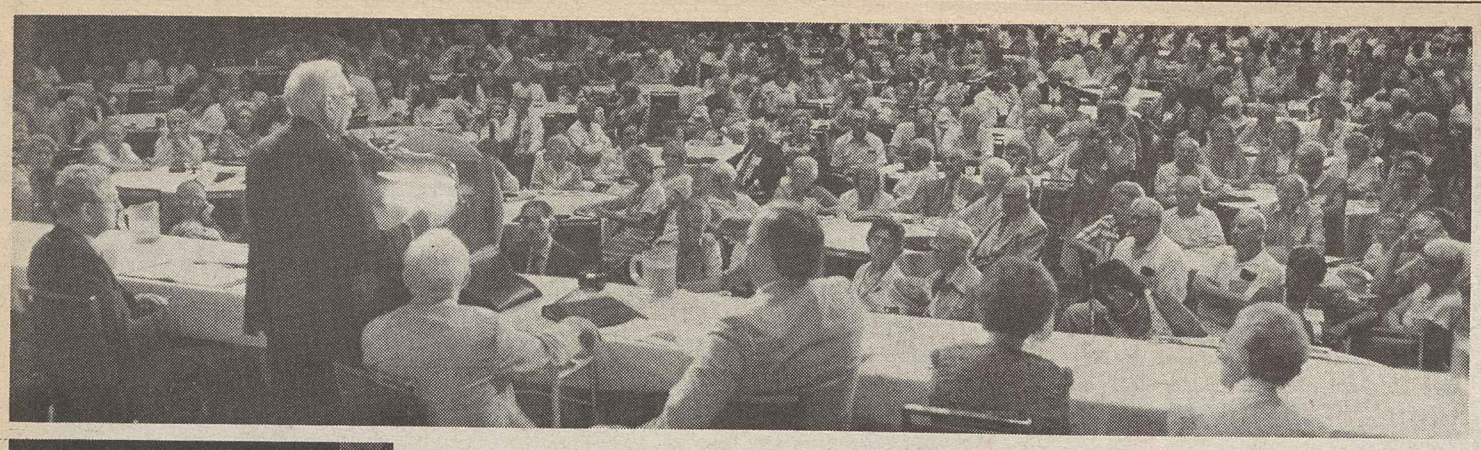
The committee proposal, which has a long way to go before it becomes law, would raise federal salaries 3 percent next January, 4.8 percent the following year and 5.2 percent in 1990. The President would be barred from tampering with the raises.

The Government Employees said the proposed pay raises would still leave the government workers trailing private-sector salaries. But the AFGE said the plan would be a significant advance over the pattern of recent years.

In another development, the House passed a labor-endorsed bill to postpone deportation of illegal aliens who have come to the United States from either Nicaragua or El Salvador. The Administration wants only Nicaraguans exempt from deportation.

AFL-CIO Legislative Director Robert M. McGlotten wrote House members that people from both countries have come to the United States to escape turmoil and economic disruption.

He said the AFL-CIO supports as a humanitarian measure the plan for a halt to deportations pending a study of conditions the refugees would face on returning home. In the interim, they could hold jobs in the United States but would not be eligible for most forms of federally funded public assistance.



Senior citizens rally

Legislative conference of National Council of Senior Citizens hears from a staunch ally, Rep. Claude D. Pepper (D-Fla.). Nearly 3,000 NCSC activists from across the country came to Washington for three days of meetings, workshops and lobbying on Capitol Hill. A major focus was health care issues. The program included videotape presentations by most of the 1988 presidential candidates on issues affecting the elderly. During the conference, Executive Director William R. Hutton, left, told the delegates he will retire on Nov. 1. Hutton, 70, has been with the NCSC since it was founded in 1961.

Family leave provided in garment pacts

New York—The Ladies' Garment Workers reached new three-year agreements with five undergarment manufacturers' groups providing more than 11 percent in pay increases and unpaid parental leave.

The settlements cover about 3,500 workers and will set the pattern for 20,000 workers. The contracts are between ILGWU Local 62-32 and the Allied Undergarment Association, Intimate Apparel Manufacturers Association, Corset & Brassiere Manufacturers Association, Greater Blouse & Skirt Contractors Association and the Accessories Manufacturers Association.

The agreements, ratified at a local membership meeting, include a parental leave clause, unprecedented in the garment industry, that provides up to six months' unpaid, job-protected leave for both mothers and fathers, and applies to births and adoptions.

ILGWU President Jay Mazur commented, "The American family is changing and it is vital that society respond to those changes by guaranteeing parents the right to care for their newborn infants. The ILGWU will fight for similar leave provisions in all upcoming contracts." The union's major apparel industry contracts expire next year.

"While we pursue policies to protect working families in collective bargaining, the ILGWU will also continue to work for passage of the Family & Medical Leave Act which would provide 18 weeks of job-protected parental leave for all Americans," Mazur said.

Lagging leave policies

The union pointed out that a survey conducted by the New York State Commission on Child Care last year showed that only 14.6 percent of the state's employers with fewer than 100 workers offered eight weeks or more of unpaid leave to mothers and only 8 percent offered it to fathers.

Wages under the three-year settlements will be frozen in the first year for those earning more than $6.50 an hour, while those earning under than amount will get increases ranging up to 35 cents an hour on Oct. 5, 1987. All workers covered by the agreements will get a 6-percent wage increase in July 1988 and a 5-percent increase a year later, the union said.

The undergarment contracts also provide for jury duty pay up to two weeks at the holiday rate minus the earnings from jury duty, the union said. The employers also agreed to contribute one-half of 1 percent of payroll toward a mail order drug plan.

ILGWU Vice President Tony Sciuto, manager of Local 62-32, said the new agreements "come at a time of unprecedented difficulty in this industry due to imports. We were able to achieve not only wage increases, but also innovative language to protect working families."

Walt Elliot elected president of Nevada state federation

Stateline, Nev.—Walt Elliot was elected president of the Nevada AFL-CIO by acclamation at the state federation's convention here. Elliot, secretary-treasurer of Hotel Employees & Restaurant Employees Local 165 in Las Vegas, succeeds Jeff McColl Jr., who did not seek re-election. McColl held the post since 1985.

Elliot, 49, who was elected to a two-year term, told the 115 delegates that he intends to press for a higher state minimum wage and less restrictive eligibility rules on workers' compensation and unemployment benefits.

He said the state federation will make an increased effort at organizing workers throughout Nevada and pledged labor cooperation in reaching "good contracts" with resort area employers.

State AFL-CIO Executive Sec.-Treas. Claude Evans was re-elected to another term and three new vice presidents were elected—President George Williams and Sec.-Treas. Jim Arnold Jr. of HERE Local 226 in Las Vegas and Vikki Crume of Fire Fighters Local 731 in Reno, who is the first woman to be elected to the state federation's executive board.

Incumbent vice presidents re-elected to office are: President O.C. Lee of Police Officers Local 23 in Las Vegas, Business Rep. Don Alford of Carpenters Local 971 in Reno and Business Rep. Frank Caine of Iron Workers Local 416 in Las Vegas.

The convention reaffirmed its support of legislation to establish a postcard voter registration law, ban the use of polygraphs in employment, and license of boiler operators and contractors who remove asbestos from public buildings.

All four measures failed to make it through the last session of the state's General Assembly.

Evans described the State Senate as a stumbling block to the postcard registration measure and to easing picketing restrictions. He credited labor's efforts for the passage of the "motor voter bill" that allows motorists to register to vote at the state Dept. of Motor Vehicles & Public Safety.

Boycotts urged

The delegates also called for boycotts of movie theaters in Reno, Las Vegas and Sparks, Nev., owned by United Artists Communications Inc. and Syufy Enterprises, and of the Landmark Hotel & Casino in Las Vegas which filed for bankruptcy "to evade its obligations under union contracts."

Guest speakers included Gov. Richard Bryan, Lt. Gov. Bob Miller, Atty. Gen. Brian McKay, Sen. Harry Reid, Rep. James Bilbray, President Robert Harbrant of the AFL-CIO Food & Allied Service Trades Dept., State Labor Commissioner Frank MacDonald, AFL-CIO Region VI Director David Sickler, Western Area COPE VIP Director David Gregory, COPE Region VI Director LaMar Gulbransen and COPE Region IV Director Chano Merino.

IBP dispute ends as meat packers approve contract

Continued from Page 1

hours' work in a day. If both sides agree, the contract can be extended an additional four years with wage increases each year—providing what Schmitz called "a potential for eight years of stability" for workers,

- A greatly expanded role for the union safety committee, increased participation by workers in safety programs, unquestioned union access to medical records, and a study to recommend design changes to improve the safety and health of workers in one of the most hazardous industries in the nation.
- An increase in major medical coverage from $30,000 to $150,000 under a copayment arrangement which will limit a worker's maximum out-of-pocket costs for major medical expenses to $1,100.
- New health benefits including dental coverage, prescription drugs, treatment for drug and alcohol abuse, and 100 percent coverage for hospice care.
- Joint union-management of the new retirement/profit-sharing program that will begin in the fourth year of the contract. Current employees will receive full credit for past service with vesting after five years on the job.

UFCW President William H. Wynn called the health insurance and retirement benefit gains "substantial" and said the safety improvements were "long overdue." The Occupational Safety & Health Administration last month levied a record $2.59-million fine against IBP for numerous violations of OSHA record-keeping requirements. The IBP had used two sets of records to disguise the extent of worker injuries.

Study shows need for advance notice of closings, layoffs

Continued from Page 1

The report suggests that lack of time for planning before a layoff may be one reason why only 7 percent of the dislocated workers received career counseling, job search assistance and training available under the federally funded JTPA program.

The GAO cited a Bureau of Labor Statistics survey covering 1981 through 1985, the first five years of the Reagan Administration. The BLS found that nearly 40 percent of the dislocated workers were unemployed for more than six months and one-third of those who lost their jobs during the five-year survey period were still without jobs when the survey was conducted in January 1986.

While dislocated workers generally have an above-average record of stable employment, more than half who found work either accepted part-time employment or took pay cuts in their new jobs.

The largest group of worker dislocations was in durable goods production. But in the nondurable sector, there were heavy losses in the food and textile industries. Service industries were not immune, even though that sector of the economy was expanding during the period covered. The hardest hit in the service sector, however, were firms with close ties to declining manufacturing industries.

C.W. Post faculty unit approves switch to CWA

Greenvale, N.Y.—The 700 faculty members at C.W. Post College-Long Island University, members of the Post Adjunct Faculty Association, voted by better than a 70 percent margin to make the Communications Workers their bargaining agent.

The PAFA executive board had voted unanimously in October 1986 to disaffiliate from the National Education Association and merge with CWA Local 1101. PAFA President John F. Kozlowski said that the PABA sought a stronger union.

Pamphlet debunks myths of 'right to work'

The AFL-CIO has published a reference guide on the issues of "right to work," explaining the adverse impact of open shop statutes on jobs, wages, and education.

The 16-page pamphlet, titled "The Real Story Behind Right to Work—A Quick Referrence Guide," points out the myths of "right to work." In states saddled with open shop laws, workers earn lower wages, an annual average of more than $2,000; there is no relationship between lower pay and new industries with jobs, and lower wages means less tax dollars to spend on education and other government services.

Single copies of Pamphlet No. 176 are available free to union members from the AFL-CIO Pamphlet Division. Bulk orders are 25 cents a copy or $20 per 100 copies.

Labor Studies Center schedule of courses

The George Meany Center for Labor Studies will offer seven workshops during August and September. The schedule:

Newswriting & Editing, Aug. 2-7—Workshop for union editors on the essentials of publishing improved publications.

Working with the News Media, Aug. 23-27—A course for union officers and staff working to upgrade labor's image and improve relations with local and national media. Participants will prepare 60-second videotapes, radio actualities and learn how to develop a media campaign.

TV: The Cool Medium, Sept. 8-11—Three days of one-on-one coaching of union officers on how to face television cameras and work with reporters.

Organizing in the Construction Industry I, Sept. 13-18—A session to develop skills in techniques of salting jobs, leafletting and picketing campaigns as well as dealing with unfair labor practice strikes and "bottom up" recruiting.

Arbitration Techniques, Sept. 13-18—A workshop presenting mock cases before professional arbitrators. Sessions will be videotaped.

Retirees' Health Care Benefits, Sept. 20-22—Workshop for lobbyists, full-time negotiators and research staff. It covers benefit plan design, legal and legislative developments, and health insurance for retirees.

Organizing Techniques I, Sept. 27-Oct. 2—A review of the elements of an organizing campaign, including targeting, house calls, picking winning issues and developing plant committees.

AFL-CIO affiliates using the campus for their own staff training programs are the Carpenters, Aug. 2-7; National COPE, Aug. 2-7 and Aug. 9-14; Transit Union, Aug. 9-14; American Institute for Free Labor Development, Aug. 9-Sept. 11; AFSCME, Aug. 16-21; Dept. of International Affairs, Aug. 16; Food & Commercial Workers Aug. 16-21; Flight Attendants, Aug. 17-21; Electrical Workers, Aug. 23-28; Free Trade Union Institute, Aug. 24; Maintenance of Way Employees, Aug. 30-Sept. 4, and Graphic Communications Union, Aug. 30-Sept. 3.

More information about labor studies programs is available from the Registrar, George Meany Center, 10000 New Hampshire Avenue, Silver Spring, Md. 20903 Telephone 301/431-6400.

EDITORIALS

Still Answering the Call

IN A WEEK when the temperature in the nation's capital hovered around the 100-degree mark, with humidity to match, several thousand very dedicated men and women whose average age was somewhere about 70 found something more interesting to talk about than the weather.

They had come to Washington for the three-day legislative conference of the National Council of Senior Citizens, to attend workshops on issues and to trek the corridors of House and Senate office buildings in order to lobby members of Congress.

Their special concern this year was health care—not exclusively for the elderly but as a birthright of all people.

They carried with them a mandate from senior citizen clubs across the country—in retirement communities and in public housing projects. And in union halls, too, for so many of these stalwarts are the people who built and nurtured this trade union movement of ours.

NEARLY ALL came to Washington at their own expense, after long hours in buses or trains, or almost equally long hours in crowded airports that make the bus terminals of yesteryear seem almost palatial.

They brought a political message, carrying the weight of a large and growing body of voters.

And they brought another message, for all of us.

Their presence told us more eloquently than words that for those blessed with a concern for fellow human beings, there is no retirement from the battle for social justice. Not, at any rate, while one is still able to respond to the bugle call.

At the final session of the conference, the concluding speaker was Minnesota's attorney general, Hubert Humphrey III. He quoted these deservedly remembered words of his famous father:

"The moral test of government is how it treats those who are in the dawn of life, the children; those who are in the twilight of life, the aged; and those who are in the shadows of life, the sick, needy and handicapped."

The Silly Season

IT'S JUST not true that you need an advanced college degree to talk nonsense. There are plenty of examples to disprove that fallacy. It's merely that nonsense associated with supposedly reputable academic credentials tends to get a more respectable hearing.

Take the economists proudly displayed at a conference called by the business-sponsored Minimum Wage Coalition to Save Jobs.

Dolefully and dutifully, most of them proclaimed the very tired argument that vast numbers of jobs will disappear if the minimum wage increase that labor supports becomes law.

That argument was made 50 years ago when Franklin D. Roosevelt first called for a floor under wages, and it's been repeated on every occasion that Congress considered legislation to bring the minimum up to date.

Despite the dire predictions, the sky hasn't fallen down yet.

One of the studies commissioned for the conference came up with an estimate that enactment of the minimum wage bill will reduce U.S. economic output by an incredible $90 billion.

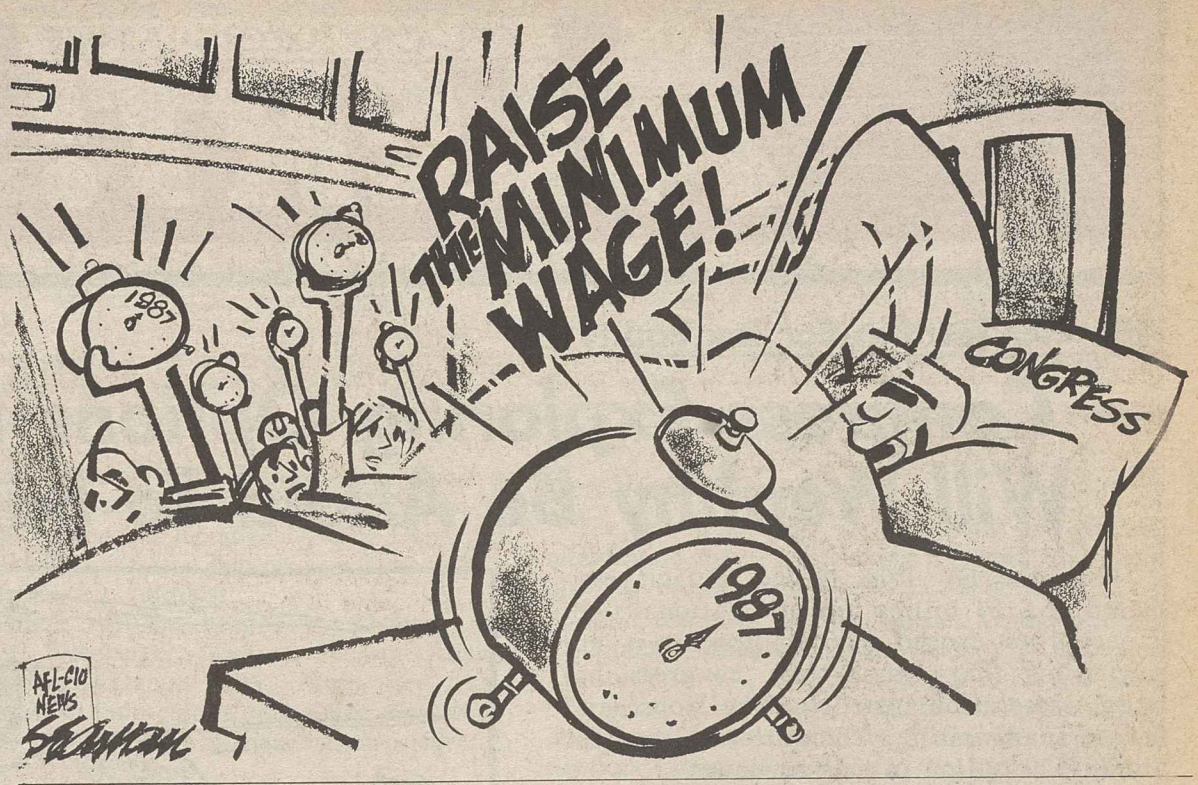
PROBABLY THE top award for novelty should go to a North Carolina State University professor, Walter Wessels, whose contribution to the conference was an assertion that low-wage workers will lose more than they gain if their pay is raised.

His theory is that employers will take away from these workers more in nonwage benefits than the workers will gain in higher pay.

"For example," Prof. Wessels explained, "a minimum wage hike of $400 per year could cause a firm to cut back on a fringe benefit worth $1,000 to the worker, making the worker on net worse off by $600."

By implication, the boss would be $600 better off. Following that intriguing line of reasoning, a smart employer should be clamoring for a rise in the minimum wage.

Hey, we might even join such a coalition. After all, this is the silly season.



Washington Window

Reagan puts profit motive on a pedestal with liberty

By Press Associates

When President Franklin D. Roosevelt espoused the four freedoms in January 1941, the war clouds were lowering over western civilization. FDR's words inspired and unified millions of people as World War II approached. He said all men and women are entitled to four freedoms: Freedom from want, freedom of worship, freedom of speech and freedom from fear.

When President Reagan used the Jefferson Memorial on July 3 to push what he called the "four essential economic freedoms," he sounded like a shill for corporate America. Indeed, the rally was organized by the U.S. Chamber of Commerce.

Reagan pushed what he called the freedom to work, the freedom to make a profit, the freedom to own property and the freedom to participate in a free market.

But he distorted history by asserting the founding fathers regarded his four economic freedoms "as sacred and sacrosanct as the political freedoms of speech, press, religion and assembly." In 1787, James Wilson of Pennsylvania told the Constitutional Convention that property was not government's primary goal, rather the most noble object was the cultivation and improvement of the human mind.

A dead horse

Dragging out his favorite hobby horse, Reagan said, "The centerpeice of this economic bill of rights . . . is a long-overdue constitutional amendment to require the federal government to do what every family in America must do, and that is live within its means and balance its budget."

"I will again ask Congress to submit a balbalanced budget amendment to the states. And if the Congress will not act, I'll have no choice but to take my case directly to the states."

Reagan attacked Jimmy Carter in the 1980 campaign for running a deficit of $60 billion. In seven years, Reagan has run up the highest deficits in history, including a record $220.7-billion deficit in fiscal 1986. He has sent seven budgets to Capitol Hill and never set a course toward a balanced budget.

Six Nobel prize-winners in economics have argued repeatedly against Reagan's forced budget balancing plan.

In 1985, Prof. James Tobin of Princeton University said, "Outlawing deficits would increase economic instability. Ill-timing expenditure cuts or tax increases would make recessions worse. The natural swings of federal expenditures and tax revenues dampen business fluctuations; it is perverse policy to eliminate them.

Calmer fiscal waters

"These automatic stabilizers, reinforced by discretionary counter-cyclical fiscal measures, are a major reason why cycles have been much less severe since World War II than before."

"Since November 1982," Tobin said, "tax cuts and increased outlays, mostly for defense, have fueled a brisk recovery; without those stimuli, our economy might be as anemic as those of Britain, Germany and other European countries whose governments practice, like Herbert Hoover, fiscal austerity in hard times."

Jeff Faux, president of the labor-backed Economic Policy Institute, agrees, saying public investment in human and physical capital to support private growth has been neglected. The result is a huge backlog of public needs that must be addressed if the United States is to remain competitive. Faux says these include retraining displaced workers, training the disadvantaged in basic skills, expanding vocational education and science, basic research, and investment in roads, water and sewer systems and other facilities.

Reagan has claimed Jefferson as an ally in the budget amendment fight. Jefferson had his eye on a basic problem when he said in 1816, "I hope we shall crush in its birth the aristocracy of our monied corporations which dare already to challenge our government to a trial of strength, and bid defiance to the laws of our country."

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AFL-CIO LEGISLATIVE
ALERT!

AFL-CIO Testifies For Tax Equity

Congress Exploring Options For New Revenue: Will Wealthy Be Asked To Pay Their Fair Share?

With the FY 1988 budget deficit estimated at $181 billion and the national debt expected to exceed $2.6 trillion, it is not surprising that this year's congressional budget resolution instructed the House and Senate tax-writing committees to raise almost $20 billion in new revenues.

Congress has begun to explore all possible tax options. Some of the proposals floating around Capitol Hill, however, would have the effect of, once again, sticking the middle and lower classes of working Americans with an unfair share of the tax burden. These include regressive consumption, sales, and excise taxes and renewed attempts to tax employer-provided benefits.

The AFL-CIO has responded with testimony before the House Ways and Means Committee, including recommendations for ways to raise new revenues that would not be harmful to workers. In the July 7 testimony, Rudy Oswald, Director of the AFL-CIO's Economic Research Department, urged that revenue be sought by closing additional tax loopholes for the wealthy and corporations, and by maintaining current business and top individual tax rates scheduled to decline next year.

Labor has consistently supported new revenue to offset the effects of the 1981 tax cuts, to reduce the deficit and to pay for any needed defense increases, Oswald told the committee. "But central to our support for additional revenue is our strong belief that any new taxes being considered should be based on the ability to pay. We urge that the revenue be sought from the individual and corporate income tax and the estate and gift tax."

Mr. Oswald went on to tell Congress that although the 1986 tax bill removed most of the working poor from the tax rolls and required American corporations to shoulder a fairer share of the tax burden, the legislation went too far in cutting tax rates for wealthy individuals and highly profitable corporations. "Beyond the matter of tax receipts is the broader issue of social responsibility demonstrated by the share of taxes required of individuals and corporations. Taxpayer morale and support by Americans of the fiscal underpinnings of the federal government can be ensured only by Congressional action that spreads the tax burden equitably."

The budget, adopted by Congress earlier this year, calls for $19.3 billion in new revenue for FY 1988 and $64.3 billion over three years. AFL-CIO suggestions for generating new funds would far exceed these figures. They include:

o Maintain the top individual tax rate at 38.5 percent, rather than the 28 percent under current law;

o Make the current individual tax rate of 33 percent explicit, rather than a"hidden" rate;

o Put the corporate tax rate at 38.5 percent, rather than the current 34 percent;

o Change the foreign tax credit to a deduction and eliminate the deferral privilege for U.S. corporate income earned abroad;

o Impose a surtax on upper income individuals and corporations;

o Close the capital gains at death loophole and eliminate reductions in the state and gift tax rates; and

o Close such loopholes as limited partnerships and preferential accounting rules.

What You Can Do: Write to members of the Ways and Means Committee. Urge that they design revenue raising measures which reflect the principle of taxation based fairness and on the ability to pay.

Finance Committee Acts On Textile Trade: Floor Action Coming In House

Despite repeated cries of "protectionism" from President Reagan and his followers in Congress, on July 30 the Senate Finance Committee voted to approve S. 549, this year's textile trade bill. The House counterpart, H.R. 1154, is also moving quickly, and may be considered by the full House later this week.

Both of these bills are simpler and more effective than the version which failed to survive an override vote last year. They provide the administration considerable flexibility, are consistent with GATT agreements, are not inflationary, and will not result in higher consumer costs.

But, more importantly, these bills will also help to sustain America's producers of textile, apparel, fiber and footwear and the jobs of the nearly two million Americans who work for them.

With textile imports growing at an average rate of 19.5 percent every year, and more than 400,000 jobs already lost, speedy congressional action is sorely needed.

What You Can Do: Write to both of your senators. Tell them that you would like them to support S. 549 when it reaches the Senate floor.

Key Labor Provisions Included

Trade Bill Goes To Conference: Administration Threatens Veto

Although the House and the Senate have both passed trade reform legislation, complexity, controversy and the threat of a presidential veto could make the road ahead almost as difficult as the one behind. The next step is a House-Senate conference, where vital labor-backed provisions could still be gutted.

As it prepares for the coming conference, the Congress faces two major problems.

First, the bills are enormous. Each is at least 1,000 pages long, with various sections falling under the jurisdiction of at least nine committees. This opens the door to countless opportunities for conflict and trade-offs.

Second, the president has threatened to veto trade legislation which contains any one of a dozen provisions already in one or both versions of the bill. The sections which the administration objects to most strongly tend to be the ones which are needed to make the bill effective. At the top of the list are key labor-backed provisions, one which would force retaliation against foreign unfair trading practices and another which requires 60 days advance notice before major plant-closings and layoffs.

Conferees will be under intense pressure to weaken or remove these controversial provisions in order to avoid a showdown with the President.

All committees with jurisdiction will participate in the conference. Although, as of publication, no conferees have yet been named, both the House and the Senate are expected to make their appointments before the August 8 recess begins.

What You Can Do: Ask your lawmakers to push for a quick resolution between the two bills. Tell them that to be effective, the final version should include tough procedures to eliminate unfair trading practices and reduce our massive trade deficits. Also urge them to support a strong advance notice provision for plant closings.

Cleanup time

Jet stream bath is part of the restoration and repair process of the Samuel Gompers statue in downtown Washington. The bronze statue of the first AFL president was dedicated in 1933. The restored monument will be rededicated Sept. 3 by AFL-CIO President Lane Kirkland.

Foreign arms dealers tap U.S. trough

Overseas bidders wooed despite runaway trade deficit

By Gene Zack

Foreign arms merchants, who cashed in on $9 billion worth of military contracts last year, are being offered a chance to get an even bigger slice of the estimated $160 billion the Defense Dept. is due to spend on weaponry in the coming year.

More than 150 overseas defense contractors will display their wares to prospective government buyers at a glittering trade show to be held in October at a Northern Virginia hotel just two minutes from the Pentagon.

At a time when the nation's foreign trade business is running deep in the red, they'll be getting advice on how to exploit the lucrative Defense Dept. procurement market from an expected phalanx of Reagan Administration officials.

The parade will be headed by Defense Sec. Casper W. Weinberger, National Security Adviser Frank Carlucci, Deputy U.S. Trade Rep. Alan Woods, NATO Supreme Commander Gen. John Galvin, 20 key Pentagon officials and two representatives of the State Dept.

These government officials are scheduled to address luncheon and dinner sessions and some will participate in a variety of panels.

Foreign firms will get advice on how to compete in the U.S. defense marketplace, the special assistance that's available to them, how the procurement process works, and how overseas firms can get advance information on what items the Defense Dept. will be purchasing.

According to sources close to the American defense industry, one of the more disturbing aspects of the trade show will be a seminar dealing with defense weapons systems so critical to American national security that only domestic firms are currently allowed to bid on them.

Pending policy change

The show's sponsors strongly imply that the Administration may be rethinking its policy and could open up this sensitive market to foreign bidders.

Four members of the Senate Armed Services Committee—Chairman Sam Nunn (D-Ga.), Carl Levin (D-Mich.), Dan Quayle (R-Ind.) and John Warner (R-Va.)—Senate Finance Committee Chairman Lloyd Bentsen (D-Tex.), and House Armed Services Committee Chairman Les Aspin (D-Wis.) are also listed among the invited speakers.

One of the active participants in the event will be Paal Prestegaard, president of Kongsberg Vaapenfa-

Continued on Page 6

FCC scuttles fairness rule for airwaves

The Federal Communications Commission defied Congress and scuttled its longstanding fairness doctrine. It will no longer require federally licensed broadcasters to provide "a reasonable opportunity" for airing of conflicting views on important public issues.

A presidential veto set the stage for the FCC's action.

Congress voted earlier this year to write the fairness policy into law, seeking to save it from the Reagan Administration's scrap heap. The legislation was strongly supported by the AFL-CIO and a coalition of public interest groups. Unions consider the fairness doctrine an important tool in seeking coverage of labor's side of controversial issues and bargaining disputes.

The House voted 302-102 to preserve the doctrine, well above the two-thirds needed to override the veto. But the Senate's 59-31 margin made it unlikely that a veto could be overturned in the face of heavy White House pressure on Republicans to back the President.

Industry line

Reagan's veto message echoed the objections of radio and television station owners.

The President contended that the fairness obligation is "antagonistic" to constitutional guarantees of free speech and unnecessary in view of large number of "available media outlets," including cable television as well as government-assigned channels.

House and Senate sponsors of the fairness bill indicated they will seek to revive the vetoed bill by including it in legislation that Reagan would be reluctant to veto.

Meanwhile, a pending court case may provide an airing of the constitutional issue. Back in 1969, the Supreme Court upheld the fairness doctrine. But an appel-

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AFL-CIO news

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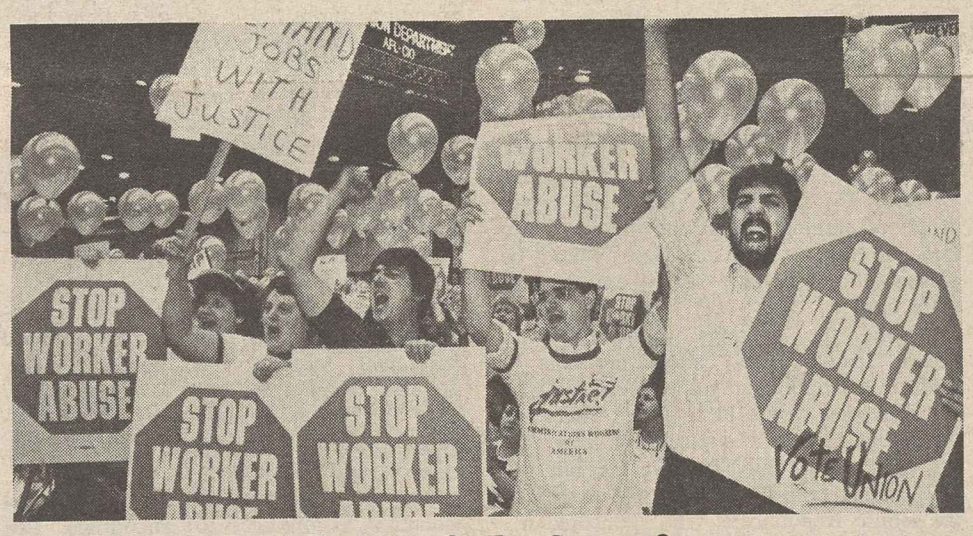
Wages drop as productivity rises



Call for jobs with justice

Union members pack the Miami Beach convention center for a "Jobs with Justice" rally spearheaded by a labor-led coalition of consumer, senior citizen, women's, civil rights and religious groups. The 11,000 ralliers, who chanted "justice" and "union," signed pledge cards promising "I'll be there" at least five times in the coming year "for someone else's fight for justice as well as my own." (Story on Page 3.)

Workers shut out from sharing in economic gains

American workers helped spur business productivity gains at a hefty rate in the second quarter. But they ended up with less real pay and benefits, the Labor Dept. reported.

Productivity shot up at an annual rate of 1.3 percent in the April-June period—more than twice the pace of six-tenths of 1 percent in the first quarter.

But an upsurge in inflation drove down real hourly compensation at a 1.7-percent annual rate.

The AFL-CIO said the figures make clear that management isn't willing to share the benefits of increased productivity with the workers whose skills make the improvement possible.

Behind the eight ball

Federation Research Director Rudy Oswald emphasized that "stockholders are doing well and top corporate executives are doing well," but that workers remain behind the economic eight ball.

"The ones who are being asked to bear all the burdens continue to be the workers whose skills and efficiency are responsible for some of the best productivity increases in the world," Oswald said.

The productivity rise resulted from a 3-percent gain in output at a time when the number of hours needed to produce those goods increased only 1.7 percent. Workers in the durable goods field saw their productivity rise at a 2.9-percent rate, while the nondurable goods field posted a 4.2-percent productivity growth rate.

Workers in the manufacturing sector

Continued on Page 5

Panel saves Davis-Bacon from White House assault

By David L. Perlman

The House Education & Labor Committee rejected the Reagan Administration's plan to slash prevailing wage protection on federal construction and adopted instead a compromise package of amendments to the Davis-Bacon Act.

As approved by the committee, Davis-Bacon wage and benefit protections would cover contracts of more than $50,000 for new construction and contracts over $15,000 for repairs and alterations.

Committee Republicans sought to limit Davis-Bacon coverage to contracts over $1 million and several indicated their preference for repealing the law entirely.

The present threshold of $2,000 for all types of construction was set in 1935 and there was general agreement that it should be raised. The battle, certain to be refought when the bill reaches the House floor, was over the level at which it should be set.

Building trades unions did not oppose the compromise, although the proposed threshold was higher than they considered desirable.

On the plus side of the compromise bill, AFL-CIO Building & Construction Trades Dept. President Robert A. Georgine testified at hearings last May, were provisions to clarify the definition of "helpers," improve wage surveys and establish a right of workers to sue for back wages when the law is violated.

Phony contracts

The committee bill also includes union-backed bars to splitting contracts in order to come below the threshold for coverage.

Two key sponsors—Rep. Austin J. Murphy (D-Pa.) and Committee Chairman Augustus F. Hawkins (D-Calif.)—said they hoped the compromise would end the perennial attempts to weaken Davis-Bacon

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MEMO FROM COPE
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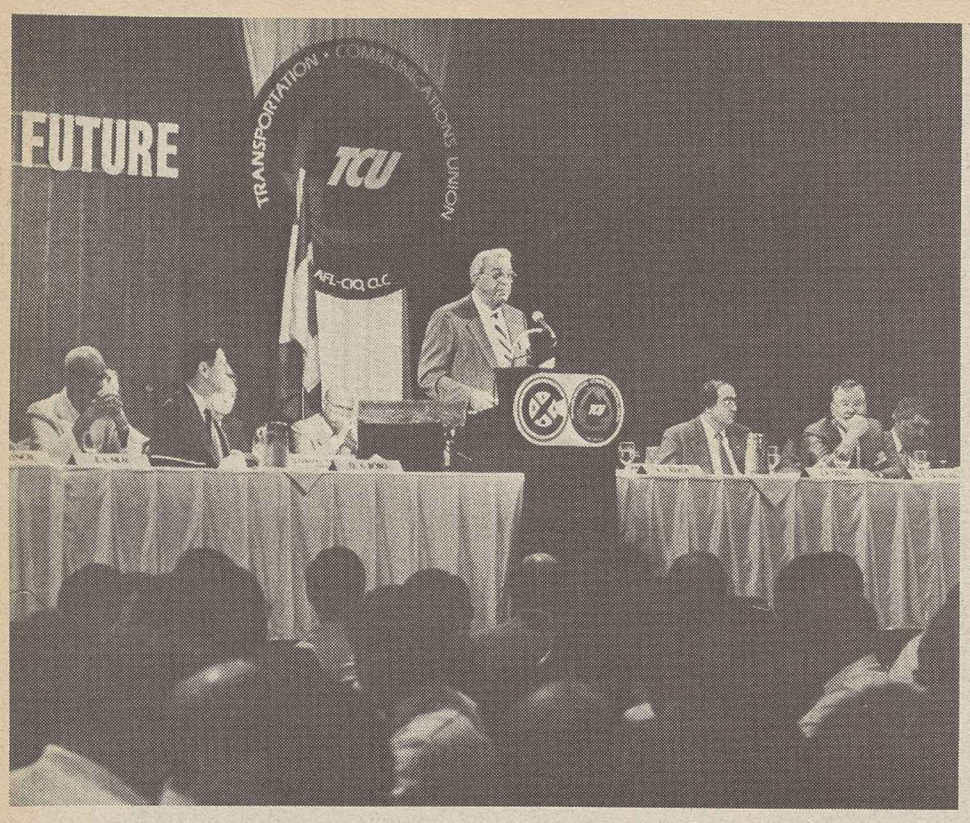


TCU President Richard I. Kilroy sets out challenge of "a bold future" to delegates who voted a name change to reflect a diverse membership.

BRAC changes its name to reflect changing times

Convention approves dues increase

Hollywood, Fla.—The Brotherhood of Railway & Airline Clerks became the Transportation • Communications Union, as delegates to the union's 28th convention approved the name change to reflect the diversity of members' jobs and industries.

The 650 delegates also voted to raise the dues of active rail industry members and increased dues for retirees and workers wishing to retain membership after leaving the industry.

Dues for active members in the rail industry will increase from 2.25 times the average hourly wage to 2.5 times that rate per month. Monthly dues for retired members—formerly set at $1.25 with a suggested voluntary contribution of 25 cents to the TCU political fund—are now $1.50 with a suggested 50-cent contribution, while monthly dues for workers wishing to retain membership increase from $1.50 to $2.

Delegates also set up a "protective fund" to aid striking or locked-out members and established a legislative fund to finance lobbying efforts on railroad retirement and unemployment reform and labor protections for workers affected by the sale or merger of short lines. A membership assessment of $1.50 per month, effective Oct. 1, will be split equally between the two funds.

Hanging tough

In keynoting the convention, TCU President Richard I. Kilroy noted that while "the past four years have tested our resolve and determination more than almost any other period in our union's history," union members were able to "hang tough" and show "what can be accomplished through collective courage and united action."

He cited the victory at Guilford Transportation Industries—where a fight over wages and benefits ultimately led to a Supreme Court decision reaffirming the right of rail workers to engage in secondary picketing—as an example of success.

Kilroy also called the public sale of Conrail stock—won in spite of Reagan Administration support for a takeover of Conrail by the Norfolk Southern carrier—and restoration of Conrail workers' wages to industry levels as big victories.

On the legislative front, the union continued its efforts to safeguard the railroad retirement system and unemployment-sickness benefits for rail workers, Kilroy said. TCU's top legislative priority is winning protection for workers hurt by the sale of short lines, he added.

The convention established a top-level women's committee to encourage "increased participation of female members" in the union's affairs and reaffirmed the union's policy of authorizing the president to enter into merger discussions.

AFL-CIO President Lane Kirkland told the delegates that the labor movement has been "fighting back" against employers who seek to escape their obligations to workers or those who are chiseling on the wages and working conditions.

Some of labor's new methods include tactics adopted by rail unions that were especially effective during the Guilford Industries dispute and programs developed by the AFL-CIO to "enhance the value of union affiliation" for workers.

New name, new logo

But the American standard of living is still under relentless attack, Kirkland warned, pointing to the "shortage of good jobs, the rise of unfair foreign competition, the ill-conceived rush to deregulation, the general deterioration of our national infrastructure and the emergence of a predatory class of corporate raiders who leave their victims debt-ridden shells of their former selves" as evidence that the well-being of workers and their families is threatened.

"We did not not create the system," Kirkland said, "but we do accept responsibility to change that system," by working for fair economic and trade policies.

Privatization assailed

In another convention address, President Shirley Carr of the Canadian Labor Congress blasted the move toward deregulation and privatization in Canadian and U.S. industries but stressed that union "strength, solidarity and security" can defeat those union-busting tactics.

Kilroy and Sec.-Treas. Don Bobo were re-elected by acclamation to new four-year terms. New vice presidents include Bill Flynn, Jerry Gobel, Gordon Williams and Bob Scardelletti, while Vice Presidents Jack Campbell, Frank Lynch, John Jenkins, Earl Bosher, Jack Otero, Frank Mazur and Ed Wheeler were returned to office.

Delegates heard from Sen. Paul Simon (D-Ill.), Gov. Michael S. Dukakis (D-Mass.) and Rep. Richard Gephardt (D-Mo.), all seeking the Democratic presidential nomination, and viewed the AFL-CIO's "Democracy at Work" videotape of 13 presidential hopefuls.

Other speakers included President Geoffrey Zeh of the Maintenance of Way Employees, Florida AFL-CIO President Daniel Miller, AFL-CIO Legislative Director Robert McGlotten, Sen. Robert Graham (D-Fla.), Reps. Esteban Torres (D-Calif.), Bill Richardson (D-N.M.) and Tom Ridge (R-Pa.) and John Snow, chief executive officer of CSX Corp.

Senate committee votes down Reagan's mine safety nominee

Unions whose members risk their lives in mines welcomed a Senate committee's rejection of President Reagan's nomination of Dorothy Strunk to be Assistant Secretary of Labor in charge of the Mine Safety & Health Administration.

AFL-CIO Legislative Director Robert M. McGlotten had described the post as "of life-or-death importance" to workers in a letter to Senate Labor & Human Resources Committee Chairman Edward M. Kennedy (D-Mass.).

The AFL-CIO and unions representing workers in all forms of underground and surface mining—metallic and nonmetallic, stone, sand and gravel as well as coal—had challenged Strunk's qualifications for the post.

They didn't dispute her good intentions but questioned whether employment as an aide to Republican members of the House Education & Labor Committee made up for the lack of professional qualifications for the post.

The 9-7 committee vote, along party lines, would normally keep the nomination from the Senate floor and lead to its withdrawal.

Labor opposition was unanimous.

President Richard L. Trumka of the unaffiliated Mine Workers told the labor committee that on-the-job training in a highly technical field "is a luxury we can't afford when thousands of lives are at stake."

Comparable concerns were expressed by Steelworkers President Lynn R. Williams, whose union has 35,000 members covered by the mine safety law. "We urge your committee to reject this unfortunate nomination," he wrote.

Chemical Workers President Frank D. Martino noted that most of the fatal accidents to ICWU members have been at mining locations. Operating Engineers President Larry Dugan and Legislative Director John J. Brown stressed that "where the lives of our members are concerned, we cannot have inexperienced and unqualified administrators."

High-risk jobs

A letter from Industrial Union Dept. Sec.-Treas. Elmer Chatak and Legislative Director David Mallino cited the broad range of mining operations involved and said workers in high-risk jobs would be placed at even greater risk if enforcement were lax.

During the hearings, Kennedy questioned Strunk closely about her role in drafting a Republican mine safety bill that she conceded would have gutted safety enforcement. Strunk's explanation was that she didn't personally support the bill but was merely complying with the wishes of the House Republicans who sponsored it.

ACTWU editor Harry Wittschen dies

New York—Harry Wittschen Jr., editor of the Clothing & Textile Workers' newspaper, Labor Unity, died June 8 of liver cancer. He was 59.

Wittschen joined the Textile Workers in 1970 as an assistant to the director of public relations and publications. Prior to that, he had been editor of the Seafarers' newspaper, SIU Log. He was named ACTWU's assistant director of public relations in 1976, managing editor of Labor Unity in 1981, and editor in 1984.

He served on the executive board of the New York Metro Labor Press Association.

Survivors include his wife Sylvia and two children.

Study seeks improved services for retired workers

More than 11,000 union retirees have answered lengthy questionnaires as part of a landmark study aimed at improving and expanding the services unions and communities provide to the elderly. The AFL-CIO and 14 affiliates are participating in the project.

At the mid-point in the 20-month study being conducted by the National Institute for Work & Learning, researchers report that most of the 77-question surveys mailed to 11,400 union retirees in May have been returned. In addition, a telephone survey of about 60 local unions concerning retirement services offered to their members has been completed. The NIWL is beginning case studies of five cities as a third part of the project.

The overall goal of the study is to aid organized labor in assisting retirees and near-retirement workers plan their futures, providing services and programs to improve the quality of their lives and developing continuing links among retirees, unions and community organizations.

The survey which began last October is being funded by the AFL-CIO and 14 affiliates, the Labor Dept., the Villers Foundation, Retirement Research Foundation and the American Income Life Insurance Co. The unions participating are the Carpenters, Bricklayers, Steelworkers, Machinists, AFSCME, Auto Workers, Service Employees, Electrical Workers, Electronic Workers, Communications Workers, Operating Engineers, Clothing & Textile Workers, Food & Commercial Workers, and Bakery, Confectionery & Tobacco Workers.

Random selection

Retirees were randomly selected from each participating union's membership list, along with 900 from an AFL-CIO Committee on Political Education list. The 11,400 retirees selected answered questions on personal characteristics, work and union history, health care and status, financial characteristics, political interests and retirement activities.

In a cover letter to the retirees, Federation President Lane Kirkland said the labor movement is "embarking on a new effort to serve our retirees better," and the information developed from the questionnaires is "very important to us as we plan ahead."

Beginning in mid-August, the retirees' questionnaires will be coded. Initial analysis of the data will begin in September. Ivan Charner, NIWL project director, said that final results of the survey will be completed by next May.

The telephone survey of local union retirement services was completed in June, Charner said, and the NIWL will reach the "report-writing phase" on this segment of the project by October, after having provided each union with a detailed analysis and summary.

The goal of the telephone survey is to learn about the retirement and pre-retirement programs and services available to retirees directly and indirectly through their local unions.

The telephone survey of 30 minutes to an hour in length sought out the relationship of the locals to their retirees, the structure and activities of retirees' clubs, services available through the union, program needs of retirees and linkages to other communities resources for retirees.

Case studies

NIWL will conduct case studies in Minneapolis, Miami, Pittsburgh, St. Louis and Seattle to learn about the array of union and nonunion retirement and pre-retirement programs that are available to union retirees.

From these case studies, NIWL will iden- for union retirees, the elements common among them, and innovative approaches. The findings in each case study will be analyzed and a report written incorporating all five.

The researchers have been aided by an advisory group consisting of key officials from the AFL-CIO, 14 unions, and the National Council of Senior Citizens.

Unions press for strict tests of pesticides

Unions welcomed a renewed effort by Congress to speed testing of pesticides and do a better job of protecting workers and consumers endangered by commercial poisons.

In the last Congress, both the House and Senate passed bills to extend and strengthen the Federal Insecticide, Fungicide & Rodenticide Act. But despite a broad area of agreement by interested parties—including labor, chemical companies and environmental groups—differences that remained thwarted final action.

Margaret Seminario, the AFL-CIO's occupational health and safety expert, told the Senate Agriculture Committee that the need to make FIFRA a more effective law is still acute.

"Agriculture is among the most dangerous occupations in the United States," she testified. Yet "farm workers are virtually unprotected from pesticide hazards under current federal law."

Other workers are also exposed to pesticide hazards, Seminario noted, including persons employed in the nation's 11,000 grain elevators, feed mills and flour mills.

"These workers apply thousands of tons of pesticides to grains," she testified, and "work in grain bins and other confined spaces recently treated with pesticides."

Other endangered groups include road and park workers who spray weed killers, custodians who spray pesticides inside buildings, and people who work in treated areas.

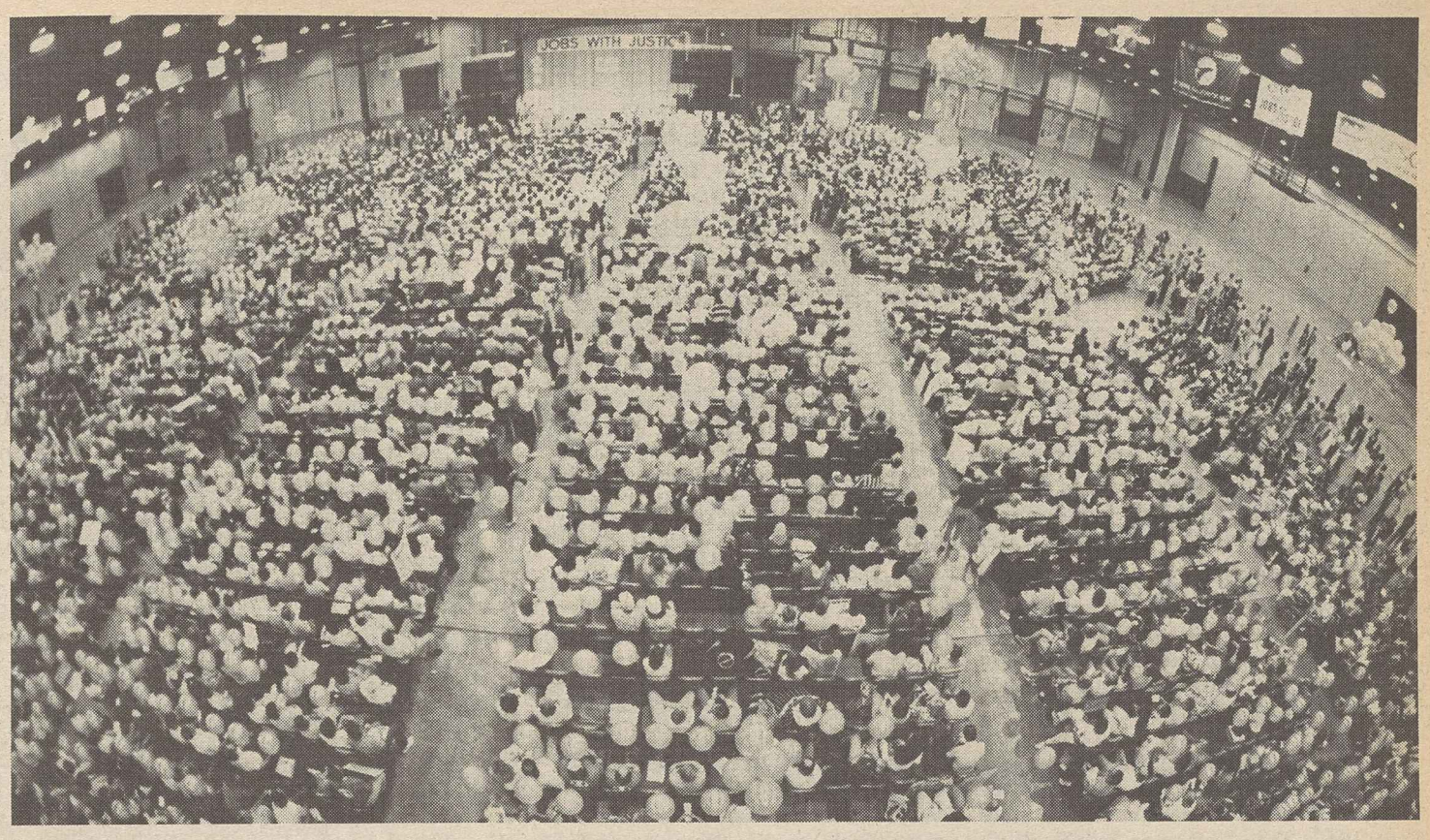
Tainted food

Pesticides contaminate groundwater and residues from 28 commonly used pesticides that remain on foods risk the health of millions of Americans, Seminario warned.

Court decisions and administrative rulings have assigned responsibility for protecting farm workers against pesticide hazards to the Environmental Protection Agency rather than the Occupational Safety & Health Administration, she noted.

But the EPA hasn't come through, Seminario charged. Because of the agency's inaction, she said, the new legislation should require specific standards to protect workers, training and certification requirements for persons applying pesticides, and an assurance that employers won't be allowed to retaliate against workers who complain of safety hazards.

The goal, she stressed, should be protection of workers, the public and the environment against the hazards of pesticides.



Full-house turnout at the Miami Beach convention hall spurs drive for worker rights.

'Jobs with Justice' rally ignites hopes

11,000 bolster labor's campaign for fair treatment in workplace

Miami Beach, Fla.—Some 11,000 banner-carrying union members chanted their demand for jobs with justice, stepping up a nationwide campaign to renew basic worker rights and halt the erosion of the average wage-earner's standard of living.

Emotions filled the convention center—hope for a better future, determination to stand up and fight for the worker rights that have been muddied or lost, and anger at the wave of union-bashing and callous profit-hoarding that characterizes much of corporate America.

The ralliers rocked the hall with a loud drumming of "justice," echoing the theme of the labor-led "Jobs with Justice" campaign. Dozens of community, consumer, civil rights, senior citizens, women's and religious organizations have joined the coalition, pressing its demands for:

- The right to job security for all American workers, union and nonunion.
- The right to an adequate and fair standard of living.
- The right to organize on the job.

Recalling that "an injury to one is an injury to all," the throng of trade unionists recited the campaign's pledge: "During the next year, 'I'll Be There' at least five times for someone else's fight, as well as my own." Later the thousands signed pledge cards assuring they are joining the fight.

Communications Workers President Morton Bahr brought the workers to their feet when he declared, "Corporate America's solution to the problem of competing in an international economy is lowering American workers' wages to the levels of workers in South Korea and South Africa. That is not the answer. We are angry, we are being pushed to the wall and we are not going to take it anymore."

Robber barons

Hiding under a cloak of deregulation and competitiveness, Bahr said, "a new generation of robber barons" is destroying the "American workers' living standards and the security of our families."

Dressed in a "Jobs with Justice" T-shirt, Bahr told the crowd, which contained many CWA convention delegates who were meeting here, that campaign rallies are planned for Iowa, Tennessee and Texas. "America, Jobs with Justice is your wake-up call," Bahr declared, as the ralliers resounded with roars of "union, union . . ."

Machinists President William W. Winpisinger zeroed in on Eastern Airlines Chairman Frank Lorenzo as a prime example of corporate greed and indifference.

"Frank Lorenzo is a skyjacker dressed up in a golden parachute manipulating Reaganites in government and milking deregulation's anarchy in his own narrow selfish interest," Winpisinger insisted.

He pointed out that for every $1 of payroll Lorenzo kills at Eastern Airlines, the local economy losses $2.40 in sales and buying power. Winpisinger noted that the stock of Lorenzo's Texas Air Corp. has fallen $20 a share since February. He quoted a Texas Commerce Bankshares' fund manager, who said after unloading 900,000 shares of Texas Air stock, "I don't think Frank Lorenzo is interested in running an airline."

Employees of Eastern described how Lorenzo's airlines run. IAM member Elliot Rodriguez, a mechanic, said he was fired under the new "absence control program" for taking a day of sick leave following a severe diabetes attack—even though he still had 12 days of sick leave available to use.

Flight attendant Dian Murphy of the Transport Workers who was raped last New Year's Eve after returning to her apartment from a four-day trip, told how her supervisor at Eastern refused to believe a police detective's report on the incident. Later, Murphy was given an oral warning that her absence from work was unexcused, although she gave the supervisor a police report and a letter from her doctor.

Al Edden, a Transport Workers Local 231 chief steward, was a stand-in for another worker who was afraid that speaking at the rally might cost him his job. That worker nearly bled to death from an ulcer, caused mainly by a policy of the Dade County transit system that prohibits bus drivers from eating lunch. That worker, Edden declared, "is a victim of a rule that makes no sense. That's worker abuse."

Worker abuse was the thread running through State AFL-CIO President Dan Miller's address to the crowd. Miller cited such examples as privatization schemes that rob workers of their jobs, profit-crazed companies that cut wages and benefits, bosses that ignore job safety and health hazards, and managements that insist on dehumanizing working conditions.

Consumer support

Among coalition speakers was Karen Clarke, executive director of the Florida Consumers Federation, who pledged "the full support" of the federation's 600,000 members. "What hurts working people hurts America," she said, pointing to what President Grover Cleveland said in his state of the union address nearly 100 years ago:

"Corporations, which should be carefully restrained creatures of the law and the servants of the people, are fast becoming the people's master."

Other unions in the campaign are the Auto Workers, Electronic Workers, Clothing & Textile Workers, Service Employees, Food & Commercial Workers, AFSCME, Paperworkers, Steelworkers, Transport Workers and the unaffiliated Mine Workers. Labor's participation in the campaign is being coordinated by the AFL-CIO Industrial Union Dept.

Call for AFL-CIO convention stresses labor's resurgence

The AFL-CIO's call for the federation's 17th Constitutional Convention reflects optimism by its officers and Executive Council that the lean years are over and the labor movement is on the march again.

The convention will open at 10 a.m. on Monday, Oct. 26, at the Fontainebleau Hilton Hotel in Miami Beach, Fla. It will remain in session, as the AFL-CIO Constitution provides, until its business is done.

President Lane Kirkland and Sec.-Treas. Thomas R. Donahue, who signed the call on behalf of the Executive Council, stressed that the convention comes as "a revitalized and resurgent labor movement is regaining lost ground and moving ahead strongly."

They pointed to "the decisive organizing victory at Kingsport, Tenn., 25 years after a bitter strike." And they cited the strong vote for union representation among air traffic controllers "six years after President Reagan's vindictive crushing of an earlier union."

Both events, the AFL-CIO officers noted, "demonstrate that American workers will never abandon their quest for the dignity and fair treatment available only under the union contract."

Political power

On the political front, Kirkland and Donahue said, the votes and volunteer efforts of union members helped elect a Congress more resistant to "the Reagan Administration's efforts to turn the clock back on America" and to its "free market" trade policies that have pushed down the living standards of workers.

They said the delegates to the federation's biennial convention will be asked to continue the development of unity and solidarity among the AFL-CIO's unions and strengthen the voice of union members.

The convention call noted that the federation's "Democracy at Work" political education project is designed to achieve "maximum worker participation in the political process."

That solidarity should be extended to the many other avenues of trade union activity, the convention call affirmed.

Defiant FCC blacks out media fairness doctrine

Continued from Page 1

late court decision last fall instructed the FCC that it didn't have to enforce the doctrine if it found it unconstitutional or "contrary to the public interest."

The FCC has repeatedly indicated its desire to do away with the fairness requirement and the court case coupled with the presidential veto gave it the opportunity.

FCC Chairman Dennis Patrick said revocation of the fairness doctrine should be "cause for celebration." But critics suggested that the courts as well as Congress may yet have the last word.

Panel votes Davis-Bacon compromise

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coverage through amendments to appropriations bills.

But Labor Sec. William E. Brock made clear that the Administration isn't prepared to settle for the compromise. He complained that the committee bill would add to costs and remove from coverage less than 2 percent of the dollar amount of federal construction. Brock said the President's "senior advisers" would recommend a veto if the bill passed in its present form.

In other areas, the House and Senate postponed action on several controversial bills to clear the way for a summer recess that will run until after Labor Day.

A labor-supported bill to put stricter limits on textile, apparel and shoe imports had been tentatively scheduled for House action before the recess. The late word was that it will be put off until September. The bill has impressive bipartisan support but is opposed by the Administration despite changes designed to make it less controversial than the bill the President vetoed in the last Congress.

House and Senate conferees on the omnibus trade bills passed by the two bodies were expected to be named before the recess. Staff members will do some preliminary work on narrowing the issues to be resolved, but major decisions will await the return of Congress.

New price index reflects changes in life styles

A turbulent decade of changing lifestyles that radically altered the economic landscape for American households is reflected in revisions the Labor Dept. made last January in the market basket that makes up the consumer price index.

The Bureau of Labor Statistics adjusts these base figures approximately every ten years. And the 1987 changes reflect a significant shift in the way consumers allocate their spending on various categories of goods and services.

Previously, the CPI was based on a consumer expenditure survey covering the 1972-73 period. The new data incorporate the results of a similar study for the years 1982-84.

The CPI-W—the index used to measure the relative outlays of wage earners and clerical workers—has particular significance to both union members and senior citizens. That's because this is the measure used in calculating cost-of-living increases under union contracts and for social security and federal retirement benefits.

The index is currently expressed as the changes in prices that have taken place since 1967. That "reference base" will remain in effect until January 1988.

The most significant factors leading to the new statistical base include:

- The sharp increase in two-earner households which has triggered an increase in the practice of eating away from home.
- Smaller families with fewer children, which means a drop in sales of everything from children's clothing and food purchases at the supermarket to toys.
- The rise in single-parent households, which often leads to reliance on greater use of convenience foods.

But it's more than just the composition of the American family that changed in the decade.

New products

New products—such as VCRs, personal computers and cable television—came onto the market and found their way into an increasing number of households. These products barely existed, if at all, in the 1972-73 period.

Fuel oil consumption dropped dramatically, battered by the steep price increases of the previous decade that prompted massive conservation efforts. And there was a dramatic population shift to the South and West, where the type of household fuel is more likely to be electricity and natural gas.

There were other fallouts from the world energy crisis. Conservation and the 55-mile-an-hour speed limit helped reduce gasoline purchases. There was a shift to smaller, more fuel-efficient automobiles and motorists started to keep their cars longer.

And while medical care costs continue to be one of the fastest-rising components in the CPI, many workers and their families benefited from union-negotiated expansion of health care provisions in their contracts to include dental and major medical plans. There also was some improvement in the number of non-contributory plans—again largely the result of collective bargaining.

But there has been a sharp upward rise in the percentage of their paychecks workers spend for shelter. Housing costs now take some 40 percent of the family income. That's up dramatically from the 35-percent level reflected in the index in use through December 1986.

During the first six months of 1987, the BLS published two sets of CPI figures—one using the old market basket and the other incorporating the new weights given expenditures for goods and services. Between December 1986 and June 1987, the old index moved up 3.2 percent; the new one advanced only 2.8 percent, largely as the result of the reduced percentage assigned to energy costs.

The present index uses 1967 as its base year, figuring expenditures for all items as 100 percent, with percentage increases reflecting the movement that has taken place in these costs since that time. This base was first put into use in February 1971.

But that's going to change next January, when calculations of the inflation rate will be changed to coincide with the 1982-84 base used for weighting the current market basket of goods and services.

Separate calculation

Although the BLS will shift the index to a 1982-84 base, it will continue to publish a separate calculation geared to the 1967 base. This is important to union negotiators whose contract provisions on COLAs use that previous base in figuring percentage point changes in the CPI.

There are, however, a number of union contracts that reach back even further—to the base established in the 1957-59 period. Up to now, the BLS has published a separate set of figures using that 30-year-old data. But it will cease to publish the 1957-59 figures after December.

For unions using the 1957-59 base—and for those whose COLA provisions are imprecise—it will be necessary to make corresponding adjustments in contract language to safeguard members against the ravages of inflation.

Archives Director Stuart Kaufman and Lane Kirkland talk labor history.

Labor historian appointed director of Meany Archives

Stuart B. Kaufman, a labor historian who is editing the 12-volume "Samuel Gompers Papers," has been appointed by AFL-CIO President Lane Kirkland to head the new George Meany Memorial Archives.

The archives, housed in a newly constructed building on the campus of the George Meany Center for Labor Studies in Silver Spring, Md., will be dedicated Aug. 17, in connection with the AFL-CIO Executive Council's summer meeting. Kaufman will also serve as assistant director of the studies center, under Director Robert J. Pleasure.

Kaufman, 45, is an associate professor of history at the University of Maryland, where he has been a faculty member since 1970. The Gompers papers project, which he will continue to head, is located there. The second volume in the series was published last month.

In his new post, Kirkland noted, Kaufman will be sharing his strong background in labor history and knowledge of the trade union movement with all who make use of the archives.

He is a longtime member of the Teachers and is the author of books, articles and professional papers on labor history. The National Capital Labor History Society presented Kaufman with its distinguished service award last year.

Distinguished career

Kaufman is a graduate of the University of Florida and received his doctorate in history from Emory University. He taught at Morris Brown College in Atlanta and Texas A&M University before coming to Maryland. He has also been an instructor in the Antioch degree program at the Meany center.

Papers and documents destined for the archives have been housed in the AFL-CIO headquarters while the new building has been under construction. Katharine Vogel, the archivist in charge of the collection, will be chief archivist in the new location.

30,000 state workers get pay equity step-ups

Olympia, Wash.—State employees represented by AFSCME had their pay checks sweetened by up to $27 a week as the second phase of a landmark wage equity settlement kicked in July 25.

Some 30,000 state workers in female-dominated jobs will get the raises under the multi-year, $106-million settlement. Last year, the workers shared the $46.5-million first installment. This year's installment is $10 million, as will be the remaining annual installments paid through 1992.

The pay equity case charged that workers in certain female-dominated jobs were paid less than those in male-dominated jobs requiring similar work skills. The case was a "turning point in the fight for economic justice for women," AFSCME President Gerald W. McEntee said.

AFSCME has won pay equity settlements in at least 10 other states for amounts up to $40 million, the union said.

Workplace deaths highest in mining and construction

Workplace deaths totaled more than 32,000 from 1980 to 1984 and the most hazardous industries were mining and construction, according to a National Institute for Occupational Safety & Health nationwide survey of death certificate findings.

The study, released by the Centers for Disease Control, shows that males and old workers have a significantly greater risk of dying on the job and that 42 percent of females that died at work were victims of homicides.

AFL-CIO job safety specialist Margaret Seminario said the study shows there are many more work-related deaths than those reported in the Bureau of Labor Statistics' annual occupational injury, illness and fatality report. The BLS reported that there were 3,750 work-related deaths in 1985 in businesses with more than 10 workers.

The new NIOSH survey, which the agency says will "help fill a critical gap in information on fatal occupational injuries," found an average of 7,000 work fatalities per year, with an average rate of 8.8 fatalities per 100,000 workers. The report noted that the rate for mining industry workers was 30.1 for each 100,000 workers, 23.1 for construction, 20.3 for agriculture, forestry and fishing, and 19.5 for transportation, communications and utilities. The lowest death rate was 1.1 for workers in the wholesale trades.

Victims mostly men

One trend the experts did not expect to find was that 94.6 percent of the fatalities involved males, nearly a 19-to-1 ratio. "We were quite surprised by that," said John Moran of the Institute's safety research division in Morgantown, W.Va. Males account for only 52 percent of the workforce.

While all 50 states and the District of Columbia participated in the survey, only 35 states submitted information on work-related homicides and suicides. For those jurisdictions, the survey found that homicides accounted for 42 percent of the female fatalities on the job and suicides tallied 4.6 percent among the women workers. For males, however, homicides were 13 percent of the total and suicides just 2.8 percent.

Younger workers at risk

Another conclusion drawn from previous data was that younger workers face the highest risks on the job. The NIOSH survey, however, found that while young workers may be more likely to be injured, the fatality rate for workers age 16 to 19 was 4 out of every 100,000—compared to 17 of 100,000 for workers over age 64. For the 55-59 age group, it was 8.5 and for workers age 60-64, it was 9.7.

In developing figures on state-by-state fatalities, the survey found Wyoming had the highest on-the-job death rate at 34.6 per 100,000 workers. Alaska was a close second at 33.5, followed by Montana at 24.8. Massachusetts at 2.1 and Rhode Island at 2.4 tallied the lowest death rates.

The report noted that its figure of 7,000 worker deaths annually hit the mid-range of other estimates of worker deaths which are based on statistical samplings. BLS, which reports only deaths in establishments of more than 10 workers, found 3,750 worker deaths, nearly a third of which were from motor vehicle accidents.

The National Safety Council reported 11,500 work fatalities, while the National Center for Health Statistics reported 4,960. The NIOSH survey's 32,342 over five years did not include 2,070 additional fatalities estimated for jurisdictions not reporting on-the-job deaths attributable to homicide or suicide.

Vocational guides spotlight union role

Two new labor studies guides for vocational educators and students are off the presses. The guides, sponsored by the AFL-CIO, are designed to provide an awareness of the actions unions have taken in creating a better society.

The studies materials, developed by the National Center for Research in Vocational Education, are titled "Dignity in the Workplace: A Labor Studies Curriculum Guide for Vocational Educators," and "Dignity in the Workplace: A Student Guide to Labor Unions."

The 155-page educators' guide suggests ways to incorporate labor studies learning activities into the classroom. An "overview" sectionprovides information in seven areas: the history of unions, their objectives, collective bargaining, conflict resolution, protection of worker rights, labor and community services, and work-related political issues.

A second section features 35 activities which instructors can assign to students ranging from bulletin board displays and sweat shop simulation to writing grievances and developing a community service project.

The 137-page student guide, also divided into two main sections, provides information on the same seven areas covered in the teacher's guide and fact sheets on general vocational areas, along with the unions representing workers in those areas.

The fact sheets have information about growing and declining industries, job opportunities and trends in wages, benefits and working conditions.

The guides are available from the National Center for Research in Vocational Education, Ohio State University, 1960 Kenny Rd., Columbus, Ohio, 43210-1090. The curriculum guide costs $18.50 and the student's guide is $7.75.

Rehiring rights pressed as CWA's priority goal

For 105,000 victims of AT&T breakup

Miami Beach, Fla.—With 105,000 Communications Workers left jobless since the court-ordered breakup of American Telephone & Telegraph Co. 42 months ago, CWA's 49th annual convention gave top priority to winning legislation that will guarantee hiring preference to laid-off workers.

Delegates unanimously endorsed the Telecommunications Employees Protection Act of 1987 that would require AT&T and the regional Bell operating companies—set up as part of the massive divestiture plan—to fill job openings with the unemployed workers who helped build, service and maintain the nation's telecommunications system.

The convention also was a platform to launch the union's 50th anniversary—a year-long celebration that will be geared to stimulating increased public awareness of the labor movement's goals and the role unions play in society.

Delegates heard from presidential contenders Rev. Jesse Jackson, Massachusetts Gov. Michael Dukakis (D) and Sen. Paul Simon (D-Ill.) Earlier, three other candidates—Sens. Joseph R. Biden (D-Del.) and Albert Gore Jr. (D-Tenn.) and Rep. Richard A. Gephardt (D-Mo.)—addressed the convention.

Jackson sharply criticized the Reagan Administration's economic, social and political agenda. He called for a program that would "stop the importation of drugs, stop the exportation of jobs and end the Hatch Act so that all Americans can be first-class citizens."

Dukakis also took aim at President Reagan, declaring that the next occupant of the White House must be "somebody who understands this country, understands the rule of law, understands accountability, understands and respects our Constitution and understands and respects Congress as a co-equal branch of government."

Employee rights

Simon endorsed the "Jobs with Justice" campaign aimed at recognizing employee rights in the workplace. "What we want are not simply more jobs at McDonald's hamburger stands," he emphasized. "We need jobs where people can make a decent living in this country."

Delegates adopted a resolution opposing Senate confirmation of Judge Robert H. Bork as an associate justice of the Supreme Court, after strengthening the resolution on the floor to indict the Reagan Administration's effort to "tilt the court into a more conservative posture."

The toughened resolution called the nomination a "last-ditch effort" by Reagan to "impose his right-wing, conservative agenda upon the American people for at least the next 20 years."

In other actions, the delegates:

- Called for prompt congressional action on legislation banning secret eavesdropping in the workplace. The Telecommunications Employees' Protection Act, which already has 143 House sponsors, would require an audible "beep" whenever management listens in on workers' calls, for whatever reason.
- Urged increased funding for safety and health enforcement and standard-setting, with stronger penalties on employers who violate workplace regulations.
- Pledged support for federal, state and local legislation to curb mandatory on-the-job drug testing.
- Criticized the Administration for its "blatant refusal" to deal with unfair trade competition and called for an economic policy that would establish spending priorities to maintain essential social programs and hold military spending to reasonable levels.
- Called for a national child care policy to provide for parental leave and aid to low- and moderate-income families to pay for safe, healthy, quality child care.

Maritime unions sign agreement on merger plan

The National Maritime Union and District 1 of the Marine Engineers signed an agreement to merge, subject to ratification by members of both organizations.

A joint statement by MEBA President C.E. DeFries and NMU President Shannon J. Wall proclaimed the need for unity to "stop the erosion" of wages and benefits, reverse the Reagan Administration's maritime policies, and make collective bargaining with maritime employers "a process between equals."

MEBA is a unique umbrella organization of essentially autonomous districts. DeFries is president of both MEBA and District 1, its largest division.

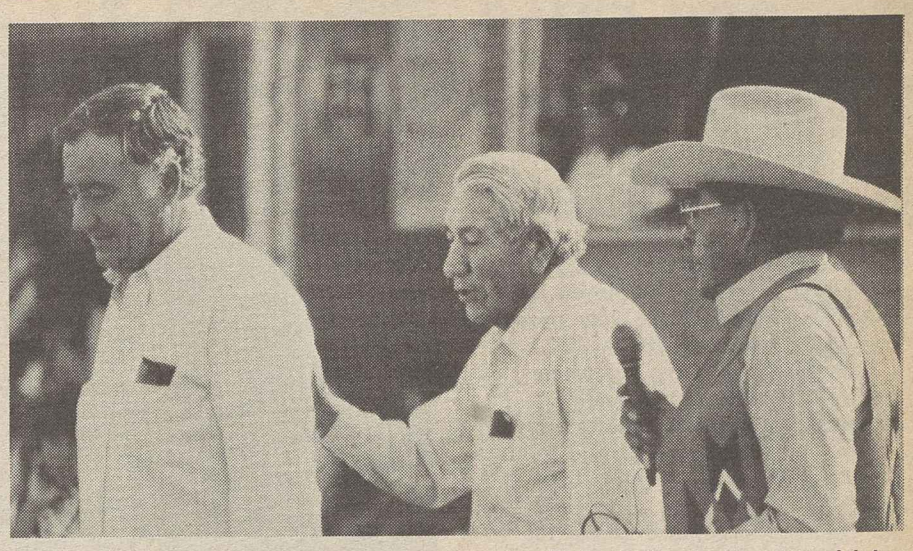
Both parties to the NMU-MEBA District 1 merger agreement have both seagoing and shoreside members.

The NMU said that some 14,000 of its 30,000 members are in its Industrial, Professional & Technical Employees affiliate, working at military installations, packing houses and light manufacturing firms.

District 1 reports 8,500 shipboard members, with a total membership of 30,000 that includes the air traffic controllers who recently achieved union representation as an autonomous affiliate of MEBA and District 2.

In seagoing membership, the MEBA unit represents licensed engineering officers and the NMU represents seamen and other unlicensed ratings.

Details of the merger agreement are being put into final shape for submission to the membership of each organization.



Montana AFL-CIO's Jim Murry is "pushed" into the Indian World by Joe Bear Medicine, Blackfeet tribal leader. Earl Old Person, Blackfeet Nation chief, translates at name-giving ceremony.

Blackfeet Tribe adopts Jim 'Chief Bull' Murry

Browning, Mont.—Just call him "Chief Bull."

That's the name Jim Murry, executive secretary of the Montana AFL-CIO, was given as he was brought into the Blackfeet Tribe at the 36th annual Northern American Indian Days here.

Representatives of tribal groups from western states and Canadian provinces attended the four-day celebration. Murry was inducted by Chairman Earl Old Person of the Blackfeet Tribe and chief of the Blackfeet Nation, who presided at the gathering.

The name Chief Bull signifies leadership and dedication to the Blackfeet people, Earl Old Person noted. Murry was cited for his efforts to advance the interests of a large cross section of people.

"It means a great deal to me; it is really a great honor," said Murry, who is part Blackfeet.

During the name-giving ceremony, conducted in both English and the Blackfeet language, Joe Bear Medicine described the deeds of Chief Bull, and shared stories that had been related by his father.

Chief Bull is remembered as a leader and great warrior who helped the Blackfeet in the fight for their rights as Native Americans. Chief Old Person translated and commented on how these compared to Murry's involvement with people in today's world.

Murry has held the top office of the state federation since 1980.

Real hourly wages nosedive despite productivity gains

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took it on the chin, as their real hourly compensation tumbled 2.9 percent. At the same time, management reaped major benefits from a 1.4-percent decline in unit labor costs.

In other developments:

- Depressed by continued weakness in apartment and office building, construction spending dropped 1.1 percent in June, the second consecutive monthly decline and largest setback since March. Construction spending was at a seasonally adjusted annual rate of $390.1 billion.
- For the third straight quarter, higher energy prices were the major contributor to a hefty rise in the prices of imported goods.

Import prices shot up 4 percent in the second quarter, down somewhat from a first-quarter advance of 6.5 percent. In the 12-month period since June 1986, import prices have climbed 14.5 percent. The major culprit was the 46.1-percent surge in fuel costs during the past year.

- There was a 1.7-percent rise in orders for manufactured goods in June, largely the result of a brisk 2.6-percent increase in military spending. Excluding the orders placed by the Pentagon, factory orders advanced only 1.2 percent.

Cut-rate pay drives buying power to 25-year low

Reagan Administration economic policies are leading to the "pauperization of work" in America, driving real wages to a record 25-year low—nearly 2 percent below where they stood in 1962.

This has resulted, according to a study by New York-based Council on International & Public Affairs, from the steady erosion of higher paying jobs in the import-battered manufacturing sector and their replacement with low-wage jobs in the service sector.

Real earnings are the wages of American workers after taking into account the loss of purchasing power resulting from inflation.

Average real weekly earnings at the end of June were $169, measured in constant 1977 dollars, the analysis pointed out. In 1962, they were $172, measured in the same dollars.

Since 1979, when employment in the goods-producing sector stood at an all-time peak, 2 million manufacturing jobs have disappeared, most of them destroyed by the growing trade deficit that skyrocketed to a record-shattering $170 billion in 1986. And the shortfall between imports and exports shows no appreciable signs of abating.

By contrast, the same eight-year period has seen the creation of 14 million jobs in the service sector, almost 75 percent of them in the two lowest-paying categories of the economy—retail trade and health and business services.

Dismal record

"Not only has the quality of jobs been declining during the Reagan presidency," said Ward Morehouse, president of the council and a coauthor of the study, "the Reagan jobs record—an average of 2.4 million new jobs each year—compares poorly . . . with the Carter Administration where the annual average was 2.7 million."

David Dembro, the report's other author, emphasized that "these discouraging statistics underscore the true nature of the so-called Reagan Revolution. Contrary to Administration hype, more and more American workers are having a harder and harder time making ends meet."

At the same time, the study criticized the Labor Dept.'s "narrow definition" of unemployment, insisting that the true jobless level in June was 13.3 percent—more than double the "official" jobless rate of 6.1 percent.

The "understatement" of the number of people without jobs results from a number of factors, the council pointed out:

- The Bureau of Labor Statistics counts as fully employed "anyone who has worked one hour or more in a week." In June, for example, 24 million persons—20 percent of the civilian labor force—worked an average of only 21 hours per week but were counted as having full-time jobs.
- The practice of not counting either in the labor force or among the unemployed those who haven't actively sought work in the preceding four weeks keeps the official jobless rate "artificially low." This "ignores 6.1 million persons who want jobs but cannot find them."
- While the BLS keeps a separate tally of "discouraged" workers—those who said they've given up looking for work because the jobs aren't there—the nearly 1 million workers in this category aren't added to the unemployment rate.

The result is that while the government says there are 7.7 million persons still unemployed, the "more accurate" figure would more than double to 16 million jobless, the study said.

On the shift from higher-paying manufacturing jobs to lower-paying service sector jobs, the council pointed to a BLS study tracking what happened to 5.1 million workers displaced during the Reagan Recession.

Shifting jobs

More than half—54.9 percent—were reemployed when the economy crept upward. Another 12.8 percent were able to find only part-time work and the only jobs the remaining 32.3 percent could find were ones at lower wages.

Even those figures understate the magnitude of the problem, the study said. The BLS analysis was confined to those who had held jobs for three or more years. This eliminated 6.4 million workers with less experience and lower skill levels and who thus "experienced even greater difficulty both in finding new jobs and in finding jobs which matched their previous earnings levels," the council said.

Average raise 2.5% a year in new pacts

Major collective bargaining agreements negotiated with private employers during the first six months of the year provided average annual wage increases of 2.5 percent over the term of the agreements, the Bureau of Labor Statistics reported.

The BLS wage survey reviews the wage gains and adjustments of private industry workers in units of at least 1,000 employees.

For contracts negotiated during the first half of 1987, nearly 732,000 workers covered by 225 contracts received first-year wage increases averaging 2.1 percent, BLS noted. Another 363,000 workers not included in the survey were covered by an additional 121 contracts that expired but had not been renegotiated by June.

The last time the parties negotiated—between two and three years ago—wage increases averaged 1.7 percent in the first contract year and 2.6 percent over the contract term.

Lump sums ignored

The wage calculations do not include lump-sum payments, BLS noted, adding that 22 percent, or 164,000, of the workers covered by the wage survey received lump-sum payments—mainly in the transportation equipment industry.

For workers receiving a lump-sum payment, wage increases averaged five-tenths of 1 percent in the first year and 1.1 percent over the term of the contract. Workers not covered by lump-sum provisions received wage increases averaging 2.6 percent in the first year and 2.9 percent annually over the life of the agreement.

Wage gains in the construction industry led the survey, with workers receiving first-year wage increases of 3 percent and overall annual raises averaging 3.2 percent.

Settlements in nonmanufacturing industries—which covered nearly 75 percent of the workers in the survey—provided first-year increases averaging 2.9 percent and annual increases of 3.1 percent over the contract term. Manufacturing workers received first-year wage increases averaging two-tenths of 1 percent and overall annual increases of nine-tenths of 1 percent.

About 38 percent of the workers covered by the survey retained contract provisions governing cost-of-living adjustments, BLS reported, down from 40 percent as of the end of last year.

Rail union economist Eli Oliver dies at 88

West Palm Beach, Fla.—Eli L. Oliver, an economist whose association with unions spanned six decades, died here of cancer July 28 at the age of 88.

Oliver became research director of what was then the Railway & Steamship Clerks in 1926 and had close ties with railroad unions as a consulting economist and political activist during his long career. He was executive vice president of the CIO Labor's Non-Partisan League in the late 1930s, resigning when John L. Lewis opposed President Franklin D. Roosevelt's candidacy for a third term.

Later his activities included membership on various dispute-settling boards and service as executive secretary of Labor's Committee for Truman and Barkley and in a comparable role in a 1960 Kennedy-Johnson committee.

Right to know

Pennsylvania AFL-CIO President Julius Uehlein outlines labeling requirements of the state's new right-to-know law on hazardous chemicals that went into effect Aug. 3. The labor federation conducted seven news conferences across the state in three days to promote public awareness of the law. Attending the briefing in Philadelphia are Electronic Workers Vice President Mike Giardino, State Labor & Industry Sec. Harris Wofford Jr., Pennsylvania AFL-CIO Sec.-Treas. Judith Heh, Deputy Labor Sec. Patricia Halpin-Murphy and Mayor Wilson Goode.

Open-door policy at Pentagon aids foreign arms merchants

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brikk Inc., Norway's state-owned armaments company which, it was recently disclosed, joined with Japan's Toshiba Corp. in a $17-million sale to the Soviets of this nation's critical nuclear submarine propeller-silencing manufacturing technology.

A Defense Dept. study now estimates it will cost as much as $60 billion over the next decade to rectify the damage.

The Norwegian firm will exhibit "missile systems, proximity fuses, ground base air defense and command systems," according to the show's sponsors, and Prestegaard will be the featured workshop speaker.

Although the trade show will deal with Defense Dept. procurement policies on weapons systems and other technology, American defense manufacturers need not bother applying for exhibit space.

Restricted clientele

The exposition is strictly limited to companies from 17 foreign countries—most of them in Europe and the Middle East—that have signed memoranda of understandings on "reciprocal defense procurement" with the United States. These agreements are supposed to provide an offset to some of the American arms sold overseas and to "coordinate" weapons used by NATO.

AFL-CIO Research Director Rudy Oswald charged that Reagan Administration officials "seem to want to spend their time encouraging foreign access to the U.S. market rather than to develop this country's sagging industrial base."

The Defense Dept., he said, "is bending over backward to stimulate competition from overseas firms, including those who in the past have weakened our national security by selling some of our most important secrets to the Soviet Union."

Oswald expressed concern that foreign governments will subsidize their arms merchants and encourage the dumping of their products on the Defense Dept. at bargain-basement prices to drive the defense industry in this country out of the market.

"The techniques engaged in by many of these countries to dominate the semiconductor and machine tool fields seem destined to be pursued by foreign concerns to corner the American defense market," Oswald warned. "Unless this practice is halted, it could undermine, weaken and ultimately destroy the economic and technological capability of many American firms to fulfill the requirements of both the defense and commercial markets."

Britain will have the most exhibitors at the show—38—followed closely by Spain, 24; France, 22, and Italy, 15.

Other countries include Australia, Belgium, Canada, Denmark, Egypt, West Germany, Israel, Luxembourg, Netherlands, Norway, Portugal, Switzerland and Turkey.

Textile curbs seen as saving to taxpayers

The labor-backed Textile & Apparel Trade Act pending in Congress could save the federal government $500 million of taxpayers' funds it's now spending to maintain idled workers and their families, a new study has found.

The savings would result from lower outlays for a wide range of programs, including unemployment insurance benefits, food stamps, Medicaid, social security, earned income tax credits and Aid for Families with Dependent Children.

Also included would be a cut in interest payments because the $500 million savings would mean a reduction in the federal deficit.

The study pointed to federal savings in the area of $280 million in 1987 and $504 million in 1988 as textile and apparel workers move from assistance rolls to payrolls.

There would be added benefits in terms of increased revenues from income and corporate taxes, although this issue was not addressed in the study. Economists customarily figure that every 100,000 workers who return to their jobs yield revenues of $2.5 billion annually.

The analysis was prepared for the Fiber, Fabric & Apparel Coalition for Trade—made up of the Ladies' Garment Workers, the Clothing & Textile Workers and industry representatives—and was released by Rep. William H. Gray III (D-Pa.), chairman of the House Budget Committee. The study was made by ICF Inc., a Washington-based consulting firm.

Reversing job trend

Earlier, the coalition released a study showing that passage of the bill could put 152,000 Americans back to work by the second year that it's in force—nearly half the 350,000 jobs in those industries wiped out by the unchecked surge of textile and apparel imports between 1980 and 1986.

President Reagan vetoed earlier legislation to stem the import tide and last year the House fell a handful of votes short of enacting the measure over his objections.

The current bill has been approved by a House Ways & Means subcommittee and is waiting action by the full committee. It would allow textile and apparel imports to grow at a 1-percent annual rate—the expected growth rate of American consumption of these products. Imports grew at a record-shattering pace of 17 percent in each of the last six years.

In making the study public, Gray urged prompt congressional action to put the textile and apparel bill on the statute books.

Kirkland lauds graduates of labor studies program

The nine newest graduates of the George Meany Center for Labor Studies were told that the degree program they just completed is an integral component of a plan just dreamed of a century ago—to bring the full range of the nation's educational and cultural resources within the reach of working people.

AFL-CIO President Lane Kirkland, in his commencement address, noted that the trade unionists who started the organizations that became the AFL-CIO aimed to create a "forum in which they could examine mutual problems and formulate mutual goals . . . a clearinghouse in which to pool their knowledge, their experience and the resources in pursuit of those goals."

"Many of our best leaders saw from the beginning that we needed a national labor education center for the same reasons," Kirkland said, "so that all of our unions could benefit from each other's knowledge and experience, and so that all of that concrete knowledge and experience could be brought to bear in widening the educational horizons of our fellow citizens."

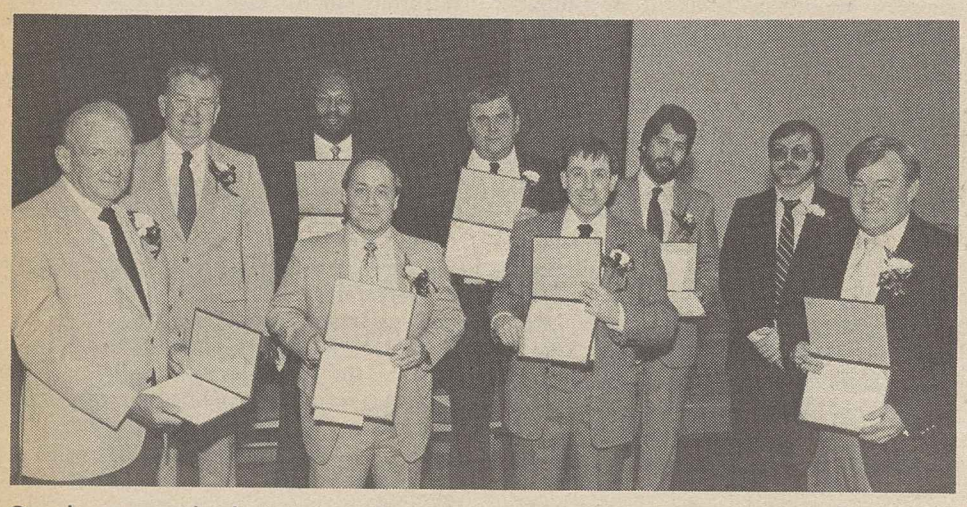
The external degree program, offered by Antioch College in cooperation with the center, is the result of labor's desire to bring those educational and cultural resources within the reach of workers. The result is that "those who undertake it are challenged to integrate ideas with experience in ways that shed new light on both," Kirkland said.

The nine graduates received bachelor of arts degrees, bringing to 112 the number of trade unionists who have graduated from the program. Unionists, who continue their regular union jobs while taking the courses, receive some college credits for the union work experience. They spend one week every six months at the center where they are introduced to new courses of study to pursue during the following six months.

List of graduates

The new graduates are: Michael Ash, Communications Workers district director for New England and New York; William Farally, business representative for Sheet Metal Workers Local 19 in Philadelphia; William Gillen, president of the Insurance Workers before the union merged with Food & Commerical Workers and now the program's oldest graduate; Charles Hodell, director of Frontlash's young workers program; Henry McGuire Jr., business representative for Electrical Workers Local 46 in Seattle; John J. McManus, assistant director of the AFL-CIO Dept. of Community Services, and Sidney Young Jr., co-manager of the Clothing & Textile Workers joint board in North Carolina and Virginia.

Also graduating from unaffiliated unions were Nicholas Covell, United Transportation Union local president in Colorado and Steve Lindner, a contract administrator at the Mine Workers.



Graduates with their new diplomas are, from left: William Gillen, John McManus, Sidney Young Jr., Michael Ash, Nicholas Covell, Henry McGuire Jr., Charles Hodell, Steven Lindner and William Farally.

EDITORIALS

Alive and Well

STUDENTS OF labor history will recognize a familiar cycle in which assorted pundits agree among themselves that unions are fading into insignificance, only to "discover" a few years later that the epitaph was premature.

The official call to the AFL-CIO's 17th convention in October cites some examples of the continued vitality of this trade union movement of ours.

On the organizing front, it notes the vote for union representation at the Kingsport, Tenn., plant where a quarter-century ago a strike by five printing trades unions was crushed.

It points to the overwhelming vote for union representation by air traffic controllers just six years after the President Reagan's vindictive crushing of an earlier union.

As the convention call notes, "the resounding 'union yes' votes demonstrate that American workers will never abandon their quest for the dignity and fair treatment available only under the union contract."

TWO OTHER recent developments bear added witness to the perseverance that has been the hallmark of America's unions.

One covered the contract agreement that brought an honorable settlement to the long IBP strike in Dakota City, Neb. It revoked the steep wage cuts that management had unilaterally imposed and provided solid contract gains in place of the give-backs IBP had demanded.

Like the Kingsport and air controller victories, the IBP settlement involved thousands of workers. On a smaller scale—in numbers but not in significance—is the victory of 75 Pittsburgh janitors who will again be paid decent union wages for cleaning the office buildings of the rich and powerful Mellon Bank.

Their union, the Service Employees, conducted a multistate campaign to shame the bank and at the same time pressed the cause of the janitors in court suits and before the National Labor Relations Board. The settlement include substantial back pay for each of the workers.

Obviously and happily, most union gains are achieved in less dramatic fashion—through the hard bargaining of postal unions on behalf of hundreds of thousands of workers and through a parental leave option just negotiated for a group of New York garment workers.

SINCE THE trade union movement's infancy, workers have been aware that hard-won gains can be lost in Congress and in the legislatures, in the White House and in gubernatorial mansions, in city councils and school boards.

Increasingly, workers have been buffeted by a one-way trade policy that has uprooted entire industries, destroyed jobs and pushed down living standards. That's a political issue if there ever was one.

Some of the battles being fought in the political arena are over clearly defined bread-and-butter issues, such as resisting attempts to destroy the prevailing wage concept of the Davis-Bacon Act and pressing to restore the value of the minimum wage.

Some are literally life-and-death issues, such as the continuing struggle to carry out the intent of the Occupational Safety & Health Act against those who would weaken its protections by law and by lax enforcement.

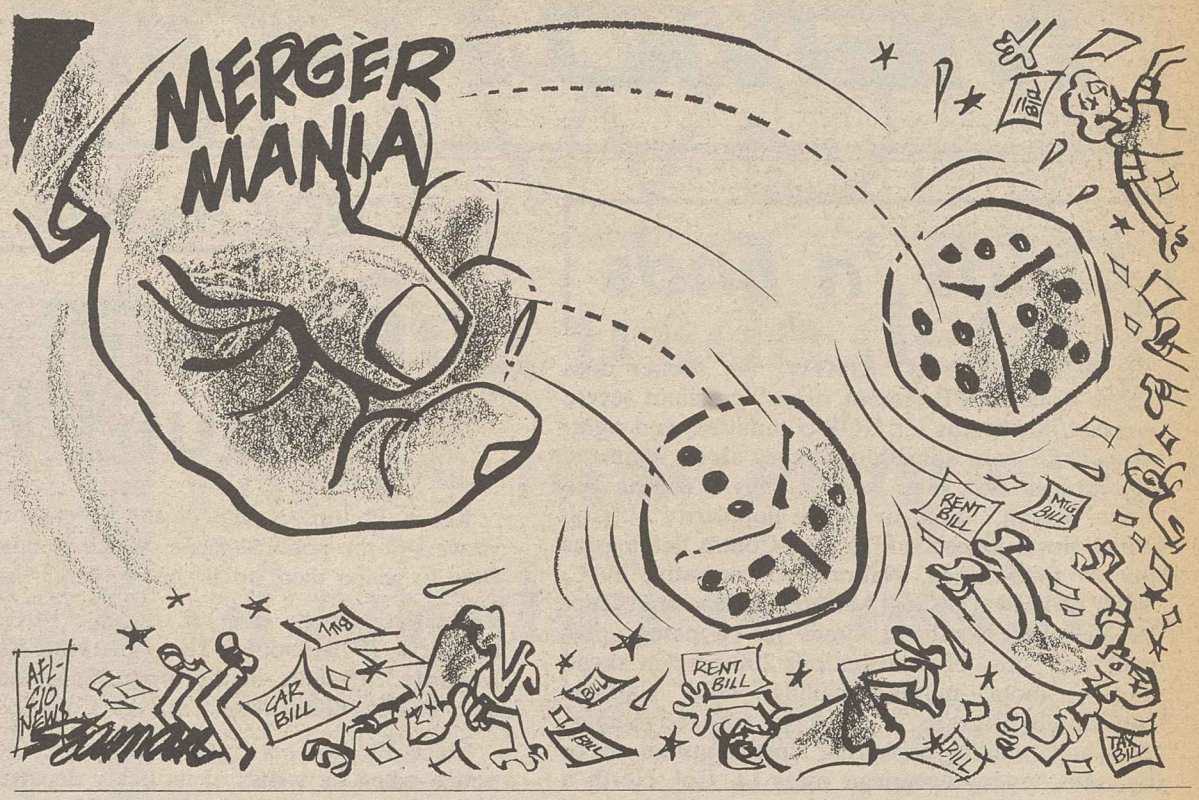
In every election year, unions take on the obligation to inform their members of the records of people seeking public office and setting up a process for endorsing those most worthy of labor's support.

Sometimes the results are tangible. In the last election as the AFL-CIO officers noted, "union voters and political volunteers did their part in helping elect a Congress more capable of resisting the worst of the Reagan Administration's efforts to turn back the clock on America."

The process is not foolproof, and sometimes unions and their members are fooled. But not very often. And the great virtue of our system of government is that mistakes made in one election can be undone in the next.

This we do know. The worst mistake is indifference. The best results are achieved when there is maximum worker participation in the political process. As the convention call noted, trade union solidarity takes many forms. The more the better.

The Losers



Washington Window

Literacy tutors needed as spur to job training

By Press Associates

It doesn't take a genius to look at America's trade deficit and know something is wrong.

But it takes a bit of foresight to understand that some of the solutions to the nation's problems with international economic competition lie beyond the realm of imports and foreign and domestic business practices.

Study commissions, labor, business, educators and economists agree that the nation's educational systems have fallen far behind those of our major industrial competitors like Japan and West Germany.

Most experts agree that education and continuous training and retraining of workers will mean the difference between America's successful adaptation to those changes or a continued decline in the standard of living for its citizens.

However, a major stumbling block is the incredible fact that in this country of free public education, one-sixth of the adult population is functionally illiterate.

If people can't read a newspaper story or a sign, how will they be able to read and comprehend complex job training technical manuals?

That is why a group of senators decided it was appropriate to include the proposed Literacy Corps in the trade bill.

Student tutoring

The corps is an innovative idea for college students to provide supervised literacy tutoring in established community agencies—like inner-city schools, Head Start centers, prisons, adult literacy centers, juvenile detention facilities, and in agencies for the handicapped and emotionally disturbed.

In return, students would get three credit hours from the elective courses to be established in colleges around the country. They also would receive valuable work experience.

An added bonus, as Senate Labor & Human Resources Committee Chairman Edward M. Kennedy (D-Mass.) and former U.S. Chief Justice Warren E. Burger noted in a New York Times opinion piece, is that the corps would "harness the idealism, enthusiasm and social commitment of young Americans."

The corps is based on a program developed at the University of Miami in 1969 by then-student Norman Manesa, who now directs the Washington Education Project. He persuaded St. John's University in Queens, N.Y., to establish a similar program in 1986 using grants from the New York Daily News, Xerox Foundation and the American Can Co. Foundation.

Reading level rises

A Miami school principal said the college student tutors there raised the reading levels of emotionally disturbed adolescents by one or two years within a five-month period. A Flushing, N.Y., elementary school principal said the St. John's tutors produced "dramatic improvement" in reading skills.

The federal government spends $106 million a year on literacy programs, that reach only about 4 percent of those who need help. According to the National Advisory Council on Adult Education, some $5 billion would be required to eradicate illiteracy using current programs.

For those who automatically reject the thought of a new government program because of worries over the federal deficit, the Literacy Corps should make them happy. The cost is estimated at $20 million for two years to launch the program at hundreds of colleges. After that, the programs are expected to be self-sufficient.

In addition, the Senate Labor Committee estimates that the 60 hours of tutoring per semester provided by 130,000 undergraduates at 800 colleges would yield nearly 8 million hours of tutoring over a two-year period. With tutoring valued at $20 an hour, that's $160 million, or eight times the government's investment.

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MEMO FROM COPE

Odds 'n Ends

WOULDN'T YOU KNOW? No sooner does Memo from COPE (recent issues) proclaim severe financial downturns for GOP committees and right-wing PACs than something comes along to revive their spirits and their purse. They're riding the "Ollie-Wagon," using overnight popularity Lt. Col. Oliver North gained during Iran-Contra hearings as spur to fund-raising. National Conservative PAC, which had fallen on real hard times, sends out letter that invokes North 11 times in 14 paragraphs, reports response of contributions 200 percent ahead of other money-milking mailings. GOP National Committee likewise is quick to take advantage. Does huge mailing exploiting North's instant celebrity, says "every American owes Lt. Col. North a debt of thanks," payable, of course, in form of check to GOP Committee. Its letter mentions North 19 times, President Reagan only 10. For now, at least, GOP's Number One fund-raiser is Ollie North, not Ronald Reagan.

A GOP COMMITTEE gets in hot soup for getting in deep mud. Party's National Senatorial Committee prepares 71-page "research overview" on Democratic Sen. Howard Metzenbaum (Ohio), who's up for re-election in 1988, charges he's "communist sympathizer" (is Joe McCarthy back?). Report says Metzenbaum's "communist sympathies have found their way onto the Senate floor." Its evidence? A 1976 newspaper article that quoted Metzenbaum saying "the long-range solution for unemployment lies in creating a healthy atmosphere for industrial expansion" (for heaven's sake, *Ronald Reagan* has said *that*). Report also cites Metzenbaum's unwillingness to rule out "use of WPA and Jobs Corps techniques as a pump-primer" for national economy. This garbage was sent to two prospective GOP candidates against Metzenbaum in 1988, both of whom promptly and firmly repudiated it, as did many of Metzenbaum's Senate colleagues in both parties. Heck of it is, hatchet-man who researched and wrote report has not been fired.

YET ANOTHER BACKFIRING GOP effort has been resolved, sort of. In last year's Senate campaigns in some states, GOP instituted so-called "ballot security" program, a thinly-disguised effort to discourage thousands of blacks and Hispanics from voting. In Louisiana, as one example, a GOP political director wrote of the "ballot security" scheme: "I would guess that this program will eliminate at least 60-80,000 folks from the (voting) rolls. . . . If it's a close race, which I'm assuming it is, this could keep the black vote down considerably." Democrats sued GOP. In late July out-of-court agreement, GOP said it would seek federal court clearance for any future "ballot security" plans. Democrats had charged scheme violated federal civil rights laws.

REAGAN 'VETO' STRATEGY lambasted by Senate Majority Leader Robert Byrd (W.Va.) as device to deflect public attention from Iran-Contra shenanigans and to make Congress "fall guy" for failure of Reagan legislative agenda. President has threatened veto on most major legislation moving through Congress.

Special Interest

Political pundits are taking a "ho-hum" attitude toward the 1988 presidential elections, but for trade unionists it's a serious matter.

Members have turned to their union newspapers to read special statements prepared by the Democratic and Republican aspirants in answer to questions on trade and federal deficits, pressing human needs and labor's role in the political process.

Videos in which all declared and expected candidates talk about the kind of leadership they plan to bring to the White House are playing to enthusiastic audiences in union halls. And many of the presidential hopefuls have pleaded their case before union conventions.

This "Democracy at Work" project adds up to the most intensive voter education campaign ever conducted in the United States. Who's really interested in the 1988 presidential sweepstakes? Workers and their unions are.

GOP Hopefuls Can Show Independence

Reagan Decline Frees Would-be Successors

Kevin Phillips is one of the wiser conservative viewers-of-the-political-scene. He does not hammer facts to shape them to fit his, or any, "ism."

He foretold the coming of conservative rule in his early 1970s book "The Emerging Republican Majority." It came in the form of Ronald Reagan and, briefly, GOP control of the Congress.

Since Phillips anticipated its arrival, he's worth notice when he writes of its likely departure, as he did at length recently in the *Washington Post.*

Phillips' main point is this: That it's a liberating thing for the GOP and its presidential hopefuls that "the Reagan Revolution—such as it was—is ending." The "doctrinaire conservatism" that was its anchor is becoming, Phillips says, "a GOP political liability."

He notes that polls have shown for some time now a desire among a majority of Americans that 1988 elections head the country in a new direction. There is a strong feeling against a continuation of Reagan Administration policies, particularly in the social welfare area.

Phillips comments that Reagan himself "has already lost his larger-than-life status . . . and now he's in danger of fading beyond lame-duckhood to what verges on irrelevance," as the public gets the feeling that, at 76, the President "is no longer on top of things."

The public wants in its next President, Phillips says, to have "deeper expertise and more hands-on leadership" than Reagan has provided.

Phillips sees both "positive and negative legacies" of Reagan's presidency and says it is the challenge of blending the two that confronts the GOP and those who seek the party's 1988 presidential nomination.

He says with so many voters looking to new directions, "part of the Reagan record has to be pushed aside and even subtly repudiated." The idea of just carrying on the so-called "Reagan Revolution," he contends, "is a strait-jacket the Republican Party must escape from. The irony is that the president's current unravelling may actually help loosen the party from its bonds."

Among these "bonds," in Phillips' view, are "excesses" bred by the Reagan years that went beyond what Phillips calls the "middle-of-the-road conservative" mood of the early 1970s to "ideological radicalism that flowered" in the Reagan years. (An argument can be made it flowered a good bit earlier with the rise of the Jesse Helms-types and the "new right.")

From these excesses comes what Phillips calls a "new laundry list" of public discontent—"toward mergers and corporate raiders, budget deficits and government borrowing, excessive industrial deregulation, financial speculators, Japanese trade negotiators, profiteering ex-White House aides, Constitution-stretchers, TV preachers and run-amok military adventurers."

It is these "warps" that produced "backlash" against conservatism and Reaganism, Phillips feels, along with public unease over "the budget mega-deficit, the huge trade deficit so out of keeping with great power status, the decline of the dollar, the emergence of the United States as the world's leading debtor nation."

As Phillips sums it up, "it's a depressing sequence" and could lead to "Ronald Reagan being remembered as the American President who presided over a larger national comedown than Vietnam."

He chastizes a Reagan Administration "that had so little sense of history it wound up talking about morning in America when it was twilight in the trade statistics and other measurements of U.S. potency."

So, the President is slipping and conservatism—at least, the 1980s brand—is slipping, and where does that leave the GOP and its seekers of the presidency? Phillips sees the slippages as, ironically, an opportunity for the GOP "to catch up with the flow of history (and) embrace a more moderate ideology."

He thinks several of those seeking the party nomination in 1988 are "experienced centrists" able to establish independence from the Reagan legacy without at the same time repudiating it.

They are free to promote in their candidacies "a less ideological economic policy, a greater willingness to embrace active government and a more strategy-minded and less Errol Flynn-like foreign policy."

Phillips concludes: "The record he (Reagan) leaves behind is only a mixed one—relative first-term success, coupled with three subsequent years of diminishing competence and relevance.

"The extent to which his 'revolution' was half substantial achievement, but half failed radical experiment, will leave historians with a challenging job of sorting-out. But for 1988 Republican presidential candidates, the process has already begun—and the result is an increasing display of independence. An era is clearly over."

If You Like Debates . . . .

If you like presidential debates, you'll love what's coming. Wow, have we got debates!

Already, all Democratic candidates for the nomination have had a mild go at one another on William F. Buckley's "Firing Line" public TV show. GOP candidates are lined up for the Buckley program October 28. In a few instances, a couple of candidates have gone one-on-one with each other.

Ten debates are set in the South leading up to the Mar. 8 "Super Tuesday" primaries/caucuses—and there is an expectation of more to be scheduled.

The League of Women Voters announced four sets of pre-primary debates and is still fighting to maintain sponsorship of the big event, the 1988 campaign-time debates between the presidential nominees.

The Republican and Democratic Parties believe they've hijacked these and already announced dates for three debates between presidential nominees and one between nominees for VP in Fall '88. However, the League recently released its list of main events, providing the cities, though not the specific dates—sometime in September and October 1988 in Birmingham, Ala., Boston, Los Angeles and Minneapolis.

Maybe some enterprising TV producer will get the League and the parties to square off in a debate over who should run the debates.

Bush Pulls Way Ahead in Fund-Raising Campaign

Hefty sums have flowed into presidential campaigns, according to figures released by Federal Election Commission. As of June 30, six candidates in each party had formed exploratory or official campaign committees. Among them, they'd collected more than $33 million, with Vice President George Bush way ahead of the pack.

In addition, five Republican and two Democratic candidates had so-called "leadership PACs," which are separate from campaign committees but are nevertheless campaign vehicles. These PACs had amassed $21.5 million among them, again with Bush's PAC outdistancing all others.

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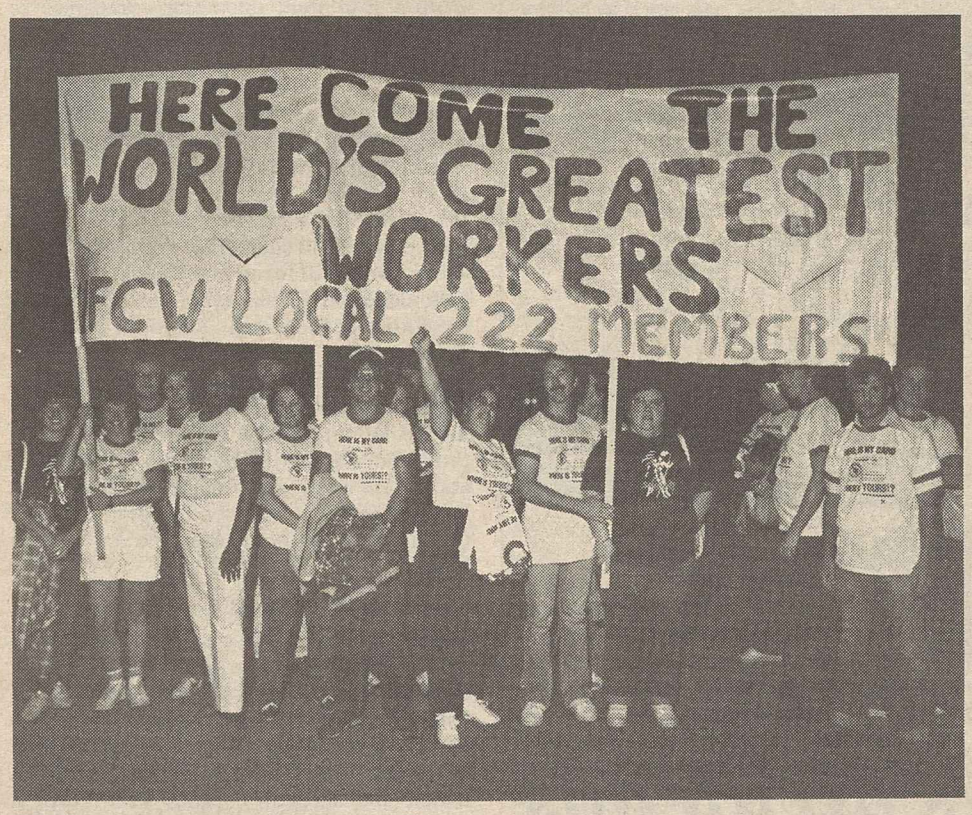

Victory march

Members of Food & Commercial Workers Local 222 march back to work at IBP Inc.'s flagship plant in Dakota City, Neb., after winning a four-year agreement that gives them their first pay increase since 1981. The 2,800 UFCW members endured a nine-month lockout and strike to turn back management demands for drastic pay cuts. The new contract also improves the plant safety program, health insurance and retirement benefits.

Raging trade deficit raises new concern of another recession

The United States faces the grim prospects of lower living standards and another Reagan Recession because of its status as the world's largest debtor nation.

That blunt assessment came in a report from the congressional Joint Economic Committee. It laid the blame for the $263.6 billion that America owes to foreign countries squarely on the unchecked tide of imports that have flooded the domestic market during the past six years, destroying millions of jobs, decimating industries and turning communities into ghost towns.

The AFL-CIO said the study confirmed labor's repeated warnings that firm action is vital to end the trade imbalance and restore the nation to the creditor status it enjoyed before Ronald Reagan took office.

"The impact of foreign trade has been devastating," said Research Director Rudy Oswald, and Congress has taken "an important step in the right direction" with the passage of legislation to deal with the problem. Differences between the House and Senate versions must still be ironed out in conference, and the threat of a Reagan veto continues to hang over the trade bill.

But trade legislation is only part of the solution, Oswald emphasized. "Congress needs to deal with the revenue needs of the country to bring down the federal budget deficit," he said.

Reagan's economic policies have driven the national debt above the $2-trillion mark—more than double what it was when this Administration came to office six years ago, Oswald pointed out. Financing this raging deficit was achieved by an unprecedented burst of federal borrowing, with a significant portion of the money coming from abroad.

Beyond devising ways to deal with the soaring federal debt, he continued, "additional action is needed to deal with other underlying economic forces—including an eroding infrastructure, rising interest rates and the instability of the dollar on world money exchanges—that have helped put the United States in the unenviable position of being the biggest debtor nation on the face of the earth."

Cracking ice

Earlier this year, the JEC cautioned that the nation was "skating on thin ice" as it struggled to achieve even a modest rate of growth in the gross national product. Six months later, the committee said, not only does the outlook for improved growth remain clouded but "cracks are starting to appear in the ice."

The most prominent of these cracks, the JEC said, is the "enormous burden of international debt" piled up by the Administration. The United States has gone from a credit balance of $100 billion in 1980 to a $263.6-billion deficit last year.

Some of the foreign cash was invested

Continued on Page 6

OSHA stalling continues despite get-tough image

By Arlee C. Green

The Occupational Safety & Health Administration, stung by recent reports scoring the agency's breakdowns, is reacting with a flurry of headline-grabbing fines against major companies. Even so, OSHA officials are still fighting Congress, the federal courts and unions on ways to improve job safety.

AFL-CIO occupational safety specialist Margaret Seminario said that "labor wants to see these headline cases transformed into a systematic program of uniform action, backed up by the setting of strong, effective standards to deal with workplace hazards."

The high-profile crackdown on big violators demonstrates that OSHA is willing to act in isolated cases and "we welcome it whenever they do," Seminario said. "But the agency's programs have been significantly weakened under the Reagan Administration and currently OSHA is really not capable of doing its job."

Seminario suggested that this flurry of activity may be linked to planned Senate oversight hearings set for this fall.

Labor Sec. William Brock and OSHA Administrator John A. Pendergrass insist that the agency is back on track. But OSHA is continuing its foot-dragging in rulemaking—so much so that a federal appeals court in July criticized the agency for taking more than five years to set a short-term exposure standard for ethylene

Continued on Page 4

20 House-Senate committees enlisted to shape trade bill

By David L. Perlman

More than one-third of the members of Congress will take part in the multi-layered House-Senate conference to shape the final version of the trade bill.

The 44 Senate conferees, headed by Finance Committee Chairman Lloyd Bentsen (D-Tex.), come from nine committees that dealt with portions of the 1,000-page bill the Senate passed last month by a 71-27 vote.

House conferees will be led by Ways & Means Committee Chairman Dan Rostenkowski (D-Ill.). The House bill passed by a 290-137 margin on Apr. 30, was the product of 11 committees. The 37 House conferees already named are expected to be augmented by the appointment of at least 100 more when Congress returns.

While the two bills differ in a number of respects, it is the similarity of approach that has been evoking Administration warnings that the President is prepared to veto any bill that he considers "protectionist." Both bills seek to narrow the U.S. trade deficit by pressuring other countries to open their markets to U.S. goods and require retaliation if negotiations fail.

The House and Senate both voted to declare specified violations of internationally accepted worker rights an unreasonable trade practice.

While the House bill has the stronger language of the Gephardt Amendment to compel a reduction in the trade deficit, the Senate included a modified plant closing restriction in its bill. Both are strongly opposed by the White House.

Another Reagan-opposed trade bill—a

Continued on Page 6

South African mine strike backed

A nationwide strike that has virtually shut down South Africa's gold and coal mines has the full support of the AFL-CIO, President Lane Kirkland said in a telegram to the National Union of Mineworkers.

Kirkland called the massive walkout—the largest in South Africa's history—a struggle for "equality and justice," and condemned management's unwillingness to negotiate a fair settlement.

The white-minority South African government immediately instituted a campaign of repression against the black miners, arresting 86 of the union's officials. Police raided a union building in Klerksdorp, a community southwest of Johannesburg.

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Metal Trades assail buy-foreign expo

Defense Dept. looks abroad for more weapon purchases

By Gene Zack

The AFL-CIO Metal Trades Dept. called on top executive and legislative branch officials to withdraw from participation in a lavish exposition designed to encourage foreign arms merchants to reap a bigger share of Defense Dept. weapons expenditures.

MTD President Paul J. Burnsky sharply protested the scheme that, he said, "has as its obvious purpose the further penetration of the U.S. defense procurement market" by overseas firms.

In letters to Defense Sec. Casper W. Weinberger, National Security Adviser Frank Carlucci, Deputy U.S. Trade Rep. Alan Woods and other key Pentagon and State Dept. officials, Burnsky noted that foreign firms last year gobbled up $9 billion in arms and research contracts.

Foreign firms favored

At a time when the nation's trade deficit continues to rage out of control, the MTD president charged, the foreign arms dealers are being given "competitive advantages" over U.S. firms, robbing thousands of American workers of their jobs.

A similar appeal to dissociate themselves from the exposition went to four Senate Armed Services Committee members—Chairman Sam Nunn (D-Ga.), Carl Levin (D-Mich.), Dan Quayle (R-Ind.) and John Warner (R-Va.)—all of whom were listed by the show's sponsors as invited speakers.

Also urged to withdraw from participation were Senate Finance Committee Chairman Lloyd Bentsen (D-Tex.) and House Armed Services Committee Chairman Les Aspin (D-Wis.)

Burnsky noted that one of the scheduled participants in the show—expected to draw some 150 arms merchants from 17 countries—is Assistant Defense Sec. Robert B.

Continued on Page 3

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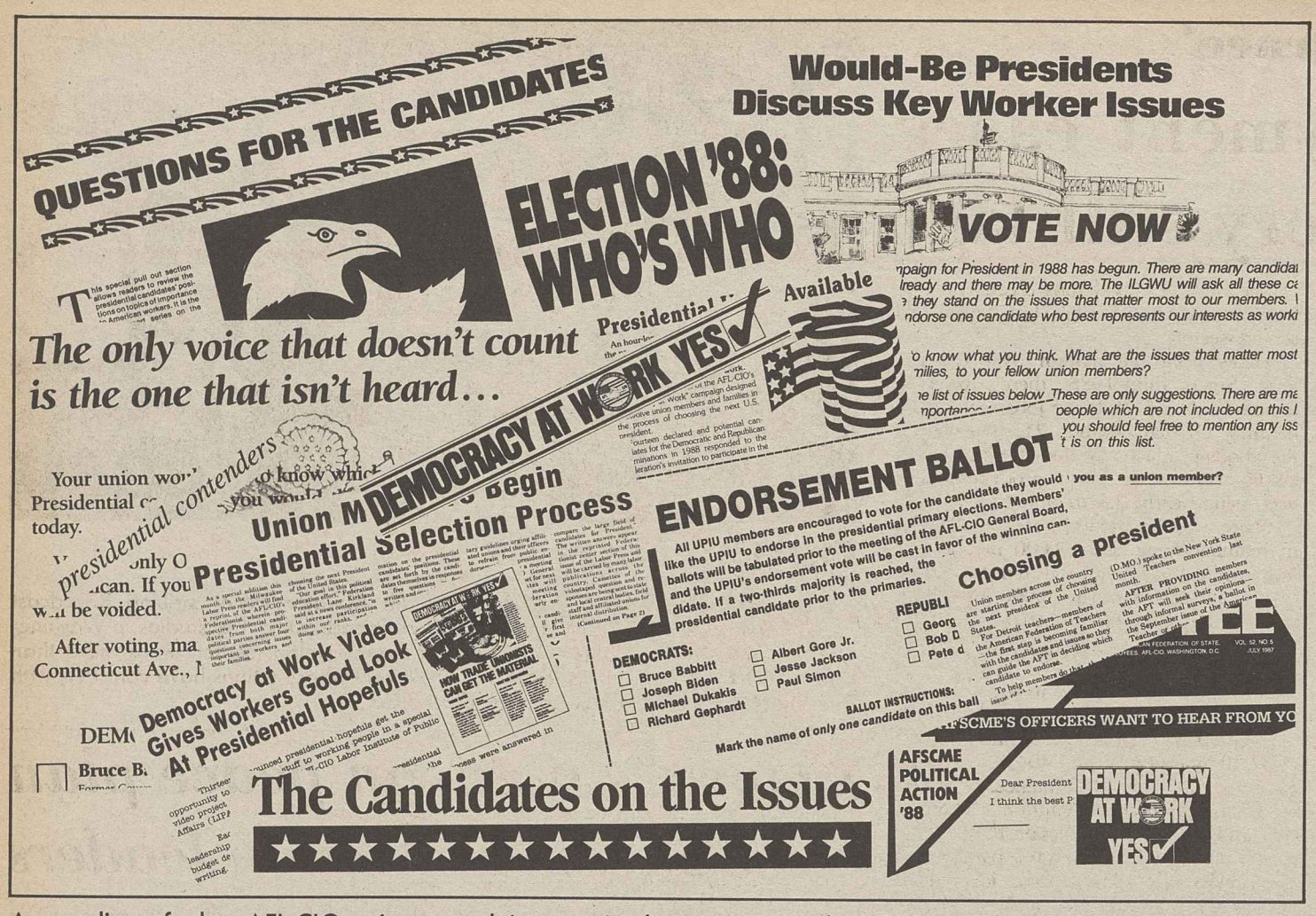


A sampling of what AFL-CIO unions are doing to stimulate interest in the 1988 presidential campaign.

Voter education drive pays dividends

Innovative techniques sample member attitudes on candidates

The AFL-CIO's "Democracy at Work" campaign—as extensive a voter education effort as ever undertaken in the nation—has introduced millions of American workers to the candidates seeking their parties' presidential nominations in 1988.

It has also generated a feeling among union members that there's an urgent need for an Administration committed to solving trade and budget deficits and revitalizing the ailing economy.

In a comprehensive effort, some affiliates are utilizing professional pollsters while others are arranging for straw ballots at conventions, regional and local conferences and in local union halls to test the sentiments of members on the presidential sweepstakes.

The results will be the subject of discussions by the AFL-CIO Executive Council when it meets next week.

After months of reading where the Republican and Democratic candidates stand on the issues, viewing special videotapes in which those seeking the presidency talk about their prospective administrations, and giving many of the candidates an opportunity to address union meetings, one clear message has emerged:

There's a following within labor's ranks for each of the seven declared Democratic candidates who took part in the political outreach program—Senators Joseph R. Biden Jr. (Del.), Albert Gore Jr. (Tenn.) and Paul Simon (Ill.), Gov. Michael S. Dukakis (Mass.), former Gov. Bruce Babbitt (Ariz.), Rep. Richard Gephardt (Mo.) and Rev. Jesse Jackson.

Others named

And some union members support other possible Democratic candidates—Rep. Patricia Schroeder (Colo.), Sen. Bill Bradley (N.J.) and Gov. Mario Cuomo (N.Y.).

The federation gave equal time to six Republican aspirants—Vice President George Bush, Sen. Bob Dole (Kan.), former Delaware Gov. Pete du Pont, former Sec. of State Alexander M. Haig Jr., Rep. Jack Kemp (N.Y.) and Rev. Pat Robertson. The seventh GOP candidate, former Sen. Paul Laxalt (Nev.), entered the race too late to participate.

Here's a sampling of some of the innovative techniques being used by various affiliates to get members' reactions to the issues and candidates:

AFSCME—Used the cover of its monthly publication for a straw poll, inviting members to name their candidate preference and to let the union's officers know the concerns members believe the candidates should address.

Bricklayers—In addition to conducting surveys through its publication, the union is turning to focus groups in five cities to get an in-depth view of how members are reacting to the various candidates.

Carpenters—Used its monthly magazine for a straw poll in which members are being asked to rank candidates in the order of preference and encouraging their comments.

Communications Workers—Used an outside polling group to take a telephone sampling of members' views, gave presidential candidates an opportunity to address the union's convention and circulated a questionnaire among delegates.

Food & Commercial Workers—Conducting surveys every two months among local leaders, augmented by a membership poll in which one-third of the questions deal with the political issue.

Government Employees—Conducted straw polls at local union meetings prior to showing the videotapes. Another ballot cast immediately after members heard directly from the candidates recorded shifts in members' attitudes.

Paperworkers—Used its publication for a questionnaire as a preliminary poll on members' attitudes.

Railway & Airline Clerks—Using three levels to measure voter attitudes, including a rank-and-file survey through its magazine, a survey of convention delegates, and a national leadership survey.

Service Employees—Used an outside firm to conduct a straw poll, to be followed by a survey of all members through the union's magazine.

Teachers—All candidates were profiled in the union's newspaper, emphasizing their positions on education and labor issues. The candidates were invited to AFT state and regional meetings and have met, or are invited to meet with the union's executive board. Polling of members will include both scientific sampling and mail-in-ballots.

There were two main techniques employed to help union members concentrate on the political process:

- The eight-page American Federationist supplement that gave Democratic and Republican candidates a chance to focus on trade and budget deficits, meeting human needs and labor's political role.

This formed the basis of voter education drives by AFSCME, Air Line Pilots, Allied Industrial Workers, Aluminum Workers, Auto Workers, Boilermakers, Bricklayers, Chemical Workers, Communications Workers, Firemen & Oilers, Flight Attendants, Graphic Communications Union, Machinists, Maintenance of Way Employees, Molders, Office & Professional Employees, Operating Engineers, Paperworkers, Plumbers & Pipefitters, Railway & Airline Clerks and Steelworkers.

A number of unions—including the Government Employees, Postal Workers, Clothing & Textile Workers, Letter Carriers and Teachers—supplemented the basic four questions with ones dealing with their members' particular concerns.

The publications of several local central bodies also carried the candidates' responses to the key questions.

- The videotapes produced by the Labor Institute of Public Affairs are being seen at union and state AFL-CIO conventions and at meetings of local unions and state and local central bodies.

The voter education campaign has won high praise from the nation's news media. Major newspapers, smaller dailies, national news magazines and the major television networks all gave prominent attention to the "Democracy at Work" project.

The media consensus was that labor's effort to focus members' attention on the 1988 elections dwarfed any education campaign ever undertaken to involve voters.

Profiteers import faulty bolts from Pacific rim

It's not much consolation to American firms forced out of business and workers forced out of jobs, but the imported industrial-strength bolts that captured much of the U.S. market aren't the bargain they appeared to be.

A continuing investigation by a House subcommittee has uncovered a cesspool of counterfeit, mismarked and substandard fasteners that pose a threat to America beyond the worsening trade deficit.

Its findings prompted Subcommittee Chairman John D. Dingell (D-Mich.) to this grim assessment:

"Every American who crosses certain bridges, works in particular industrial plants, enters certain high-rise buildings or stadiums, trains or fights with weapons supplied by the Defense Dept., flies in certain aircraft or lives near certain nuclear facilities may be endangered by phony bolts."

Hundreds of millions of them have been sent to the United States, mostly from Japan, South Korea and Taiwan.

According to Japanese manufacturers, instructions to mislabel less durable bolts came from U.S. importers who wanted the extra profit from selling a cheaper product at premium prices.

10 million dispersed

Dingell noted that just one procurement office in the Defense Dept. estimates that it has purchased and dispersed more than 10 million substandard bolts of a particular grade over the past two years.

Other examples uncovered by the subcommittee staff included the use of understrength bolts on ground support equipment for the space shuttle, on a wide range of military vehicles, and to anchor seats on school buses.

Dingell linked the decline of U.S. manufacturers to the "flood of mismarked and counterfeit fasteners."

When the Commerce Dept. and the International Trade Commission failed to defend the U.S. market from cheap foreign imports, "the domestic industry sank like a rock," Dingell noted.

As a result, he said, foreign fasteners dominate the "U.S. market and price advantage comes from substandard metal, improper tempering and fraudulent plating."

The "final insult" is that the phony fasteners sent by Japanese suppliers were made specifically for the U.S. market, Dingell said. "The mismarked bolts were not sold in Japan."

Court upholds paying benefits for union duty

A federal court has ordered Bell Atlantic Corp.'s telephone operating companies to honor collective bargaining agreements that provide for employer funding of pensions and other benefits to employees on full-time leave of absence for union business.

The ruling by the U.S. District Court in Washington is a key victory for the Electrical Workers and the Communications Workers, who sued Bell Atlantic after the company challenged the contract provisions. Bell Atlantic contended that the negotiated provisions were in violation of the Labor-Management Relations Act. The court strongly disagreed.

The decision by Judge Oliver Gasch held that "each collective bargaining agreement that includes a union leave benefits provision reflects the fact that, in consideration for work performed, all employees have received the opportunity to take union leave without the loss of certain benefits."

Standard practice

The court pointed out that union leave provisions have been standard in many contracts for decades and had been unchallenged until a case was brought against the union representing workers at Trailways Lines Inc. The Trailways decision had sustained management's claim that pension contributions for workers taking leave for union business violated sections of federal labor law.

Judge Gasch's decision cited considerable differences between the Trailways and Bell Atlantic cases. The Trailways case involved workers on indefinite leave periods, not the limited-duration leave specified in union contracts with Bell Atlantic. And the Trailways pension plan was jointly administered by labor and management, the court noted, while the Bell Atlantic plans are managed by the company.

Other courts have upheld collectively bargained union leave policies as allowable under the LMRA, the court noted, citing similar cases involving the Chemical Workers and BASF Wyandotte Corp. that were heard by U.S. appellate courts.

Protected benefits

The ruling, said the CWA, "protects the pension rights and benefits of workers who can take leave to work on behalf of their union without fear of penalty or loss of benefits."

IBEW President John J. Barry applauded the court's decision, calling it "a positive precedent" that can be used to "support the legality of these maintenance of fringe benefit provisions."

The Bell Atlantic companies include the Chesapeake & Potomac Telephone Cos. operating in Washington, Maryland, Virginia and West Virginia, New Jersey Bell Telephone Co., Bell Telephone Co. of Pennsylvania and the Diamond State Telephone Co. in Delaware.

CORRECTION

An article in the Aug. 8 AFL-CIO News on the planned merger between the National Maritime Union and Marine Engineers District 1 included an incorrect reference to the affiliation of the air traffic controllers. Their union, NATCA, is affiliated with MEBA District 1—Pacific Coast District.

Jobless aid 'disgrace'

Unemployment eases but recovery still lags

Although the AFL-CIO welcomed a decline of one-tenth of 1 percent in unemployment in July, to the 6-percent mark, the federation stressed that a continued reduction is necessary to reach the jobless levels that existed following economic recoveries in the 1960s and 1970s.

Research Director Rudy Oswald emphasized that despite Administration-inspired euphoria over the statistics, "the nation still needs to be concerned for the 7.2 million unemployed, the 1 million discouraged workers and the 5.5 million who are on short hours."

At the same time, Oswald described the unemployment insurance system as a "disgrace," pointing out that only 29.9 percent of the jobless are receiving any unemployment benefits to cushion them against economic disaster resulting from enforced idleness. A scant four-tenths of 1 percent of the long-term jobless are receiving extended benefits.

Despite the drop in unemployment, many economists expressed continuing fear that most jobs being created, largely in the service sector, tend to pay lower wages and provide fewer benefits than the manufacturing jobs that have disappeared in this decade.

Sinking into poverty

The result, they point out, is an unstable labor environment that is inexorably driving down to the poverty level workers who were formerly part of the middle class.

They cite, in particular, workers who lost higher-paid jobs in such industries as steel and automobiles and who are now able to find only minimum-wage or other low-paying jobs in services.

The Bureau of Labor Statistics took a different view. "There are good jobs being created as well as bad ones, and the school is still out on that debate," said Associate BLS Commissioner Thomas Plewes.

The Labor Dept. reported an increase of 70,000 manufacturing jobs last month. However, under continuing assault from imports, 2 million such jobs have been lost since July 1979, when employment in that sector reached its peak, and that loss is viewed as largely permanent.

The other 230,000 jobs created in July were in the burgeoning, but lower-paid, service sector.

That's been the pattern over the past year. Since July 1986, there's been an increase of 2.5 million jobs across the country. Of that number, 215,000 were in the goods-producing sector at a time when employment in the service-producing sector was rising nearly 2.3 million.

There was an increase of 150,000 jobs in manufacturing and 82,000 in construction, while the mining, oil and gas extraction sector saw another 23,000 jobs disappear in the 12-month period.

Service jobs proliferate

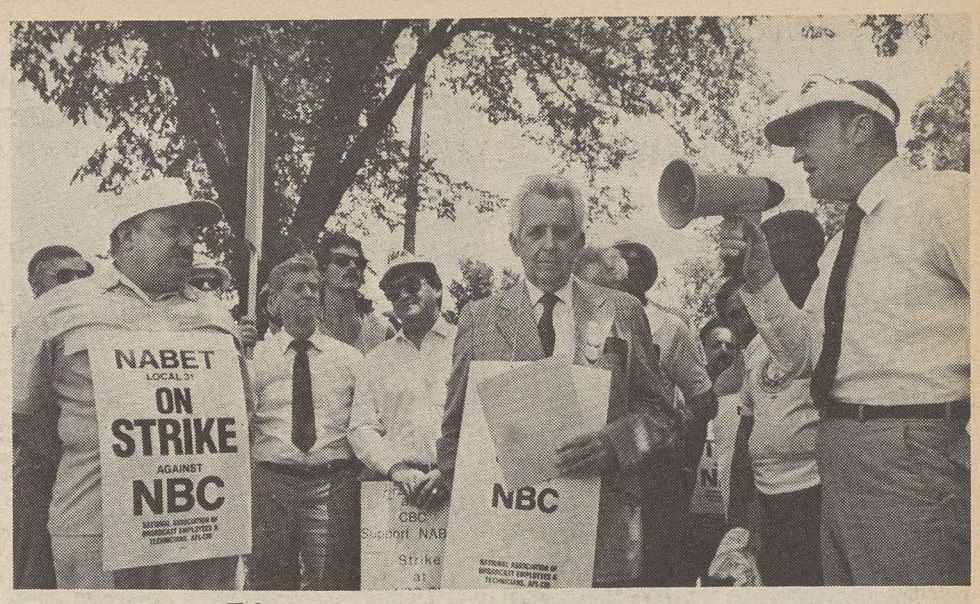
By contrast, employment was up across the board in the service-producing sector —948,000 in business and health services, 466,000 in government, 404,000 in retail trade, 296,000 in the finance, insurance and real estate field, 108,000 in transportation and 55,000 in wholesale trade.

Among the 10 states listed by the BLS, the jobless rate dipped to a low of 2.5 percent in Massachusetts and stood at 4 percent in New Jersey, 4.4 percent in New York and 4.5 percent in North Carolina. At the top end of the scale were Michigan and Texas, each with an unemployment rate of 8.3 percent.

In a separate report, the BLS said that about 20.7 million people were unemployed at some time in 1986. This represented 16.2 percent of those counted as being in the work force during the year, compared with 16.7 percent in 1985.

There was virtually no change in the number of workers who had more than a single spell of joblessness. In both 1985 and 1986, some 2.9 million workers lost their jobs twice, and another 2.9 million had three or more incidents of unemployment each year.

The proportion of men hit by unemployment in 1986 was 16.9 percent, down slightly from 1985's 17.2 percent but still well above the levels that prevailed in 1978 and 1979, when the figure was 15.5 percent. The proportion for women fell seven-tenths of 1 percent to 15.3 percent—the lowest level in 16 years.



On the line

Electronic Workers President William Bywater rallies striking Broadcast Employees & Technicians at National Broadcasting Co. studios in Washington. Also joining NABET President James Nolan, center, were more than 100 IUE members and Electrical Workers whose unions have contracts with NBC's parent firm, General Electric Co.

Central American peace plan wins backing of union leaders

Antigua, Guatemala—Union representatives from 28 nations lined up behind the peace plan proposed by the presidents of five Central American countries, hailing it as a "concrete step . . . on the road to peace" in this strife-torn region.

Meeting here under the auspices of the International Confederation of Free Trade Unions and its regional arm, the Inter-American Regional Organization of Workers (ORIT), the labor representatives condemned "foreign forces" for "seeking to frustrate any solution that is not consistent with their own particular interests."

The peace formula—signed by the presidents of Guatemala, El Salvador, Honduras, Nicaragua and Costa Rica—sets up a timetable and monitoring mechanism to bring about a cease-fire, calls for a dialogue with unarmed resistance forces, and lays the groundwork for freedom of the press and political parties. The ultimate goal is free elections.

Delegates to the six-day ICFTU-ORIT conference expressed the hope that the peace initiative launched by the Central American leaders will be "instrumental in doing away with the existing conditions of repression which take the form of assassinations, imprisonments, abuses and persecutions for political and trade union reasons" in most Central American countries.

"The workers and their families are the main victims of violence," the delegates declared. "They are also the ones who endure the rigors caused by the lowering of standards of living as a result of economic crises, political instability and armed hostilities."

Foreign influence hit

The resolution pledged labor's support in the search for peace in Central America and the elimination of "all destabilizing measures being undertaken by foreign powers against the regional governments."

Progress towards peace has been slow, and the new plan faces "enormous obstacles and difficulties," the union officials conceded. But they pledged their support for solutions consistent with "the interests of the people who want to live in free societies with social justice and respect for human and trade union rights."

Luis Anderson of the Food & Commercial Workers was one of the signatories of the resolution in his capacity as ORIT secretary general.

Attending the sessions were representatives of labor centers in Argentina, Brazil, Colombia, Costa Rica, Chile, Ecuador, El Salvador, Haiti, Honduras, Mexico, Nicaragua, Panama, Paraguay, Peru, Dominican Republic, Venezuela, Canada, the United States, Guyana and Trinidad & Tobago. They were joined by delegates from Germany, Denmark, Spain, Israel, Italy, Norway, Holland and Sweden.

In Washington, meanwhile, the American Institute for Free Labor Development denounced the contras for a recent raid on a Nicaraguan village that killed three children and a pregnant woman. AIFLD urged union members to send letters of protest to leaders of the Nicaraguan resistance demanding an end to attacks on the civilian population and unionists.

Metal Trades assail buy-foreign expo

Defense Dept. looks abroad for more weapon purchases

Continued from Page 1

Costello, who recently warned Congress that the government should put a halt to increasing U.S. dependence on overseas suppliers for essential defense procurement.

Continued reliance on foreign suppliers for sophisticated armaments could lead to the "dangerous weakening of our U.S. defense industrial base," Burnsky said.

The "pendulum has already swung too far toward foreign procurement dependency and must be reversed," the MTD president emphasized. "We must always retain basic U.S. industrial capability in materials, machinery and manpower to be able to produce the weapons we require to respond effectively to any hostile military threat."

One of the major participants in the exposition is Kongsberg Vaapenfabrikk Inc., Norway's state-owned armaments company, which, Burnsky noted, was "a collaborator with Toshiba in the outrageous giveaway of U.S. nuclear submarine propeller-silencing manufacturing technology to the Soviet Union."

The MTD protested Kongsberg's "arrogance" in displaying missile systems, proximity fuses, ground base air defense and command systems to potential Defense Dept. purchasing agents as well as the role the company's president, Paal Prestegaard, will play as a workshop speaker.

The Norwegian firm "must not be rewarded" with further Pentagon contracts, Burnsky insisted. The Defense Dept. has estimated it will cost as much as $60 billion over the next decade to undo the damage done by the Kongsberg-Toshiba deal with Moscow.

The three-day exposition—masterminded by David Whiteree, a former aide at the British embassy in Washington, and retired Navy Capt. Charles H. Piersall Jr.—will be held in October at a swank Northern Virginia hotel just two minutes from the Pentagon.

Participation is limited to firms from 17 foreign countries that have signed memoranda of understanding with the United States on weapons sales to this country.

In addition to showing their wares to top-level government officials, the arms merchants will get advice on how to maximize their share of the Defense Dept.'s $160-billion expenditure on weaponry in the coming year.

Meanwhile, Rep. Helen Delitch Bentley (R-Md.) delivered a stinging commentary on what she called the "defense weapons trade bazaar." In a speech on the House floor, Bentley said that if the overseas contracts were given to American firms, it would help provide "thousands of good-paying jobs" in this country.

If the show's sponsors are going to bar the door to American manufacturers, she said, "I do not believe that a single official of the U.S. government should be on hand."

Importing numbers

Not satisfied with importing billions of dollars worth of merchandise, the Reagan Administration is now going to import trade statistics in an effort to convince the public that the trade deficit isn't as bad as it's been painted.

The Commerce Dept. said it is now using Canadian statistics—instead of those produced by the U.S. Customs Service—on shipments across the 3,000-mile border between the two countries.

The result will be an increase—on paper—of $800 million a month in statistics on American exports to our neighbor to the north. And The government is going to reach back all the way to 1970 to make the adjustment in the statistics.

Thus, with a stroke of the pen, the Administration will claim that the record $166.3-billion trade deficit in 1986 was only $156.2 billion, after all. Commerce Under Sec. Robert Ortner denied that the figures were being "doctored," although he conceded that pending legislation to stem the hemorrhage of red ink in the trade figures was a factor.

"At this stage of affairs, with a trade bill going through Congress and everybody concerned about our deficit, we think it is important that we have as accurate figures as possible," Ortner said.

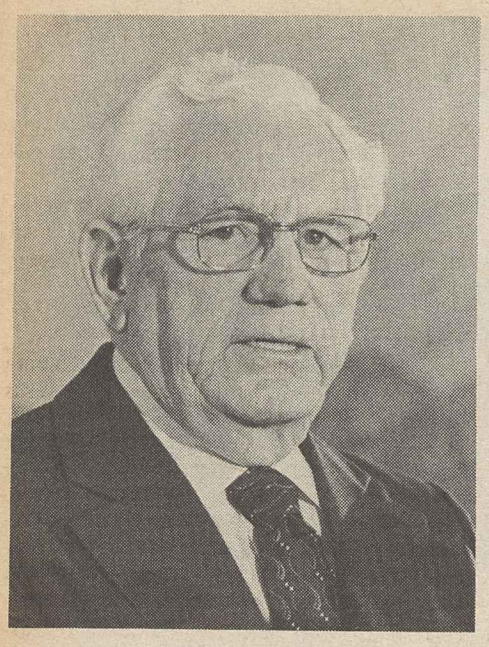
Leon Keyserling dies, helped draft labor law

Leon H. Keyserling, 79, chairman of President Truman's Council of Economic Advisers from 1950 to 1953, died Aug. 9 at George Washington University Hospital after a heart attack.

Keyserling helped draft the National Labor Relations Act and the Social Security Act while on the staff of the late Sen. Robert F. Wagner (D-N.Y.) and some of his extensive writing on economic issues formed the basis for the historic Employment Act of 1946.

In later years he was a major draftsman of legislation establishing the Housing & Urban Development Dept. and the 1978 Humphrey-Hawkins Full Employment & Balanced Growth Act.

He is survived by his wife Mary Dublin Keyserling, a former head of the Labor Dept.'s Women's Bureau.



I.W. Abel

William C. Doherty

Federation mourns deaths of two past vice presidents

Two former AFL-CIO vice presidents, stalwarts of America's trade union movement, died this week—I.W. Abel, a founder of the Steelworkers and its leader for 12 years, and William C. Doherty, president of the Letter Carriers for more than two decades.

Federation President Lane Kirkland said, Abel was "a giant of the American labor movement, an inspiring and trustworthy leader and a generous and constructive spirit who never stopped trying to make America work a little better for all."

In a letter to Doherty's family, Kirkland and Sec.-Treas. Thomas R. Donahue said his life's work "left a legacy of benefits not only to the members of the NALC, the union he served, strengthened and led so well, but to all working people in both the private and public sectors."

I.W. Abel

Malvern, Ohio—I.W. Abel, a founder and three-term president of the Steelworkers, died of cancer at his home here on Aug. 10. He was 78.

In a letter to his wife Martha, Kirkland and Donahue said, "Abe was a giant of the labor movement, one of the founders and principal architects of the great union whose members elected him to higher and higher offices for 40 years. As a member of the AFL-CIO Executive Council and chairman of its Economic Policy Committee, he helped make life better for all Americans."

Lynn R. Williams, current USWA president, called Abel's death "a sad day for all Americans. Abe was not only a life-long and dedicated trade unionist who helped forge landmark improvements in the lot of working people, he was also a compassionate human being who strove to improve the total society in which we live."

Abel's first steel mill job was at the American Sheet & Tin Mill Works, now a division of U.S. Steel Corp. Later he worked for Timken Roller Bearing Co., where he helped organize a local union. He served in the top offices of what became USWA Local 1123 and remained a dues-paying member until his death.

Abel joined the CIO in 1936 and soon became active in the new Steel Workers Organizing Committee. He participated in the "Little Steel" strike of 1937, and in 1938 SWOC leader Philip Murray appointed him a staff representative. In 1942, he was made director of District 27 in Ohio, and then was elected to that post at the first USWA convention.

Union growth

Following Murray's death in 1952, Abel was elected secretary-treasurer of the USWA, and held that post until winning election as president in a close race in 1965. During his three terms as president, the union grew from 1 million members to 1.4 million when he retired 1977.

Abel signed the Experimental Negotiating Agreement in 1973 covering 300,000 workers with the 10 top steel producers to prevent them from stockpiling foreign steel in anticipation of a strike. In the past, when there was no strike, the companies had laid workers off until inventories dropped.

Abel was an AFL-CIO vice president from 1965 until his retirement, a member of the federation's Committee on Political Education, a past president of the Industrial Union Dept., and a delegate to the International Labor Organization.

He is survived by his wife Martha. His first wife, Bernice, died in 1982. He is also survived by two daughters.

William Doherty

Rockville, Md.—William C. Doherty, who took pride in being a "mailman" and left a lasting impression on America's trade union movement, died of congestive heart failure Aug 9. at the Collingswood Nursing Center. He was 85.

He served on the executive councils of the AFL and then the AFL-CIO from 1943 until 1962, when President Johnson named him Ambassador to Jamaica and he stepped down as president of the Letter Carriers, the union he had joined nearly 40 years earlier.

Kirkland and Donahue wrote warmly of Doherty's role in the trade union movement in a letter to his family.

Many of the programs Doherty "pioneered at the bargaining table stand as benchmarks for union negotiators to this day," they noted. "His name is carved as deeply in the annals of the labor movement as it is in the cornerstone of the headquarters building of the AFL-CIO, to whose unity and progress he contributed so much."

Trade union baptism

Doherty began working as a messenger at age 14 for the Postal Telegraph Co. in Cincinnati. In 1919, he got his trade union baptism taking part in an unsuccessful strike by the Commercial Telegraphers.

He went into the postal service in 1923, starting as a substitute letter carrier. By 1928, he had become president of NALC Branch 43 in Cincinnati. In 1932, he was Ohio state president and in 1941 Doherty was elected NALC president—the post he held until his retirement in 1962.

In 1943, Doherty became a member of the AFL Executive Council and he was elected an AFL-CIO vice president when the two federations merged. He had been a delegate to the founding convention of the International Confederation of Free Trade Unions in 1949.

Doherty was a colorful figure, leading the traditional "Hip, hip hooray" cheer that greeted—and sometimes startled—guest speakers at NALC conventions. He delighted in the parade featuring letter carrier bands from cities around the country that was a convention trademark.

And at a time when the union's "negotiations" for pay and benefits were with Congress, Doherty was a lobbyist of legendary achievements.

He helped found NALCREST, a retirement community for letter carriers in Florida where he lived from 1967 until shortly before his death.

Doherty is survived by five sons and four daughters. One of his sons, William Jr., is executive director of the American Institute for Free Labor Development.

OSHA stalling continues despite get-tough image

More delays on needed safety standards

Continued from Page 1

oxide, a cancer-causing gas used to sterilize medical instruments to which thousands of health care workers are exposed daily.

Seminario cited as a flawed policy OSHA's continuing efforts to side-step court pressure on it to expand the hazard communication standard to cover all workers. In May 1985, in a case brought by the Steelworkers and others, the 3rd Circuit U.S. Court of Appeals in Philadelphia ruled that OSHA must act or explain why it couldn't.

Two years later, the agency had ignored the court ruling and was trying to return to square one by seeking a full-court rehearing of the case.

On Aug. 7, the appellate court flatly denied the request and let stand its earlier decision that the agency must publish a final rule in 60 days. OSHA has requested Justice Dept. approval to appeal the ruling to the Supreme Court. But to backstop its position, the agency has readied a final rule for release if it appears that OSHA will be held in contempt of court for missing the deadline.

Seminario said the Aug. 10 release of a proposal to regulate hazardous waste sites calls for mid-October hearings which will likely push OSHA's issuance of a final rule past a deadline imposed by Congress last year when it renewed the Superfund authorization.

Inspections lagging

The crackdown on violators is the result of dedicated regional directors and inspectors doing their jobs, Seminario said. There has been nothing, however, going out from the national office saying "we want to see this kind of enforcement." Too often the opposite is true, she said, as the national office is building in disincentives to doing thorough inspections.

Seminario cited the performance ratings set by OSHA management that make a low rate of contested citations a goal to work for, either by not doing thorough inspections or by bargaining down fines during post-inspection conferences with company management. In one OSHA regional office, the number of contested cases fell from 20 percent in 1980 to just 2 percent last year.

An example of the inconsistent signals sent out from the national office, Seminario said, are the citations issued last year against Union Carbide. Brock drew heavy press coverage when he announced a record $1.4-million penalty against the company's Institute, W.Va., plant for 130 willful violations—each meriting a separate $10,000 citation.

OSHA later set a $90,000 fine against the firm's South Charleston, W.Va., plant for nine citations that masked more than 330 willful record-keeping violations. The company settled those more than 550 violations by offering to pay a $408,000 penalty, while not admitting any guilt.

OSHA accepted $11,000 from the DuPont Co. for similar violations found during inspections of plants in Niagara Falls, N.Y., and Dallas. And it set a $480,000 fine against Uretek Inc., a small New Haven, Conn., fabric-coating plant, for violations that resulted in liver abnormalities in nearly three dozen workers, a situation brought to light during an organizing campaign by the Ladies' Garment Workers.

Masked violations

The agency proposed a $615,000 fine against General Dynamics Corp.'s Electric Boat shipyard in Quonset Point, R.I. for 121 record-keeping violations, and a $2.6 million fine against IBP Inc., the nation's largest meatpacker, for hundreds of violations.

Several reports have cited the agency's inability to perform regular, timely inspections of the nation's 5 million workplaces. Under Reagan, the number of inspectors has fallen to about 800 that actually perform jobsite inspections, Seminario said. Now that California has reverted to federal coverage, the agency has had to borrow inspectors from other regions, diminishing their effectiveness throughout the system.

For workers, Seminario said, the bottom line to enforcement is to have strong regulations in place. But the agency has made virtually no progress in this area as the only actions have come as a result of court action and union petitions.

"OSHA is years behind in its regulatory efforts," Seminario declared. Action that was promised in 1984, such as the setting of standards for benzene, ethylene dibromide and grain dust, still isn't complete, she pointed out.

"Whenever Brock and Pendergrass have been provided an opportunity to help the agency move along with its rulemaking, they have chosen not to," Seminario said, pointing to their actions to hinder expansion of the hazard communication standard and the setting of a short-term limit on ethylene oxide.

Union-Job Corps team spurs Pan Am Games

Indianapolis—Union workers gave a helping hand to both Job Corps trainees and the Pan American Games by donating their skills to oversee the construction of two sporting facilities.

More than 1,000 trainees—usually 16 to 22 years old—and building trades craftsmen constructed an equestrian center and a shooting range for the pre-Olympic trials which opened this month.

Over the 14-month project, Job Corps students would rotate on to the job, prepared to move earth, pave ditches, lay concrete, build spectator seating areas and construct walls, driveways and ceilings for the games.

Participating building trades unions included the Bricklayers, Carpenters, Operating Engineers, Painters and Plasterers and Cement Masons.

The Railway & Airline Clerks worked with Job Corps trainees to fill administrative, clerical and data entry jobs during the games.

Victory at last

Buena Vista, Ga.—It took 18 years, but workers at Cargill Poultry Co. finally have a union.

They voted for the Retail, Wholesale & Dept. Store Union by a 172-78 margin in a National Labor Relations Board election and are now bargaining for a first contract.

A core of union supporters which remained active through three earlier campaigns held weekly committee meetings and bi-weekly membership meetings to respond to company rumors and propaganda, said Guy Dickinson, RWDSU southeastern director.

Dickinson said the main issue was fair treatment and management's failure to make good on promises made during an organizing drive last year. "Workers had no recourse to problems on the job," he added, but they learned the strength of collective action when 22 workers were fired in January for refusing to work in unsafe conditions.

Those workers regained their jobs through on-going negotiations for a first contract.

An NLRB election covering 75 workers at another Cargill plant in Dawson, located in Randolph County, is set for the end of the month, the RWDSU reported.

State agency tries to gut union-won pay gains

The Communications Workers and Southwestern Bell Telephone Co. will join in seeking reversal of a federal appellate court ruling that could make state regulatory agencies a threatening third party at the bargaining table.

In the case that is making its way through the court system, the Arkansas Public Service Commission is trying to push down the pay of telephone workers.

The state commission, which sets rates that public utilities can charge, claimed that telephone workers covered by CWA's contract with the regional Bell system were being paid "unreasonable" wages. It based that conclusion on a finding that the phone company employees were being paid more than the average for other workers in Arkansas performing similar work.

On that reasoning, the regulatory agency cut back the amount it would allow for payroll costs for 16 job classifications, 13 of which are bargaining unit positions for which pay is set by the CWA contract. Altogether, the commission disallowed $7 million of Southwestern Bell's payroll costs in Arkansas in determining a fair telephone rate.

Southwestern Bell challenged the ruling in federal district court, and CWA intervened to join the case as a very much affected party.

Other states covered

The union contract covers Southwestern Bell employees in Missouri, Kansas, Texas and Oklahoma, as well as Arkansas.

As both CWA and Southwestern Bell see it, the state regulatory agency is treading heavy-footed in an area of labor-management relations governed—and preempted—by federal law.

A federal district judge agreed with the preemption argument, but the Arkansas agency appealed and won a reversal from a three-judge panel of the 8th Circuit U.S. Court of Appeals.

The appellate panel acknowledged that "tension exists between federal labor laws protecting the collective bargaining process and state laws charging regulatory bodies with the task of assessing the reasonableness of a public utility's expenses, rates and revenues."

It went on to note that the Arkansas commission's disallowance of certain payroll expenses did not affect the telephone company's obligations to pay wage rates specified by its contract. In fact, since the case was initiated, the contract then in force expired and a new three-year contract negotiated last year is in effect.

But the crux of the decision was the assertion that the state agency's "disallowance of what it deemed to be unreasonably high wage expenses, while perhaps indirectly affecting future bargaining strategy, does not control the terms of any particular bargaining agreement."

The appellate court said the state commission's action "does not rise to the level of an impermissible intrusion" into the bargaining relationship.

Blatant intrusion

Both union and management dispute that reasoning, and stress that the Arkansas agency's attempt to put its own dollar value on phone company jobs is a blatant intrusion into the collective bargaining system.

Its clear message to management is to fight the union harder.

Attorneys at CWA's district headquarters in St. Louis said the next step in the legal battle will be a request for a rehearing of the case by the full 8th Circuit appellate court.

Court weighs plea to cite employer for violent attacks

Gulfport, Miss.—A Harrison County Chancery Court judge took under advisement a plea by the Sheet Metal Workers to hold Turnbull Enterprises Inc. in contempt of court for violating a five-month-old restraining order to halt a wave of anti-union violence.

The court gave no immediate indication as to when it would rule on charges filed by SMWIA Local 11 that acts of arson, attempted arson, damage to automobiles, forcible entry into the union hall and other vandalism were carried out by management's "agents, servants and employees" to coerce members to end their seven-month-long strike.

Turnbull manufacturers metal furniture for Navy vessels. It has other plants at Baltimore, Md., and Norfolk, Va.

The court issued the original restraining order Mar. 12, prohibiting the firm from threatening, intimidating or abusing pickets or strikers. But the violence intensified after Turnbull workers voted 103-82 for the union in a National Labor Relations Board decertification election on June 17.

Since then, the union hall in Metairie, La., was broken into and vandals caused $50,000 worth of damage by spreading gasoline and other flammable substances throughout the building. The arson attempt was thwarted by the alert action of police and fire fighters.

Night riders

In addition, the automobile of a union steward was burned, two attempts were made to burn a shed used by pickets near the Turnbull facility, an arson attempt was made at a union member's home, vandals damaged the automobile of a Sheet Metal Worker and the home of another steward, and "night riders" harassed and intimidated a steward after he left the strike zone.

"These outrageous acts of violence against these hard-working men and women who seek a decent wage and working conditions must stop," Sheet Metal Workers President Edward J. Carlough declared. "There is no place in labor-management relations for these kinds of tactics."

The workers struck on Jan. 28 when negotiations broke down over the company's insistence on a two-year pay cut and reduction in medical benefits.

The union is determined to protect its members from falling victim to "this type of oppressive treatment," Carlough said. "The Turnbull workers have spoken in the NLRB election. The time has now come for Turnbull management to accept this and sit down at the bargaining table."

Conventions

The following are additions and corrections to the 1987 list of conventions scheduled by AFL-CIO affiliates:

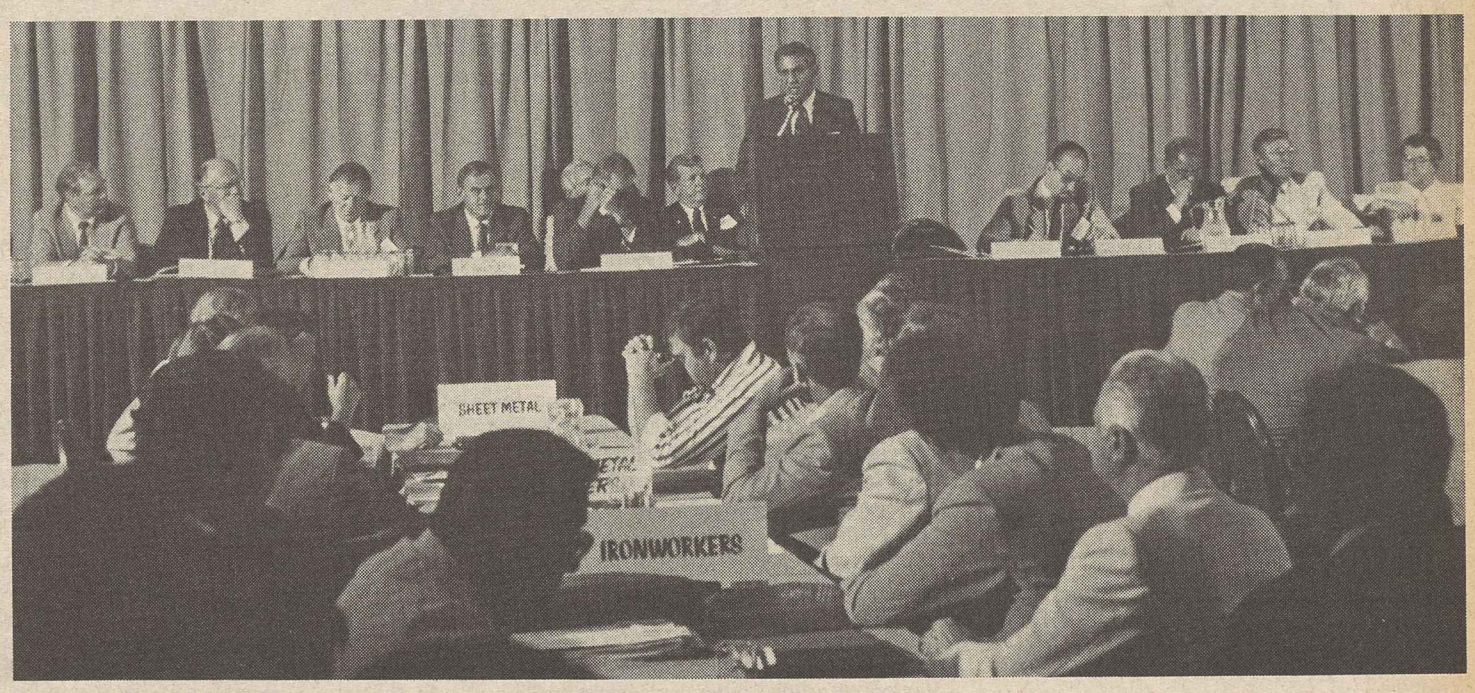
Asbestos Workers, Aug. 23-27, Philadelphia.

Allied Industrial Workers, Aug. 24-27, St. Louis.

Seafarers, Aug. 24-26, Piney Point, Md.

Rubber Workers, Sept. 28-Oct. 2, Las Vegas, Nev.

Flight Engineers, Nov. 9-12, San Francisco.



BCTD President Georgine calls for strength and solidarity at Canadian convention.

Crafts battle Canada's anti-labor tilt

Ottawa—The Building & Construction Trades Dept.'s fifth Canadian convention scored the anti-union policies of government and employers and stressed that union workers will take their concerns to the polls in the next federal and provincial elections.

During the two-day session, the 158 delegates called for the restoration of federal wage schedules for government-funded construction projects and urged a ban on the use of asbestos on construction jobs.

The convention also called for a boycott of Hyundai Corp. products to protest the Korean automaker's attempt to bring its anti-union policies to Canada.

BCTD President Robert A. Georgine emphasized that, since their first meeting in 1978, BCTD Canadian delegates have been hammering away at tough problems, including high levels of unemployment, the battle against nonunion construction and the fight for better health and safety protection.

Workers' problems in Canada parallel those in the United States, he noted, and "while our nations have very distinct histories and very distinct philosophies about the role of government, we all are members of the same trade union family."

Any injury inflicted on one member of that family affects every member of that family, Georgine declared.

U.S. and Canadian workers both find "governments not only unsympathetic to the aims and aspirations of working men and women," Georgine stressed, but "we find those in high office actually hostile."

But by "banding together and sticking together" building trades workers in both countries have won some impressive victories, he said, adding "unity is requirement number one if workers are to succeed."

Expanding on that theme, Guy Dumoulin, BCTD Canadian executive secretary, declared "we've had our fill of anti-union policies such as double-breasting, the merit shop philosophy and foot dragging on improvements in unemployment insurance benefits."

Other speakers included Pierre Cadieux, Minister of Labor; Benoit Bouchard, Minister of Employment & Immigration; William Wyre, Ontario Minister of Labor and Presidents Trevor Byrne of the Ontario Provincial BCTD and Tom Moffat of the Ottawa/Hull BCTD.

Gas utilities cut off consumers from sharing cost reductions

Price discrimination by the nation's local gas utilities cost American families, farmers and small businesses some $2.6 billion between 1984 and 1986, the Citizen/Labor Energy Coalition charged.

The nation's largest energy consumer organization accused the gas industry of using most of this money to subsidize large users and pocketing the rest.

"When large users representing about half of the nation's gas consumption have access to competitively priced gas supplies and when small users representing the other half do not," the coalition said, "then the system of regulation has been turned on its head."

In a report titled "Half Slave, Half Free: The High Cost to Residential Consumers of Utility Price Discrimination," the coalition charged that:

- Despite an 18-percent drop in the price of natural gas between 1984 and 1986, the average residential price declined a scant 5 percent.
- In the same period, industrial gas users—steel, automobile and glass producers—reaped price cuts totalling 25 percent.
- Nationwide, local gas utilities shifted nearly $2.6 billion in price reductions to industrial and electric utility consumers and fattened their own profits by $500 million.

Edwin S. Rothschild, the coalition's assistant director, accused the utilities of using their "monopoly power to heap large discounts on their largest customers" while forcing smaller consumers to pay the cost.

Worthless watchdogs

Although state watchdog agencies are supposed to regulate the industry, Rothschild said, utilities in 38 states still engage in "some level of price discrimination against residential consumers."

The 10 states where the worst bias occurred are Arkansas, Oklahoma, Georgia, West Virginia, Delaware, Alabama, New Hampshire, Tennessee, Florida and Connecticut. Large gas-consuming states like California, Texas, Pennsylvania, New Jersey and New York were close behind.

At the other end of the scale are 10 states that use their regulatory powers to make certain that the benefits of lower gas prices are distributed more equitably among all consumers. They are Michigan, North Dakota, Utah, Maine, Indiana, Wyoming, Montana, South Dakota, Missouri and Maryland.

Merging airlines must act promptly on representation

AFL-CIO transportation unions welcomed new National Mediation Board procedures requiring airlines involved in mergers and acquisitions to give the NMB immediate notice of such plans to help avert problems for workers over union representation.

Prompted by the recent wave of airline takeovers which have disrupted many union contracts, the board ordered carriers to let the NMB know about consolidation plans at the same time they file for Transportation Dept. approval.

The board will investigate union certification status on the carriers involved to avoid being faced with representation issues after the merger has taken place.

If the NMB terminates contractual relationships, unions will have 60 days to file representation petitions.

They must demonstrate at least a 35-percent show of interest through authorization cards, dues checkoff cards or seniority cases.

The board promised it would give priority to any such elections so that the representation rights of workers will be adequately safeguarded.

Trade issues top agenda for Congress

Continued from Page 1

new version of the textile, apparel and shoe legislation Reagan vetoed in the last Congress—is tentatively set for a House vote on Sept. 16, a week after the return of Congress.

Textiles, clothing and shoe employment has plunged under the battering of year after year of soaring imports, and legislation to keep the situation from getting worse has substantial bipartisan support.

House and Senate committees have cleared similar bills that would limit imports of non-rubber shoes to 1986 levels and hold any future increases in textile and apparel imports to 1 percent a year. But even so modest a goal has been met by renewed veto threats.

Budget-related measures will also be high on the congressional agenda in September.

Before the recess, the House and Senate were struggling to find a solution to the Gramm-Rudman-Hollings deficit reduction law. The law's requirement for annual reductions in the budget deficit remains technically in effect although the enforcement mechanism of automatic spending cuts has been ruled unconstitutional.

Congress voted merely a short-term extension of the federal debt ceiling before the recess, so that a revision of the Gramm-Rudman formula could be linked to a "must-pass" bill.

Difficult process

At least equally difficult will be the multi-committee process of "reconciliation" of spending and revenues in accordance with the budget ceilings Congress has set for various categories of government programs.

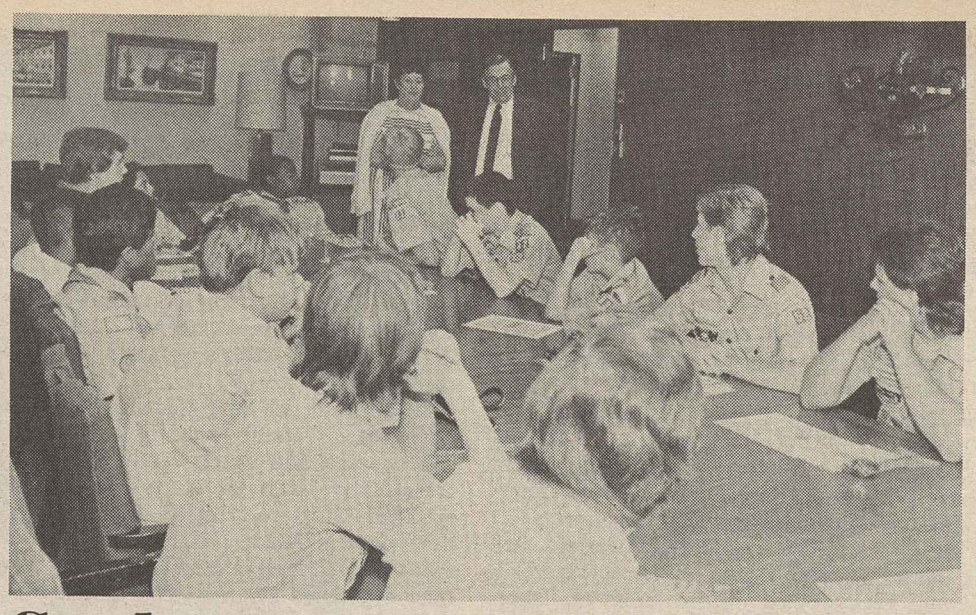
As part of the budget reconciliation process, a number of committees have proposed substantive legislative changes affecting spending and revenues.

To illustrate the complexity, the House Ways & Means Committee and the Education & Labor Committee have each adopted and passed on to the Budget Committee separate and quite different bills to raise the premium cost for the single-employer pension insurance program.

There is a consensus that the program needs added revenue to offset heavy pension obligations shed by an import-battered steel industry. But there is no consensus on the provisions of the legislation.

In another pension area, apart from the budget reconciliation process, a Senate-passed bill to protect retirees against loss of health and life insurance when a company files for bankruptcy protection is awaiting action by the House. A stop-gap law will expire if Congress does not complete action.

These and other issues are being discussed by AFL-CIO delegations with House and Senate members who are in their home states during the congressional recess. The meetings are part of a continuing grass-roots lobbying program coordinated by the AFL-CIO Dept. of Legislation.



Good turn

AFL-CIO President Lane Kirkland and Executive Sec.-Treas. Jean Ingrao of the Maritime Trades Dept. answer questions from Explorer and Boy Scouts during a visit to federation headquarters. The scouts spent two weeks at the Seafarers' Harry Lundeberg School of Seamanship in Piney Point, Md., learning about the labor movement and having fun. The 14 scouts, each sponsored by an MTD port council, met with federation leaders and staff, and visited Patuxent Navy Air Base, Baltimore's Inner Harbor and landmarks in the nation's capital.

Police union launches drive to secure bargaining rights

Bossier City, La.—Delegates to the 9th annual convention of the Union of Police Associations called for collective bargaining rights for all police officers and pledged to work for effective legislation to meet that goal.

In a convention resolution, the delegates said the IUPA will be "the prime advocate" to ensure that all law enforcement officers are guaranteed collective bargaining rights, and the union will press for introduction of needed federal measures in Congress.

The convention's 92 delegates urged swift passage of a House bill to increase the amount of the law enforcement officers' death benefit. They also endorsed House and Senate measures that would restore the "three-year recovery rule," stressing it is in the best interest of all public employees. The rule provides for a three-year tax exemption on public employee retiree benefits—the three years being the average amount of time it takes to withdraw the total contribution workers have made to their retirement plan.

Election role

The delegates viewed the AFL-CIO's hour-long "Democracy at Work" video of 13 declared and potential presidential candidates and afterwards established a presidential candidate selection committee that will poll the union's membership early next year.

There were no elections at this convention as IUPA President Robert B. Kliesmet's five-year term does not expire until 1988 and Sec.-Treas. Al Angele's term runs through 1990. The delegates approved the calling of a constitutional convention this November to update the IUPA constitution and bring it in line with existing labor laws.

Two constitutional changes were approved by the delegates. One will provide the international union the ability to place local unions in trusteeship if necessary, and the other requires the election of delegates to the IUPA convention.

Delegates participated in a trio of workshops. One covered the 1986 amendments to the Fair Labor Standards Act; a second was on health insurance cost containment measures, and the third was on organizing and the law. Kliesmet said the union will publish a book this fall on organizing in the public sector.

The convention also approved an international police exchange program, noting that law enforcement representatives from Argentina, Brazil, Denmark, Australia and Sweden had met with IUPA leaders at the Washington headquarters. Under the program, Kliesmet will go to Germany on Aug. 21.

Steelworkers win return of LTV pensions

Pittsburgh—Steelworkers approved a new settlement with LTV Corp. that restores supplemental pension benefits and calls for the elimination of 500 company-wide jobs only through attrition or voluntary separation.

The contract was ratified by a 7,890-5,830 vote of active USWA members at LTV. It covers nearly 23,000 active and 50,000 retired LTV workers.

Negotiations were reopened in the wake of the steelmaker's petition for protection under Chapter 11 of the federal bankruptcy law in July 1986. LTV's $2.3 billion in pension obligations were assumed by the federal Pension Benefit Guaranty Corp., but the government agency refused to approve supplemental benefits for nearly 8,000 workers electing early retirement.

The ratified agreement restores 100 percent of the supplemental benefits for workers receiving a monthly pension of $400 or less. Retirees receiving higher monthly benefits will regain 90 to 95 percent of the lost supplement. The restored benefit will be retroactive to Feb. 1.

The settlement retains wages and benefits negotiated in April 1986 and calls for a severance payment of $1,000 per year of service—to a maximum of $25,000—for workers voluntarily choosing to leave the company.

Pension change

A defined contribution pension plan for active workers, to be directed by a six-member union-management committee, will replace the old pension benefit system. The new plan sets up separate accounts for workers based on earnings and years of service. It will not be insured by the PBGC.

Active and retired members also will pay a monthly premium of $26.82 toward health and life insurance coverage beginning October, with active workers' fees paid out of the negotiated profit-sharing plan.

The settlement was approved last month by Judge Burton Lifland of the federal bankruptcy court over the objections of the PBGC. The agency has appealed Lifland's decision to the 2nd Circuit U.S. Court of Appeals.

Kirkland pledges solidarity with South African strikers

Continued from Page 1

"The entire local leadership was arrested," said Cyril Ramaphosa, general secretary of the NUM. The crackdown came on the heels of action by mine security officials, who took 16 shop stewards into custody as they were returning from a union meeting.

The NUM sharply assailed the detentions, calling them "tantamount to kidnapping and limiting the free movement of union representatives."

More than 340,000 miners, including 60,000 nonunion workers, walked off the job at 28 gold and 18 coal mines to protest a two-tier pay system under which white miners are paid six times more than blacks, with another 10,000 nonunion workers joining the strike after its third day, Ramaphosa said. The black miners, whose earnings average about $1 an hour, want a 30-percent wage hike.

The union's contract proposals also call for comparable annual leave, which is now as little as 14 days a year compared to 35 days for whites, plus increased death benefits and danger pay.

The mineworkers' union pointed out that although the fatality rate is higher for blacks, only the whites receive added pay for hazardous work.

Kirkland told the NUM that working people in the United States are "solidly in support of your objectives," and pledged that the federation would "extend whatever assistance we can" to help achieve an equitable settlement.

Critical blow

The walkout struck a devastating blow at the white-minority government in Pretoria, which relies on gold and coal exports to produce 80 percent of South Africa's exports.

The mineworkers' union said members were evacuating hostels on mine property—where they're required to live apart from their families—and have been taken to their homes to avoid violence at the hands of police.

Meanwhile, some 60,000 factory workers, coal miners, bus and taxi drivers walked off their jobs in South Korea. The strike was triggered by management and government refusal to consider proposals for wage increases, better working conditions and the right to form free labor unions.

Huge trade deficit fans recession fires

Continued from Page 1

directly in American enterprises. But much of it bought government securities—financing Reagan's growing budget deficit—and the rest was loaned to private firms.

Without policy changes, the debt owed to foreigners could soar to $700 billion by 1993, the study said. It currently is growing at the rate of $1 billion every three days.

"To continue on the present course will risk either an enormous further run-up in our external debt obligation or a sharp recession," said the midyear report by the committee's Democratic staff.

"Either foreign investors will continue to lend us money, adding to our future obligations, or the foreign lending will stop, forcing a severe adjustment.

"Neither outcome is desirable for the long-term health of the U.S. economy."

To remedy the situation, the JEC study—"The Economy at Midyear, A Legacy of Debt"—called for a strategy that will:

- Establish fairer rules of international trade and assure open access to foreign markets for American-made products.
- Encourage growth in U.S. export markets, particularly in Latin American countries where international lending institutions have placed a curb on imports and encouraged exports to the American market to raise funds for interest payments on their own crushing debts.
- Improve the skills of American workers to help American industry improve its competitive status.
- Upgrade the efficiency of the American economy through increased investments in roads, transportation, sewers, water systems and other public works projects.

JEC Chairman Sen. Paul Sarbanes (D-Md.), emphasized that the foreign debt represents "an enormous potential claim on the American standard of living of future generations (and) limits our control over our own economy."

Sarbanes said the rapid slide into debtor status also raises "the sobering question that U.S. influence as a world power will be weakened." No country has ever managed to be a great power and a great debtor at the same time, he said, noting that Britain in this century and Spain in the 16th century "lost their stature as world leaders when they moved from creditor to debtor status."

The JEC chairman pointed out that America's negotiating hand was weakened at the June economic summit in Venice because of this situation. That's why other leaders of the free world refused to commit themselves to stimulating their economies and reduce trade surpluses with the United States.

Separately, a report prepared by JEC Republicans brushed off the debt problem. The GOP members of the committee defended the policies of the Reagan Administration and insisted that all is well because the economy is experiencing its longest peacetime expansion since the end of World War II.

EDITORIALS

Still Bleeding

NOT EVEN the most ardent of free traders in the Reagan White House can dispute the failure of existing international agreements to curb the explosive growth of textile and apparel imports.

During the President's watch, imports have more than doubled and the ripple effect of hundreds of thousands of workers added to unemployment lines has punished the entire economy. In a parallel pattern, America's shoe industry is close to extinction with imports holding 83 percent of the domestic market.

The trail of closed plants winds through congressional districts represented by Democrats and Republicans alike. There is no dearth of congressional support for legislation to stop a further hemorrhage of jobs.

In the last Congress, President Reagan was able to make his veto stick, and the new textile trade bill seeks to meet some of the Administration's expressed concerns.

The bill that will be before the House in mid-September gives the executive branch broad flexibility in administering global quotas. Textile and clothing imports would even be allowed to rise modestly each year.

The White House responds with the rather astonishing argument that new import quotas are not needed because the damage has already been done and what is left of the textile and clothing industry is healthy enough to stay profitable.

That's despite the fact that last year textile and clothing imports jumped 17 percent over the previous year's record levels and added $21 billion the nation's trade deficit.

If there is no problem, obviously there is no need for a solution. Somehow, the people closest to the still bleeding industries find this assurance less than persuasive.

If there is no longer any cause for concern, then why the hostility to a bill that takes nothing away from any other country and seeks only to assure that no further damage will be inflicted on our own economy?

But of course there is cause for concern. It's unfortunate that it is not shared by the President and his trade representative.

The Mischief Makers

AS ANYONE who has ever sat in on a negotiating session well knows, successful collective bargaining is the shaping of compromises. If that were not the case, agreement on a contract would come only when one side or the other capitulated to inflexible demands.

The National Labor Relations Act, imperfect though it is, is the rulebook for the collective bargaining process. Within that framework, workers and management have been able to reach an accommodation an impressively high proportion of the time.

Only rarely has government intervened in the bargaining process, and then usually because an intractable dispute is perceived as a hazard rather than an inconvenience to the public.

This sensible approach is endangered by the heavy-footed intervention of federal and state regulatory agencies that have neither a role nor expertise in the collective bargaining process.

Elsewhere in this issue of the AFL-CIO News are accounts of two such mischievous interventions.

In one case, the Federal Maritime Commission has chosen to use its regulatory authority over shipping to demand that the ILA and the employer associations with which it bargains eliminate a contract provision that represented a finely-tuned compromise on work preservation.

And this, astonishingly, comes after a Supreme Court ruling that the 50-mile rule provision is perfectly legitimate under federal labor law.

Equally outrageous is the attempt by the Arkansas Public Service Commission to cut wages of telephone workers set in regional bargaining betrween Southwestern Bell and the CWA.

The commission chose to use its rate-setting authority to punish the company for not being tougher at the bargaining table. Its startling reasoning is that the telephone workers must obviously be overpaid because the salaries their union negotiated for them are higher than the average worker in Arkansas is paid for what the commission considers similar work.

What a mockery collective bargaining would be if this type of reasoning were to become commonplace.

Devaluation no help

Runaway U.S. trade deficit boils up as hot issue for '88

By Gus Tyler

"The first issue to rouse serious debate among the 1988 presidential contenders," reports the New York Times, is the question of foreign trade.

There's reason to believe it is so. Our negative trade balance—importing about $150 billion more of goods annually than we export—has turned America from the world's largest creditor nation into the world's top debtor. Such folly is costing us millions of jobs, while causing the collapse of the U.S. manufacturing sector. It is tempting more and more American companies to produce overseas products that they sell here.

More than two years ago, the White House recognized the potentially explosive nature of the problem and moved to defuse the issue. The plan was to devalue the American dollar to make it a bargain for people with foreign currency to buy products made here and priced in dollars. And vice versa. Americans with devalued dollars would find it harder to buy products made in other lands and priced in their expensive currencies.

Ticking bomb

But now more than two and half years later, the trade "bomb" is still not defused. In May of this year—the latest month for which we have firm figures—our trade deficit ran $14.4 billion. We are headed for a deficit at year's end of about $160 billion—as bad as last year.

The question is—why? Why hasn't the prescribed medicine worked as expected?

Part of the answer is not to be found in governmental policy, but in the policies of individual companies. Many companies that could get a bigger piece of the foreign market with a devalued dollar do not do so because they prefer the short term gain to be realized in a higher profit per unit. For instance:

A Polaroid camera—the Spectra—sold in West Germany for 350 marks. That selling price yielded Polaroid a revenue of about $180.

As the dollar fell, Polaroid could have reduced the selling price in Germany from 350 marks to something less than that. Presumably, that would mean that Polaroid could sell more cameras, get a bigger piece of the German market, get Germans into the habit of buying the camera, and—in the long run—strengthen Polaroid's position in the German market.

But that is not what the company did. Instead, it held the price steady at 350 marks. This offered no inducement to Germans to seek out the Spectra as some kind of bargain. So why did Polaroid do this? Because the company was now able to realize a revenue of $192.30 on each camera—an increase of about $12.30.

Profit push

What Polaroid did is not untypical. Many American companies have the option of either reaching for a larger market share or realizing the greater profit per unit.

The former course—lower the overseas price—would mean greater sales, more production and more jobs. The latter course—not to lower the price—does not enlarge production, does not add jobs, but yields greater immediate profits.

So while the government devalues the dollar to expand exports, many companies take advantage of the circumstance not to sell more, but to increase profits.

The end result is a continuing trade deficit, continuing unemployment, a continuing problem for the nation, and a continuing political issue for 1988.

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Operating procedure

Rep. John Dingell (D-Mich.) is a firm believer in domestic content. Before undergoing surgery this week to replace his left hip, he made doctors promise not to use any foreign parts.

"I entered this hospital with all parts made in the U.S.A.," Dingell said, "and I will leave in the same condition."

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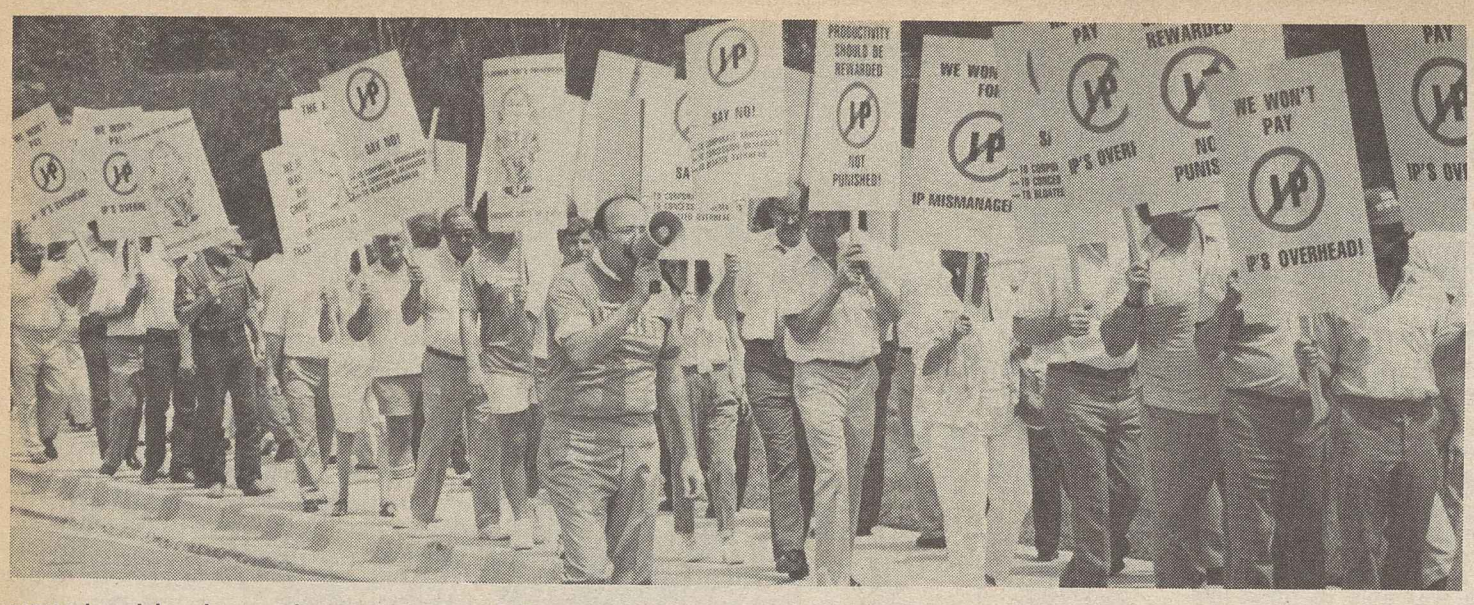

UPIU local leaders picket International Paper headquarters in Memphis, Tenn.

Paperworkers step up IP corporate campaign

Memphis, Tenn.—The Paperworkers are stepping up their corporate campaign against International Paper Co. by increasing publicity about the strikes and lockouts at four IP plants and by setting up a supplemental benefits fund for the 3,400 UPIU members now on strike.

Some 250 union leaders, representing about three-quarters of IP's workforce, approved the stepped-up campaign Aug. 3 and held a rally outside the paper company's headquarters here. UPIU President Wayne E. Glenn said members of 70 locals at IP plants would be asked to contribute $10 a month to the benefits fund which will supplement the $55 weekly strike payment. Further, the union will point out IP's losses during the strike/lockout in letters to investment analysts.

Glenn noted that 1,200 members were locked out at IP's Mobile, Ala., mill last Mar. 21; another 375 went on strike June 8 at the De Pere, Wis., plant; more than 1,100 joined them on strike in Jay, Me., on June 16, and in Lock Haven, Pa., 720 more struck the firm on June 20.

Bargaining on local issues is continuing, Glenn said, but the union has set a four-point national agenda that includes maintaining premium pay for Sunday and holiday work, preventing contracting of existing jobs, keeping the term of the contracts similar in length, and providing for return of all striking and locked-out members to their jobs at the end of the dispute.

Glenn called IP's demand for contract concessions "corporate arrogance of the worst kind." The company more than doubled its profits in 1986 and awarded large bonuses to managers even though its management costs are 21 percent above the industry average, Glenn said.

Agency tries to scuttle container rule

The Federal Maritime Commission's attempt to scuttle the container work rules negotiated by Longshoremen and their employers is a "blatant intrusion into the collective bargaining process," ILA President John Bowers charged.

The union and the employer associations with which it bargains have asked the U.S. Court of Appeals for the District of Columbia Circuit to reverse the commission and restore enforcement of the 50-mile rule on the handling of containerized cargo.

At issue is the validity of a union contract provision dating back nearly two decades—and in almost continuous litigation during that period.

It was bargained by the ILA to offset some of the loss of dock jobs resulting from the widespread switch to container shipping. Instead of traditional dockside loading and unloading, cargoes packed in van-sized containers are moved intact to and from ships and for transportation on railroad flatbed cars or truck trailers.

Contracts covering ILA ports specify that if the containers are loaded or unloaded within 50 miles of the shipping dock, the work must be done by ILA members. Containers bound for more distant locations are not affected.

Upheld in high court

When the National Labor Relations Board and a galaxy of federal courts finally had their say—culminating in a 6-3 Supreme Court victory in 1985—the collective bargaining provision emerged intact.

As Justice William J. Brennan Jr. noted in that decision, the "relevant" fact was that the union's objective was to preserve work that had been done by its members and it had no unlawful motive.

He pointed out that the 50-mile agreement was "a negotiated compromise" shaped through collective bargaining. As far as federal labor law is concerned, that was clearly the last word.

But associations of shippers and freight forwarders opened a new front in their attempt to scuttle the rule by challenging it before the Federal Maritime Commission.

The FMC overruled its administrative law judge and held that the 50-mile container rule was discriminatory in violation of the 1916 Shipping Act and related laws.

It directed carriers to remove the requirement from their rate schedules for shippers.

As union and management negotiators see it, the FMC is injecting itself improperly and unnecessarily into the collective bargaining process—and touching off a new round of litigation.

OMB to drop vital jobs data from census

The AFL-CIO sharply protested a move by the White House Office of Management & Budget to drop questions dealing with unemployment and housing from the 1990 Census in the guise of reducing paperwork.

Henry B. Schechter, director of the federation's Office of Housing & Monetary Policy, challenged OMB's "know nothing" approach at hearings by the Joint Economic Committee of Congress.

The questions OMB doesn't want asked can help provide answers to pressing problems of joblessness and housing shortages, Schechter stressed. Also, he said, the every-10-years census provides a needed benchmark to assess the validity of data based on smaller samplings.

Bureau of Labor Statistics Commissioner Janet Norwood told the panel that elimination of employment and housing questions would "severely affect the consumer price index program." She termed OMB's position "somewhat a surprise" in view of the extensive consultations by various government statistical agencies on the questions to be asked on the census "long form."

Witness challenged

Committee members added their own protests against any curtailment of the government's fact-collecting mission in sharp questioning of Wendy Gramm, the OMB official who testified on the census issues.

Committee Chairman Paul Sarbanes (D-Md.) scoffed at her assertion that the agency was obligated to obtain justification for the questions to comply with the paperwork reduction law. He noted that OMB has headed an inter-agency group considering the issue.

On the housing questions, Schechter said achievement of national goals requires information about the physical condition of housing in various localities and well as data on affordability and occupancy rates.

Elimination of questions on housing would handicap both Congress and private developers, he testified. So would deletion of questions on type of fuels used for heating and cooking, data on commuting to work and housing costs and rents in various localities.

Government programs earmarking federal contracts for labor surplus areas depend on accurate statistics, Schechter noted.

Metal workers' pay buys more in U.S. than abroad

Geneva—Even though real earnings in the United States have plunged to a 25-year low, workers in America's automobile, steel, electrical, engineering and shipbuilding industries are generally able to buy more with their wages than their counterparts around the globe.

That's the conclusion reached by the International Metalworkers Federation in its annual survey of purchasing power in 40 countries.

The IMF used a "purchasing power parity" system devised by the West German government. The secretariat emphasized that simple wage or hourly earnings comparisons between workers in different countries are meaningless without factoring in the cost of living.

American metal workers—whose pay ranges from $10 an hour in the electrical industry to $14 hourly in steel and auto production—typically work about 16 minutes to earn enough to buy one kilogram (about 2.2 pounds) of beef. This compares to one hour and 11 minutes in West Germany, one hour and 17 minutes in Britain, one hour and 42 minutes in France and two hours and 26 minutes in Japan.

On average, these U.S. workers put in 23 hours on the job—nearly three days—to purchase a refrigerator. This compares with an average of 64 hours in Italy, 72 hours in France and 82 hours in Sweden.

But the comparisons between the purchasing power of workers in the various industrialized countries are only part of the story.

The IMF said the survey emphasizes the yawning gap between the industrialized nations and the Latin American and Asian countries where newborn industries have emerged to deluge the American market with goods produced by exploited workers under sweatshop conditions.

In the shipbuilding industry, for example, buying a two-pound chicken requires 12 minutes on the job for American workers, 20 minutes in West Germany and Denmark, and 27 minutes in Britain. By contrast, the same chicken requires shipyard workers in South Korea and Singapore to stay on the job more than an hour, while in India it takes six hours and 25 minutes.

Sweat equity in cars

In the automobile industry, Japanese workers have the best deal when it comes to how much worktime is required to buy the cars they help manufacture. It takes 541 hours in Japan, compared with 753 hours in the United States, 1,318 hours in Britain, 1,463 hours in Italy, 1,545 hours in Spain, 1,781 hours in Australia and 1,922 hours—nearly a full year's work—in France.

But in Malaysia's fledgling auto industry, established jointly by the government and Mitsubishi Co. of Japan, an auto worker has to put in 7,143 hours to earn the price of a car. That's the equivalent of the worker's entire earnings for a period of three and one-half years.

As far as the electrical industry is concerned, American workers can buy a color television set with 42 hours of work. That compares with 118 hours in Japan, 119 hours in West Germany, 125 hours in Italy, 142 hours in Ireland and 156 hours in France.

However, in Taiwan and Hong Kong—where much of the world's electronics industry is now concentrated—electrical workers have to put in an average of 273 hours on the job to afford one of the TVs they produce—assuming they spend none of their earnings on food, clothing and shelter. In Indonesia, the survey said, the figure is 1,204 hours and in India it's 1,621 hours.

When it comes to providing for workers in their old age, however, the study shows the United States lags far behind most industrialized and several underdeveloped nations.

American employers pay only 7.15 percent of the first $43,800 a worker earns each year for retirement, disability, health and survivors' benefits.

Leading the list when it comes to imposing social responsibilities on management is Israel, where employers must contribute 52 percent of the worker's gross wages to social security.

The figure is 44.6 percent in Italy, 45.2 percent in France, 42.3 percent in Sweden and 32.4 percent in Belgium.

Other industrialized countries requiring substantially higher social security contributions from employers include Austria, Finland, West Germany, Britain, Greece, Ireland, Japan, Luxembourg, Netherlands, Norway, Portugal, Spain and Switzerland.

Less developed countries in which the percentage employers contribute to social security outstrip the United States include India, Colombia, Malaysia, Mexico and Singapore.

Exempted from any requirement to finance such benefits are employers in Argentina, Bangladesh, Brazil, Hong Kong and South Korea.

The IMF is composed of 165 unions with a combined membership of 14 million members in 72 countries.

Minimum wage earners losing fight

The millions of Americans struggling to make ends meet on a $3.35-an-hour minimum wage find themselves putting in an enormous amount of time on the job just to purchase some of the basic necessities of life.

Applying the same yardstick used by the International Metalworkers Federation to measure the purchasing power of the world's metal industry workers, it takes more than two hours' work just to buy a kilo of coffee (about 2.2 pounds), and an hour and a half to buy either a kilo of butter or the same amount of fish.

A dozen eggs require 12 minutes of working time, a liter of milk (approximately a quart) takes 21 minutes worth of work, while a kilo of medium-quality beef requires 51 minutes' working time and a kilo of port takes 67 minutes of work time.

It takes 42 hours on the job to buy a modestly priced man's woolen suit and a full 40-hour week for a man's coat, 10 hours for a woman's dress and a full 8-hour day for an ordinary pair of shoes.

With families to feed, house and clothe, most of the durable consumer goods are effectively out of the minimum-wage worker's reach. It would take nearly two weeks' work—76 hours—to buy even the smallest-size new refrigerator and three 40-hour weeks to afford a color television set.

Ownership of even a modest-priced new car remains only a dream when its purchase, not including tax, title, tags or finance charges, takes a year's work, which hardly seems feasible in light of expenditures for necessities.

Labor toasts victory as Coors bows to boycott

The labor movement brought its 10-year-long dispute with the Adolph Coors Co. to a successful conclusion by entering into an agreement terminating the Coors beer boycott and providing the management would terminate its long-standing anti-union posture.

AFL-CIO President Lane Kirkland told a Washington press conference that the historic agreement had been ratified unanimously by the Executive Council. Simultaneously, company officials released the text of a joint statement in Denver.

Under the settlement, the brewing company pledged not to interfere with union activities at its Golden, Colo., facility and promised that all future new brewery construction would be done under union conditions.

Kirkland credited the decade-long nationwide boycott for the ultimate agreement, negotiations on which have been under way since 1985.

"The boycott was a resounding success," he emphasized. While it was in force, the company's market share in Colorado was driven down from 47 percent in 1977 to 21.7 percent seven years later, and its share of sales in California was reduced from 44 percent to only 14 percent during the same period.

In addition, with the help of international unions and Frontlash, the AFL-CIO youth organization, the "do-not-buy" effort mobilized millions of supporters and had "a serious impact" on stifling Coors's efforts to expand into the Northeast and Midwest.

Kirkland pledged that labor will bring "the same steadfast determination" to the organizing activities as it did to the boycott.

Three AFL-CIO affiliates have indicated an interest in representing the Coors workers, and the federation will use existing machinery to help the unions agree on which one should be given "a clear shot" at the organizing effort.

The company agreed to an expedited procedure—outside the cumbersome machinery of the National Labor Relations Board—under which a representation election will be triggered by an impartial observer's certification that 30 percent of the employees want a union.

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AFL-CIO news

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Council delays endorsement vote

Union quest continues for clear front-runner

By John M. Barry

The endorsement of a presidential candidate in the 1988 election campaign has been put off "indefinitely" by the AFL-CIO because no consensus has yet developed among union members in support of a single candidate.

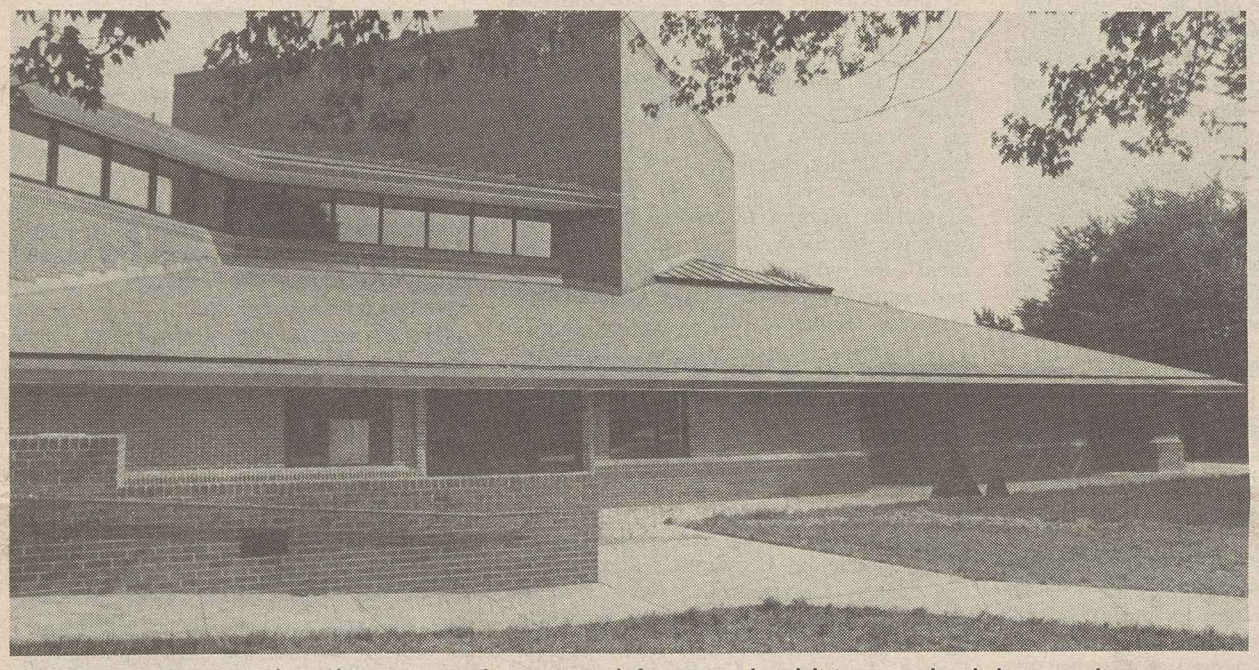
But the Executive Council made clear that labor's political process of sounding out union members throughout the country, providing an opportunity to see and hear the candidates and read their views on central issues, will continue in the months ahead.

"The only clear and compeling mandate from our members is to continue the process, to try a little harder, to poll some more and to listen some more," said AFL-CIO President Lane Kirkland at a news conference during the council meeting in Washington.

Kirkland said that, given the situation, he does not expect an endorsement at the federation's convention in October. But he stressed that he can call a meeting of the General Board for a presidential preference endorsement "on relatively short notice" and said he will issue that call "when and if the time is right."

Acting on recommendations of the Committee on

Continued on Page 2



The Meany Memorial Archives—an elegant and functional addition to the labor studies campus.

George Meany Archives dedicated

Research facility at studies center

By David L. Perlman

The George Meany Memorial Archives, which will open new windows to explore the history of America's trade union movement, was dedicated in a joyous ceremony attended by the Executive Council and by co-workers, friends and family of the AFL-CIO's first president.

Its permanent home is a striking three-story building on the Silver Spring, Md., campus of the labor studies center that Meany dedicated in 1974, and which is also named for him.

The new archives building includes a public exhibition area graced by a world-

Continued on Page 8

Unveiling of the George Meany sculpture.

Quick action urged on vital trade bills

Denouncing the Reagan Administration's "do-nothing policies" in the face of a rising import tide, the Executive Council called for swift congressional action on two key trade measures.

The runaway trade deficits of the past five years have "cost the economy millions of jobs, seriously reduced economic growth and turned America into the world's largest debtor nation," the council statement said. "The impact of the Administration's policy of neglect will be felt for years to come."

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Senate urged to reject Bork nomination

Reagan's 'ideological packing' of high court assailed

The AFL-CIO protested President Reagan's "ideological court packing" and called on the Senate to reject his nomination of Judge Robert H. Bork to fill a Supreme Court vacancy.

Bork's first allegiance is to the Reagan program and that's why he was nominated, the Executive Council charged. It accused the President of trying to fill the federal courts with ideological clones to perpetuate the agenda of the "Reagan revolution" beyond his term in office.

The nine Supreme Court justices serve for life, and Reagan has already placed two hard-line conservatives in their ranks—Sandra Day O'Connor in 1981 and Antonin Scalia last year. He promoted another ideological ally, William H. Rehnquist, from associate justice to chief justice.

Swing vote

If confirmed, Bork would fill the seat opened by the retirement of Justice Lewis F. Powell Jr., who frequently cast the swing vote on the closely divided court.

The Executive Council concluded that Bork's intellectual and academic qualifications are fatally marred by a right-wing zeal that spills over into his judicial opinions and legal writings.

It said Bork's public record shows no indication of any "concern for working people, minorities, the poor, or for individuals seeking the protection of the law to vindicate their political and civil rights."

To the contrary, the council noted, Bork's academic writings have challenged landmark judicial decisions "guaranteeing civil liberties, racial justice and equal treatment under law." Bork has attacked the Supreme Court's "one-man, one-vote" decision and the outlawing of exclusionary racial covenants.

To support a coalition effort to mount a

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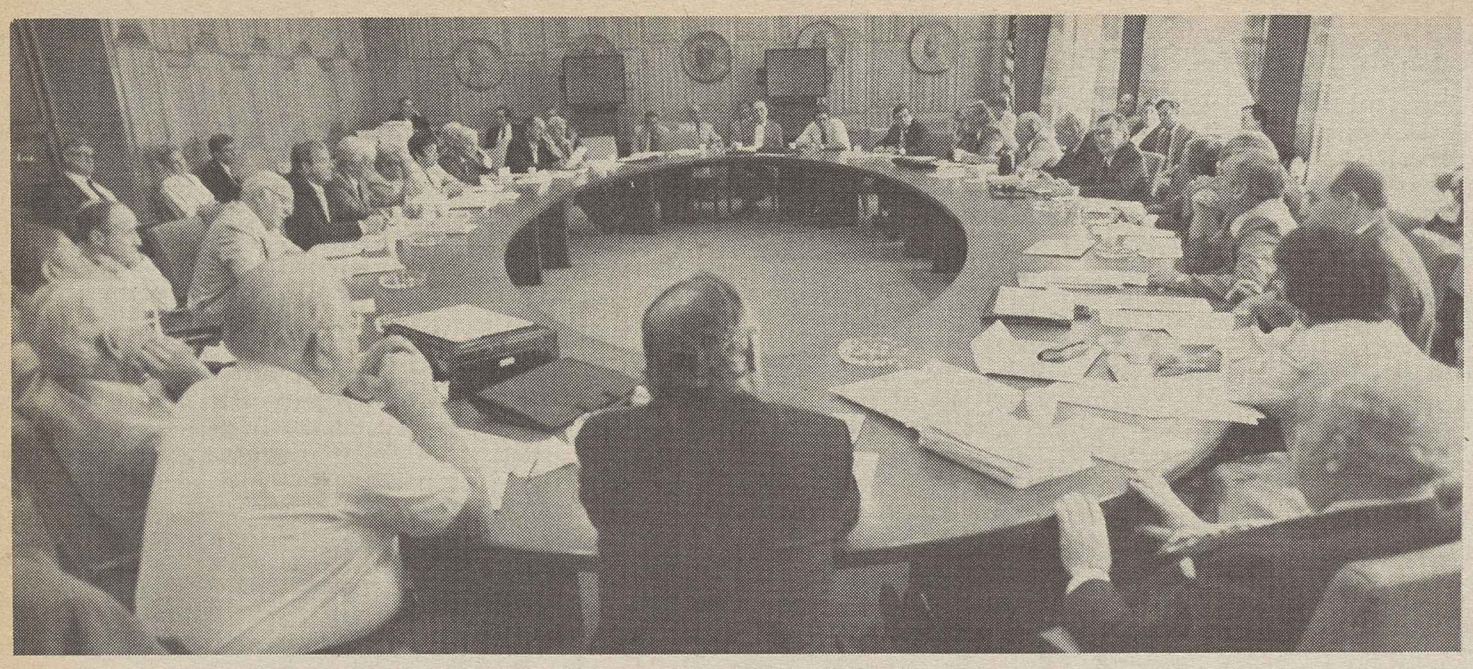


Executive Council explores vital issues during its meeting at the AFL-CIO headquarters.

Council postpones endorsement decision

Surveys find support scattered among presidential candidates

Continued from Page 1

Political Works, the Executive Council approved revision of the voluntary guidelines for the political process that take account of the stretched-out timetable.

Under these guidelines, union officers and members and their families—including officers of state and local central bodies—are encouraged to seek election as delegates to party conventions, acting as individuals. And unions would not be limited in their ability to endorse and support members and their families seeking such delegate spots.

However, affiliated unions would continue to refrain from making public endorsements of any presidential candidates in advance of a decision by the federation itself. And union officers and staff would not take part in the campaigns or fundraising activities of any candidates.

The council's statement on the political process was a highlight of the summer meeting, the first session of which was held at the George Meany Center for Labor Studies in advance of the dedication of the Meany Memorial Archives.

Other major actions included a strong expression of opposition to the nomination of Judge Robert Bork to the Supreme Court and unanimous approval of the settlement of the Coors beer boycott. These were among a score of statements adopted by the council, which are detailed elsewhere in this issue of the News.

Other actions

The council also accepted, "with regret and with gratitude," the resignation of Vice President Murray Finley and elected his successor as president of the Clothing & Textile Workers, Jack Sheinkman, to fill the vacancy.

Two former council members who died recently, I.W. Abel and William C. Doherty, were memorialized in statements citing their achievements and expressing the council's "sorrow, affection and esteem."

In other action, the council accepted a recommendation of its Committee on International Affairs designating Kim Dae Jung, the leader of the democratic opposition in Korea, as the recipient of this year's George Meany Human Rights Award.

A visitor to the meeting was Richard M. Cyert, president of Carnegie-Mellon University, who reviewed the new report, "Technology and Employment," of a panel initiated by the National Academy of Engineering. Cyert chaired the panel, which included representatives of labor and industry as well as educators. AFL-CIO Vice President Morton Bahr and former Vice President Douglas A. Fraser were among the panel's members.

The federation's presidential endorsement process was reviewed by Kirkland at his news conference. He noted that thousands of videotapes of the candidates of both parties have been distributed to and viewed by members of AFL-CIO unions, and millions of copies of the candidates' written positions on key issues have been printed in union journals.

"Our process is worthy of its name, Democracy at Work," Kirkland said. "In the past you have asked if that process will lead to the AFL-CIO's endorsement of one candidate. I have said that I won't know until our brothers and sisters tell us.

No clear majority

"Today I know that I'll have to wait a little longer. Our unions, armed with extensive polling data and widespread samplings of membership opinion, have reported that the only clear majority that exists is a majority for union solidarity."

Kirkland reported that when members of one large union were asked whether they wanted their union to line up behind one candidate, more than 60 percent responded "yes." But when asked who that candidate should be, they answered in equally overwhelming numbers, "I don't know—yet."

Thus, the necessary two-thirds majority for an AFL-CIO endorsement simply isn't there—yet—because the support is scattered among the various candidates, Kirkland said.

He declined to speculate on whether an endorsement might be delayed until after the party conventions, saying that "it's very much an evolving situation" and that it's still not certain all of the likely candidates are in the race. He agreed, however, that any action probably will not occur before the Iowa party caucuses next February.

Building solidarity

"Since we first started this process," he observed, "our primary mission has been to build solidarity in our ranks. The endorsement of a single candidate is but one way of achieving that. Without an endorsement, the process continues. Our three goals continue to be maintaining unity, sending the maximum number of labor delegates to the party conventions and providing a coordinating role for the federation."

That coordinating role, Kirkland said, will be a difficult one that involves "a lot of work" for COPE, which will have "a rather extraordinary educational job to do because of the complexity of the delegate selection process." He noted that the selection process varies "all over the lot," from caucuses in some states to open primaries to post-primary selection to pre-primaries —"it's really very, very complex."

COPE will try "as best it can," he said, to educate affiliates, local officers and activists on the intricacies of the process and on procedures to put forward trade unionists and family members as delegates.

"I would very much like to have the maximum number of trade union officers with the broadest role in the labor movement—the widest circle of acquaintances and contacts—present at the national conventions," Kirkland said.

In addition to its actions on policy statements, the council received progress reports from staff departments and a number of standing and ad hoc committees. It approved contributions to Citizens for Tax Justice, Jewish Labor Committee, League for Industrial Democracy, NAACP, International Rescue Committee, National Planning Association, Economic Education for the Clergy, Congressional Black Caucus, Joint Center for Political Studies, Smithsonian Institution, National Consumer Law Center, Leadership Conference on Civil Rights, People for the American Way, and the Franklin and Eleanor Roosevelt Institute.

The next meeting of the council will be held the weekend prior to the AFL-CIO convention, which opens in Miami Beach, Fla., on Oct. 26.

Meese attack on wage law faces challenge

A Justice Dept. ruling curtailing coverage of the Davis-Bacon Act contradicts the intent of the prevailing wage law and usurps the enforcement role of the Labor Dept., the AFL-CIO charged.

The federation will join with its Building & Construction Trades Dept. in challenging and seeking court reversal of the "erroneous opinion" of Attorney Gen. Edwin Meese III.

Under Meese's controversial interpretation, community development projects will not have to follow Davis-Bacon Act standards if their federal funds are used for land purchases, engineering costs and expenses other than direct wages for construction labor.

That's the position argued by the Housing & Urban Development Dept., which oversees the community development funds. But it's not the position taken by the Labor Dept., which enforces the Davis-Bacon Act.

The Labor Dept. points to a provision in the 1974 Housing & Community Development Act, which specified that the Davis-Bacon Act would apply to the program.

HUD refusal

Despite the Labor Dept.'s key role in administering the Davis-Bacon Act, HUD Sec. Samuel R. Pierce Jr. refused to abide by the Labor Dept. ruling and asked the Justice Dept. to overturn it.

The Justice Dept. did so, after first brushing aside questions about its authority to do so. It claimed "the exclusive and ultimate authority" to interpret laws for other government agencies.

The Executive Council noted that "Congress has incorporated Davis-Bacon Act labor standards in more than 60 federal statutes in order to extend the prevailing wage principle to a variety of construction projects financed, in whole or in part, with federal funds."

It accused Meese of trying to "usurp" the Secretary of Labor's authority over Davis-Bacon interpretations.

The law was enacted more than 50 years ago to assure that workers employed on federal construction projects receive a fair wage, the council noted.

Its statement recalled that in Ronald Reagan's campaign for the presidency, he had promised that he wouldn't do anything to weaken or undermine the principle of Davis-Bacon and related laws.

"That promise has been broken many times over," the council observed.

Action completed on referred resolutions

The Executive Council completed action on the five remaining resolutions referred to it by the 1985 AFL-CIO convention.

On Resolution No. 59, relating to differences between the Broadcast Employees & Technicians and the Theatrical Stage Employees during a 1984 strike, the council noted that the issues involved are longstanding, and the unions are discussing their differences with the aid of the federation. Therefore, no further action was deemed necessary at this time.

The council voted nonconcurrence with Resolution No. 95, which proposed that the Committee on the Evolution of Work be made a standing committee. It noted that the committee was conceived as a temporary body to provide new direction, that its work is continuing and that its recommendations are being carried out through the work of existing committees.

No action was required on Resolution No. 159 on pension vesting and portability, which was withdrawn by its sponsor, the Auto Workers.

Resolutions No. 226 and 230 involved maritime issues which the council deemed "not current pressing problems." It retained the measures for consideration when action becomes appropriate.

Political process guidelines

Executive Council statement on voluntary guidelines for the AFL-CIO's revised presidential political process, adopted Aug. 18, 1987.

1. National and international unions should not make public endorsements of any presidential candidates before the AFL-CIO convention or any General Board meeting called to vote on whether the federation should make any endorsement.

2. National and international union officers and staff should not participate on presidential candidates' committees, solicit funds on behalf of presidential candidates, or provide funds or other resources to presidential candidates or to delegate committees established in behalf of any presidential candidates prior to any AFL-CIO endorsement.

3. Unions are encouraged to extend equal courtesy and cooperation to all candidates for the presidential nomination.

4. Unions are urged to use their own methods of determining the views and preferences of their members.

5. Each 1987 national and political event should be reviewed on a case-by-case basis. Generally, each international union is urged to ask its labor delegates to such conventions, conferences or other functions to vote their individual preferences so that such votes are not viewed as the position of any national or international union.

6. The major purpose of these guidelines is to maintain the unity of the labor movement during the presidential process in a manner that maximizes the number of union members and their families named as delegates to the political party conventions and that permits COPE to function effectively. Thus, it is not the intent of the guidelines to limit: (a) the ability of AFL-CIO affiliates to endorse and to support union members and their families who are delegate candidates; or (b) the right of all union members—including state and central body and national and local union officers, acting as individuals—to be delegate candidates. Indeed, both the AFL-CIO and each national and international union should make every effort to educate union members and their families on their rights in the delegate selection process and to stimulate their participation in that process.

Reagan's Irangate blunders damage U.S. role

As the architect of the nation's foreign policy and the man who set the moral climate in the White House, President Reagan must bear the full blame for the Iran-contra scandal, the Executive Council declared.

Noting that the President not only "acknowledged that he was 'stubborn' in the pursuit of his arms-for-hostages scheme" but also that he, and not his subordinates, is the one who should be held accountable for the consequences, the council offered this stinging judgment:

"Ronald Reagan has gravely injured the standing of the United States in the world community, encouraged terrorists to believe that violence pays, put more innocent Americans at risk, undermined the trust of our allies, handed Mikhail Gorbachev a propaganda bonanza in the midst of crucial arms control negotiations, and weakened the confidence of the American people in his office, his leadership and in their government."

As a "consequence of the President's folly," the statement emphasized, "American arms have gone to a government that now threatens the destruction of American ships in the Persian Gulf and American lives and property anywhere in the world."

Alarming facts

Although the nation may never fully know "what the President knew and when he knew it," the picture that emerged from lengthy House-Senate hearings exposed "the most dismaying facts concerning the substance and execution of foreign policy" by the Administration, the statement said.

Reagan "sought to buy the release of American hostages by selling arms to Iran," the council pointed out, and "no hair-splitting flapdoodle about dealing with 'moderate elements' in Iran can disguise the reality that Ronald Reagan sought to pay ransom to terrorists or their agents."

In acting against the advice of senior advisers, the President violated "a long-standing and sound policy against making concessions to terrorists and thus encouraged them to seek more victims for their cause," the statement stressed.

The council recalled that "no one more vociferously" expounded this anti-terrorist philosophy as Reagan, himself, who used the issue in the 1980 election to allege that President Carter wasn't tough enough in handling the Iranian hostage crisis.

As to the use of the proceeds from the Iran arms sale to finance the Nicaraguan contras, the council noted that the 1985 AFL-CIO convention "took no position on U.S. military aid to the contras."

Circumventing Congress

However, the statement emphasized, "both opponents and supporters of the contras must condemn this cynical maneuver to circumvent the will of the Congress —at the very time the President was proclaiming his wish to build a bipartisan consensus in the Congress."

Although Reagan has denied any knowledge of the diversion of funds, "there is little reason to doubt that those who carried out this covert action believed they were implementing his objectives," the federation said. Reagan "bears responsibility" for permitting such a climate to permeate the White House, it added.

Jack Sheinkman takes seat on council as Finley retires

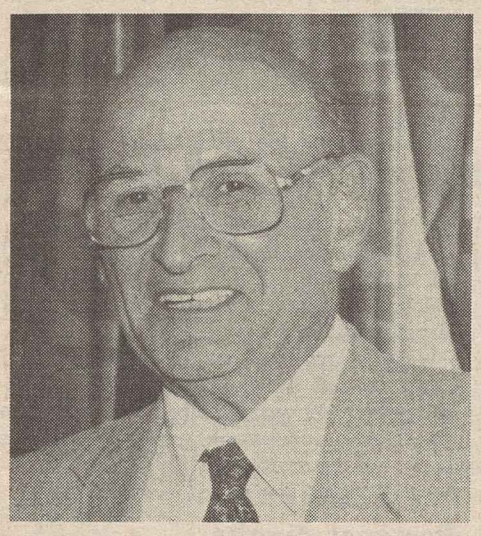
Jack Sheinkman, president of the Clothing & Textile Workers, was elected an AFL-CIO vice president and took his seat on the Executive Council at its summer meeting.

Sheinkman fills the vacancy created by the resignation of Murray H. Finley, past president of ACTWU. Finley, a federation vice president since 1973, was praised by the council for his years of service.

Sheinkman, 60, was elected to the top ACTWU post by acclamation in June after having served as secretary-treasurer since 1976. He began his union career as an organizer for the Pulp, Sulphite & Paper Mill Workers in 1948. He joined the Clothing Workers staff in 1953 as an attorney.

He was named general counsel of the union in 1958 and elected a vice president in 1968. He held both posts until winning the secretary-treasurer election in 1972. When ACWA and the Textile Workers merged in 1976 to form ACTWU, Sheinkman was elected secretary-treasurer and re-elected three times.

Sheinkman is a vice president of the AFL-CIO Industrial Union Dept. and chairman of its executive council committee on benefit funds. He serves as vice president of the Brussels-based International Textile, Garment & Leather Workers Federation. He is also an officer of the Tailored Clothing Technology Corp. which was formed to study ways the domestic apparel industry can increase efficiency and make workers' jobs more secure.



Jack Sheinkman

Civic service

Sheinkman is chairman of the board of directors of Amalgamated Bank of New York, which was established by the union in 1923 to provide banking services to working people. He is also on the board of trustees of Cornell University, Ithaca, N.Y., a member of the American Bar Association and the American Arbitration Association.

The Executive Council accepted Finley's resignation "with regret and with gratitude" for the counsel and fellowship he provided. In a statement, the council noted his "outstanding performance in the areas of civil rights, fair trade and efforts to achieve full employment" and that he was the "chief architect" of the merger that created the ACTWU.

Finley, a member of the union since 1949, was elected president in 1972. He became manager of the ACWA's Chicago joint board in 1961 and the Midwest joint board three years later. He also served as a ACWA vice president from 1962 to 1972.

Kim and Kirkland discuss South Korean human rights issues in 1985.

Korean democratic leader selected for Meany award

The George Meany Human Rights Award for 1987 will go to Kim Dae Jung, a democratic opposition leader in South Korea who has persisted in pressuring the repressive Chun Doo-hwan regime for constitutional reform and direct presidential elections. The presentation will be made at the AFL-CIO Convention in October.

In announcing the selection, AFL-CIO President Lane Kirkland told reporters that "Kim has paid a heavy price in his fight for democracy. He underwent kidnapping, imprisonment, a death sentence, exile and house arrest. The improved chance that South Koreans have today of achieving real worker and human rights is largely traceable to Kim's efforts."

Kim met with Kirkland in February 1985, just days before he returned to his homeland after more than two years of exile in the United States. They discussed human rights issues in South Korea. On his arrival in South Korea, Kim and four American officials, including two congressmen, were beaten and kicked by government police when they got off their plane.

In the 29 months since then, Kim was placed under house arrest 54 times. In the past 15 years, Kim has spent more than five years in prison, three years in exile and more than six years under surveillance and in frequent detention, the council said.

Kim has run for president of the Republic of Korea twice, first in 1971 and again in 1980. The earlier elections were rigged. Kim left the country in 1973, but was kidnapped in Tokyo and forcibly returned to Korea.

In 1975, he was sentenced to house arrest for one year for election law violations and in August 1976, sentenced to eight years in prison for violating an emergency decree banning all acts of dissent against the government.

Death sentence

In 1980, Kim was found guilty of sedition and sentenced to death after the government of President Chun Doo-hwan insisted he was responsible for student anti-government demonstrations in May of that year in Kwangju. The sentence was later reduced to life imprisonment and in 1982 reduced to 20 years. But in December 1982, Kim was exiled to the United States.

Kim's "courageous leadership is in large part responsible for the renewed activism among South Korean workers, and he is playing an important role in the upcoming elections in a country where free and fair elections have not been held since 1963," the council noted.

The Meany award, established in memory of the late AFL-CIO leader for his commitment to human rights and dignity throughout the world, consists of a maquette—a small model of the Meany sculpture done by Robert Berks—and a check for $5,000.

Previous winners include Neil Aggett and Mangosuthu Gatsha Buthelezi, champions of black rights in South Africa; Lech Walesa, chairman of Poland's Solidarnosc; Gen. Sec. Ernesto Herrera of the Philippine Trade Union Congress and now a member of his country's democratically elected Senate; the International Rescue Committee for its work in behalf of refugees; Andrei Sakharov, the Soviet freedom fighter, and Force Ouvriere, the French free trade union confederation.

Statehood supported for District of Columbia

The Executive Council has endorsed the drive for statehood for the District of Columbia, stressing that "700,000 American citizens who pay their federal taxes and fight and die in their nation's military service" have no representatives in the Senate and only a nonvoting House delegate.

Urging Congress to approve a statehood plan introduced by Walter E. Fauntroy, the district's congressional delegate, the AFL-CIO noted that "there is nothing in the U.S. Constitution to prohibit statehood for the District of Columbia." And the measure now before Congress "fully protects the national interest and the federal government's interests," it added. The legislation would give full representation to citizens of the nation's capital.

House welfare reform plan backed

Two House committees are on the right road to welfare reform, the Executive Council said.

The council urged Congress to approve "genuine reform" that would combine training and job placement for persons able to work outside the home with adequate benefits for those unable to do so.

It endorsed legislation approved by both the House Ways & Means Committee and the Education & Labor Committee, with a reminder that new programs must be adequately funded. Alternative plans being considered by the Senate Finance Committee and proposed by House Republicans all fall short, the council said.

The AFL-CIO pressed Congress "to see that any welfare-to-work program is adequately funded, serves volunteers first, and assures recipients the education and training services they need to become economically self-sufficient."

Any new program should include firm safeguards against displacement of regular employees or erosion of existing wage and benefit standards, the AFL-CIO insisted. Welfare recipients put into subsidized jobs should receive "equal treatment, equal pay and equal benefits with other workers."

The council also called on states to provide adequate child care and medical care assistance to welfare recipients enrolled in education and training programs.

Built-in incentives

It urged federal financial incentives to encourage states to increase inflation-eroded welfare benefits for persons unable to become self-supporting. And it said the 26 states that now refuse to provide assistance to two-parent needy families should be required to do so.

The council reiterated labor's opposition to replacing federal programs with block grants that "are simply a device for evading federal responsibility for important social concerns and for shifting the costs back to the states."

The committee-approved House bills that the AFL-CIO supports would create a state-operated education, training and work program for persons receiving Aid to Families with Dependent Children. The federal government would pay 65 percent of the education and training cost.

In the Senate, Daniel Patrick Moynihan (D-N.Y.) has tried to fashion a bipartisan compromise bill, but the Republican leadership has been cool to it. The Reagan Administration has worked with a House Republican task force on a smaller-scaled bill that would deny any increase in welfare benefits for those unable to work and would not require states to provide benefits to two-parent families.

The House committee bills are superior to the Senate version, the council said, and the House Republicans' proposal "is far worse and should be rejected."

Unity pledged with South Africans, Korean strikers

Unionists on strike for economic and social justice in South Africa and South Korea have the full support of the American labor movement, the Executive Council said.

The federation pledged its solidarity with the 340,000 black South African mineworkers who walked off their jobs in early August and with the tens of thousands of South Korean workers engaged in a wave of strikes and protests against that country's repressive regime.

Joining forces with the 85-million-member International Confederation of Free Trade Unions, the council expressed full support for the South African workers, deplored management's unwillingness to negotiate a fair settlement, expressed outrage over the "widespread arrests" of the leaders the National Union of Mineworkers—the largest affiliate of the Congress of South African Trade Unions—and denounced "the intervention of the racist government's security services in an effort to intimidate" black mineworkers.

"The blame for violence at struck collieries must be placed squarely on the shoulders of the gold and coal barons and the government," the council said.

American workers support racial justice and democracy, the council pointed out, and deplore "the gross inequities inherent in the apartheid wage system, which pays black mineworkers less than one-third the wage of their white counterparts." It called on mine management to "meet the legitimate demands of hundreds of striking workers whose toil produces South Africa's wealth."

Force for democracy

The strike which shut down most of that nation's gold and coal mines is one more "manifestation of black South African worker power," the statement said. It "reaffirms the value of free trade unionism —South Africa's principal force for peaceful change and democracy."

Meanwhile, talks between the strikers and the giant Anglo-American Corp. collapsed on the heels of a new wave of violence against union members. Seven miners were shot and others were battered by whip-wielding police.

NUM Gen.-Sec. Cyril Ramapahosa accused the company of using "repression and misinformation to smash our struggle for a living wage" and said that it was fruitless to continue talks with "a treacherous, cowardly and ruthless organization."

In its statement on the strikes and protests in South Korea, the council said that frustrated Korean workers "at last have found their voice," and have raised it to plead for "a share in the prosperity they have built."

South Korean workers want "the right to organize unions and elect leaders without government interference," and "a better chance and a secure future for themselves and their families."

With these rights still denied South Korean workers, the statement continued, "it is heartening to see these basic trade union aspirations emerge with such vigor" in the struggle for "social justice, fair wages, decent working conditions and democratic rights."

The council noted that even Korean government officials have conceded that the wage demands are "reasonable" and that past government labor policy was "unfair."

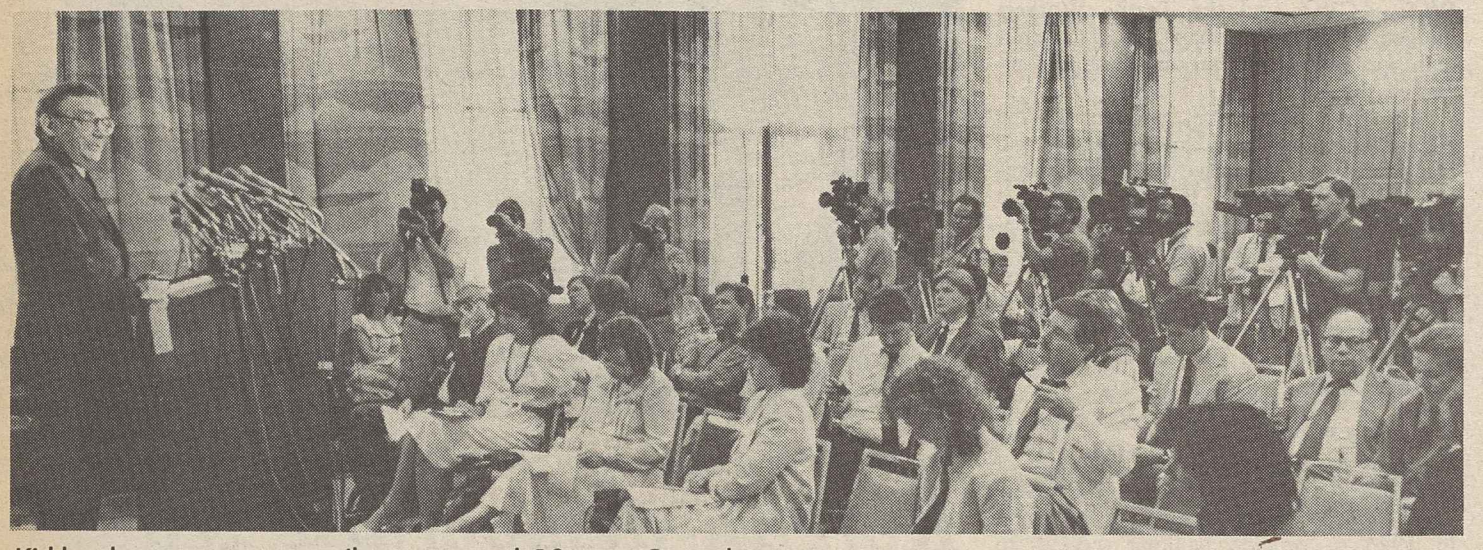
In recent congressional testimony, the federation exposed the "brutal repression" of worker rights in that country and urged revocation of trade benefits until "the systematic denial of basic trade union rights" is ended.

The statement noted that the AFL-CIO, through its Asian-American Free Labor Institute, has long supported the efforts of independent Korean labor activists who have "endured years of unremitting intimidation and harassment by government security agencies."

Reform drive applauded

In reaffirming its longstanding support of Korean workers, the council applauded the "tenacious efforts" of the Federation of Korean Trade Unions to achieve genuine labor law reform and called on the South Korean government "to prove its commitment" to democracy by recognizing that "workers and their institutions must have a seat at the table if democratization is to succeed."

In South Korea, 40,000 striking workers agreed to return to work at Hyundai Motor Co. after the government agreed to intervene on behalf of the eight unions that had banded together to win overdue pay increases. The surprise breakthrough came after a high-ranking Labor Ministry official promised to mediate the dispute.



Kirkland announces council vote to end 10-year Coors boycott.

Boycott dropped as Coors ceases war against labor

Continued from Page 1

Management's agreement that all future construction would be undertaken either by a union contractor or under a negotiated project agreement will have an immediate impact on a brewery now underway in Elkton, Va.

And, Kirkland said, when that brewery becomes operational, Coors has pledged that it will not interfere with organizing activities.

The settlement was the climax of a historic labor dispute that reached back to Apr. 5, 1977, when 1,500 members of Directly Affiliated Local Union 366 walked off the job after Coors refused to negotiate a new contract at Golden and unilaterally implemented contract terms the workers had overwhelmingly rejected.

In December 1978, strikebreakers voted 2-1 to decertify Local 366 in an election in which the NLRB banned strikers from participating.

Negotiations between the federation and Coors to end the boycott began in 1985. The settlement was finally achieved when management undertook steps "to improve its record on employee rights and on individual rights generally," Kirkland said.

Personal dignity

Under the terms of the AFL-CIO agreement with Coors, management committed itself to "promote personal dignity and quality relationships among all employees," and will meet with federation officials to make sure the pact is being implemented.

"The opportunity to protect and advance the basic rights of Coors's employees in this positive fashion is, in our view, preferable to continuing economic warfare to achieve the same objectives," Kirkland said.

Peter Coors, the brewery's president, said the agreement "reaffirms our commitment to employee freedom of choice." He promised a company policy that will "value all relationships which are honorable, based on mutual respect, and recognize personal dignity."

Guidelines help unions assess ESOPs

Guidelines for employee stock ownership plans developed by the AFL-CIO Industrial Union Dept. can prove a "valuable tool" for affiliates in dealing with the issue when it arises in collective bargaining, the Executive Council said.

More than 8,000 companies have set up such plans that invest in the employer's common and preferred stock. ESOPs now cover more than 11 million workers.

The proliferation of ESOPs has "produced an array of complex issues," and there are "risks to employees and their unions" that must be recognized and addressed, the federation emphasized. Of particular concern is the question of using collectively bargained benefits to "pay" for participation in these plans.

The IUD guidelines recommend:

- Conducting feasibility studies of the financial condition of the firm and its industry so workers will understand all potential options.
- Recognizing the difference between ESOPs and traditional pension plans. Both are regulated by the Employee Retirement Income Security Act, but only pension plans are guaranteed by the federal government. When workers are asked to give up pension plans to provide capital for the ESOP start-up, they gamble their current and future security solely on the survival and health of that company. By contrast, pension plans are invested in a broad range of securities.
- Establishing a mechanism to allow employees to participate in the ESOP decision-making process, including a full exchange of information on the company's economic outlook.
- Guaranteeing ESOP members the right to vote their stock to better protect their interests. Since many plans effectively deny workers a voice, one way to increase participation is through a one-person, one-vote arrangement.
- Giving workers representation on the ESOP board of trustees, since there often are conflicts between employees' interests and the decisions made by management-controlled boards.
- Establishing an equitable stock allocation plan, including such criteria as salary, tenure or hours worked—an important element in determining which groups will be able to consolidate ownership control.
- Devising a stock distribution plan that will govern how employees can sell their stock when they decide to leave the firm and how the price for the stock is determined. In companies actively traded on public markets, this may not be a difficult issue. But it will have a significant impact on dealing with closely held firms.
- Assuring workers the right to a complete and fully vested interest in the stock within a reasonable time. Rapid vesting can be a useful goal to reward less tenured or more mobile employees.
- Developing an initial evaluation formula that isn't tilted against workers. The IUD cited a case in which a firm attempted to use an ESOP to defeat the union, planning to sell 60 percent of its stock to a few managers and financiers at an average price of $3.30 a share and to sell the remainder to employees at over $44 a share. Only a union complaint to ERISA administrators in the Labor Dept. thwarted this scheme.
- Using the definition of employees in the broadest possible sense in determining participation. Including non-management employees who aren't union members and covering part-time workers who don't belong to the bargaining unit can blunt management efforts to set up and control a separate ESOP for non-contract employees.
- Implementing supervisory and production personnel cutbacks as close as possible to establishing the ESOP so that management won't make people owners one day and dismiss them the next.

Pension investment goals outlined

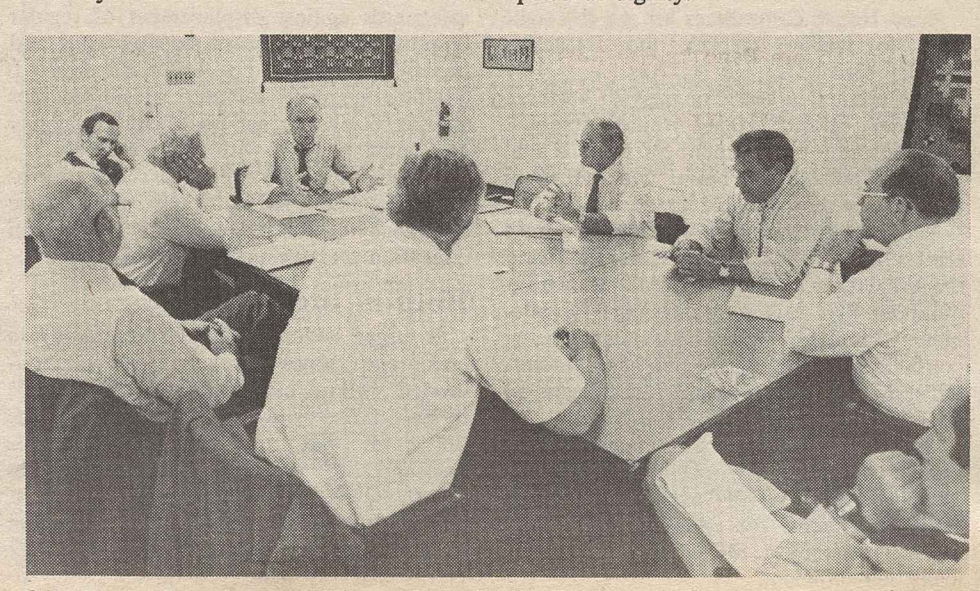
Investment of union pension funds should be done in ways to advance the interests of workers and retirees without sacrificing rates of return, the Executive Council declared.

"Pension funds are deferred wages and belong to the workers who earned them," the council stressed. Yet "all too often" they are invested "in ways that are detrimental to those for whom they are held in trust."

The policy guidelines suggested to pension trustees and investment managers include:

- A balanced portfolio of equities, fixed-income securities and real estate based on prudent investment policies.
- Invest in union-built construction and other programs that will increase employment opportunities for union members.
- Invest in housing for workers and retirees and other social projects.
- Consider investing at least 2 percent of union pension funds in the federation's Housing Investment Trust.
- Invest in companies that respect worker rights and have good records on bargaining, safety, plant closings and human rights at home and abroad.
- Recognize that corporate decisions are legitimate concerns of workers and their pension funds.
- Invest funds in ways that strengthen state and local economies, as many public employee pension funds have been doing.

The council termed the guidelines "entirely consistent with prudent investment of pension funds."



Sec.-Treas. Donahue and council's ad-hoc committee discuss Coors settlement.

Flight attendant unions approve merger proposal

AFA welcomes aboard unaffiliated unit

By Candice Johnson

Officers of the Flight Attendants and an unaffiliated union representing attendants at American Airlines approved a merger agreement that will form the largest flight attendant organization in the world.

After ratification by members of the Professional Flight Attendants and AFA's board of directors, the new union will represent 35,000 attendants. Currently, AFA represents 23,000 attendants at 11 carriers. The APFA referendum is expected to be completed by Sept. 21 and the AFA board will meet Oct. 7.

AFA President Susan Bianchi Sand, who will head the new Association of Flight Attendants International, said the merger will "send a loud and clear message to management—that flight attendants will no longer be divided by the color of our uniforms or the name of our carriers."

Flight attendants "are going to protect their careers," she stressed, adding "our primary loyalty should be to each other and the flying public," she noted.

One banner

Representing the 12,000 American Airlines attendants, President Patt A. Gibbs said that "in this era of instability created by management's merger mania . . . it is important for all flight attendants to be united under one union banner." After merger, Gibbs will be president of the American Airlines division, based in Euless, Tex.

AFL-CIO Sec.-Treas. Thomas R. Donahue, who witnessed the signing of the merger plan, called the merger a sign of the "desirability of solidarity and the vitality of the labor movement." He stressed that strength in collective bargaining is essential to correct "the terrible problems that exist in the industry."

Bianchi Sand and Gibbs said that AFAI would continue to focus on passenger and cabin safety concerns, seeking improved ventilation, lighting, smoke alarms and floatation seats.

Coordinated approach

AFAI also will work with other AFL-CIO unions on the serious problems facing the industry, including expanded flight schedules, crowded airspace, too few inspectors and air traffic controllers, disruption of service and airline consolidation.

Bargaining goals include elimination of the two-tier wage system and improvement of benefits and working conditions throughout the industry, Bianchi Sand said. She and Gibbs pointed out that under the two-tier wage system, "B" scale attendants at some carriers earn just half the salary of senior attendants, who earn about $25,000 a year.

At American Airlines, attendants in the lower pay category won't reach the senior rate for at least 15 years, Gibbs stressed, adding that all employees seem to "end up in a B minus" scale.

Gibbs expressed hope that the merger will help stalled contract negotiations at American Airlines. After bargaining reached an impasse, the carrier imposed its last contract offer following a 30-day cooling off period mandated by the National Mediation Board. American attendants have been working without a contract since June.

"We are confident that our size, our resources and the support of the AFL-CIO will strengthen our bargaining position" and help attendants win a fair settlement, she added.

AFA President Susan Bianchi Sand, right, and President Patt A. Gibbs, who represents American Airlines attendants, outline merger agreement.

Foreign weapons purchases undermining industrial base

The Reagan Administration's decision to "contract out" the manufacture of U.S. military hardware to foreign arms merchants drew a strong protest from the Executive Council.

The federation said that turning to overseas sources will lead to "the erosion of our nation's industrial base and infrastructure" with dire consequences for national security and military readiness.

"Ronald Reagan says he's committed to peace through strength," the statement said. "In the light of the trend to export our defense industry, we have to wonder: whose peace and whose strength?"

Organized labor has "a long record of consistent support for defense spending adequate to the nation's security needs," the council emphasized. But, it added, foreign arms dealers cashed in on over $9 billion in military contracts last year and now have "the promise of even more in years to come."

The Executive Council said this promise is implicit in a lavish October trade show at which 150 overseas defense contractors will be briefed by top government officials, including Defense Sec. Caspar Weinberger, on how to pile up even more Pentagon contracts.

The federation expressed particular concern over the Administration's recent announcement that it was going to permit manufacture of the M1 tank in Egypt.

Volatile mid-East

"Not only does the U.S. already provide Egypt with $1.3 billion a year in military aid," the council said, "but billions of tax dollars paid by American workers will now be used to expand the arms industry of a foreign power intent on becoming an arms manufacturer to the oil-rich Arab states.

"The transfer of high technology and techniques of producing state-of-the-art armor plating to a nation that faces a mounting problem with Islamic fundamentalism and socio-economic instability is a recipe for disaster," the statement continued. "And it will result in the loss of thousands of U.S. jobs."

As bad as the Egyptian case is, it's "only the tip of the iceberg," the AFL-CIO said. "Millions in defense contracts go overseas for the production of all types of weapons, including the most sophisticated aircraft and missiles. Tens of millions of U.S. defense dollars are used to buy foreign-made cars and trucks for use on U.S. bases. Even contracts for military clothing and shoes are let overseas."

Security breach

The council was critical of giving contracts to foreign firms that have "weakened our national security." It singled out Toshiba Corp. of Japan and Kongsberg Vaapenfabrikk Inc. of Norway, which joined together to sell sophisticated technology to the Soviet Union—a breach in the nation's security umbrella that will cost American taxpayers as much as $60 billion to mend.

The AFL-CIO voiced support for congressional action to bar importation of any Toshiba products, called for an embargo on all defense contracts with both Toshiba and Kongsberg, and called on Japan and Norway to pick up the tab that the Defense Dept. must pay "as a result of their corporations' thirst for profits."

The council also demanded that foreign governments implement rigorous licensing procedures, "with strict financial and criminal penalties," to prevent any further technology sales that adversely impact on this country's security.

And it welcomed a House-passed bill requiring the Defense Dept. to purchase only American-made "administrative, noncombat vehicles." The council called this "a step in the right direction," and urged Congress to extend the principle to prevent further foreign raids on this country's industrial base.

Proposed U.S.-Canada pact could aggravate trade deficit

The American and Canadian labor movements are united in opposition to a pending "free trade" agreement that could aggravate the U.S.-Canadian import-export imbalance, the Executive Council said.

After 18 months of negotiations, the Reagan Administration plans to hand Congress a proposal that the council said fails to address the undervalued Canadian dollar and ignores the need to reverse the substantial U.S. trade deficit with its northern neighbor.

The statement accused the Administration of "withdrawing from the scene" and handing the trade issue over to private enterprise and the supposed "free market" forces. It's the government's responsibility to "manage its economic affairs and trade policies in a way that assures the well-being of America," the council emphasized.

The federation also expressed concern that any U.S.-Canadian agreement could be used as both "a blueprint for negotiations with other countries" and a cornerstone for Administration policies at the General Agreement on Tariffs & Trade round of talks now underway in Uruguay.

If an agreement is negotiated with Canada despite labor's opposition, the council said, "the interests of U.S. workers require" these safeguards:

- Maintenance of U.S. law granting relief from trade injury and continuation of current prohibitions against subsidies, dumping or other unfair trade practices.
- Establishment of equivalent tariffs before moving on to mutually phased reductions, since Canada's rates currently are double those of the United States.
- Application of strict rules of origin to prevent other countries from using the agreement to circumvent existing law.
- Continuation of the Jones Act, which reserves coastwise shipping to U.S.-owned and American-manned vessels, protection of other existing transportation regulations and preservation of current government procurement laws.
- Renegotiation of the U.S.-Canadian auto pact and other bilateral trade agreements to provide equivalent safeguards for domestic production.

Soaring deficit builds pressure for trade bills

Continued from Page 1

Separate House and Senate versions of comprehensive trade reform recognize "the dangers inherent in the U.S. trade deficit" and demonstrate "a willingness to do something about it," the council said.

Conference committee resolution of the differing measures requires skill, diligence and bipartisanship, particularly in the face of "repeated threats of a presidential veto," the statement emphasized.

At the same time, the council said prompt action on the Textile & Apparel Trade Act of 1987 is "essential" to save America's faltering textile, apparel and shoe industries from being totally overwhelmed by imports. Reagan rejected an earlier version of the bill and Congress fell just a few votes short of overriding the veto last year.

Addressing the major trade reform legislation, the federation noted that, "despite the decline in the value of the dollar, intensified negotiations and sporadic trade policy action, the Reagan Administration's predictions of improvement . . . remain unfulfilled."

Deficit rages unaltered

Faced with a merchandise trade deficit in the first six months of this year that's running 4 percent above last year's record levels, the council called on conferees to "fashion a bill that addresses America's trade problems" rather than satisfying Reagan's "free-trade ideology."

"It's time for a new approach," the statement said. "A bill that merely ratifies the status quo would be worse than no bill."

Both the House and Senate have devised formulas to reduce the yawning gap between imports and exports. The council threw its support behind the House provision mandating other countries to open their doors to American manufacturers or face reduced access to the U.S. market.

In addition, the council urged agreement on provisions making worker rights violations abroad unfair trading practices, continuing the trade adjustment assistance program with funding from import surcharges, reciprocity in telecommunications trade and limitations on presidential discretion to waive penalties for violations.

The federation also endorsed the Senate provision requiring advance notice in the event of plant shutdowns, pointing out that "workers need that notice to prepare for additional training or relocation for continued employment."

Addressing the pending Textile & Apparel Trade Act, the council emphasized that it meets the major objections Reagan raised against the earlier bill. It provides no rollbacks from the already high 1986 import levels, establishes global import quotas and permits them to grow at a 1-percent annual rate—consistent with the expected growth of the domestic market.

Action overdue

Action is vital, the statement said, because textile and apparel imports grew by 17 percent a year between 1980 and 1986. The result has been the loss of 300,000 jobs and the closing of 250 plants.

And since Reagan terminated trade relief for the footwear industry in 1981, the council noted, 300 factories have closed, employment has plummeted 37 percent and imports have captured 81 percent of the domestic market—a dramatic rise from the 51-percent level six years ago.

SDI no substitute for arms reduction

Council deplores trade-off for essential social programs

The United States should continue research, development and limited testing of strategic defenses, the Executive Council said. But it warned that SDI—the strategic defense initiative—is not a substitute for the continued "pursuit of arms reduction."

Additional funds that may be needed for defense should come from taxes or economic growth, the council said, not through cutting social programs or adding to the national debt.

The council's statement was based on the report and recommendations of the AFL-CIO Committee on Defense, headed by Vice President John T. Joyce.

It termed negotiated arms limitation agreements essential to world peace and reiterated the position taken by the AFL-CIO's 1985 convention for "a balanced reduction of nuclear arms within a system of verification" that will guarantee collective security.

The council noted and accepted "the dominant view of defense and scientific experts that the President's vision of a shield that would protect the American people against nuclear weapons, and thus render such weapons obsolete, is not feasible in the foreseeable future."

It protested that President Reagan's "Star Wars" rhetoric "has grossly oversimplified complex issues of defense policy, confused public debate and thus not served the cause of national security."

Radical new technologies could emerge in the future, the federation said, but for now it is "irresponsible to focus on strategies linked to the improbable while ignoring more practical, attainable measures to enhance national security."

The council said that at the top of the priority list should be a credible deterrence that assures the survivability of America's ability for nuclear retaliation to discourage a first strike.

This should include deployment of the single-warhead Midgetman missile, as recommended by the AFL-CIO in 1983 and subsequently endorsed by the Presidential Commission headed by retired Gen. Brent Scowcroft. It also called for a strong nuclear submarine force and strengthening the nation's ailing space program.

The council urged the beefing up of U.S. and NATO conventional forces in Europe to discourage a ground attack "that could escalate into a nuclear exchange." The federation's Committee on Defense made a similar recommendation as far back as 1983.

'Backlog' of needs

The AFL-CIO endorsed a reasonable investment in research, development and limited testing of new strategic defense systems. But it urged that, in deciding on such an investment, Congress take into account "the budgetary realities confronting the nation and our growing backlog of unmet social needs."

The statement expressed labor's strong opposition to any such spending that's achieved at the expense of social programs.

"We have already seen, under the Reagan Administration, huge cuts in vital social programs to pay for vast increases in the defense budget—increases that have not produced commensurate improvements in our usable defense capabilities," the council emphasized. "We reiterate our demand that the burden of national defense be distributed equitably and not borne disproportionately by working people."

If additional funds are required for national defense, the federation said, they "must be generated either by economic growth or by fair taxation—not by slashing social programs or by burdening future generations with the costs of defending our own."

The council disagreed with Reagan Administration's unilateral intedrpretation of the ABM treaty to allow widespread testing of SDI. Such an interpretation directly contradicts the position the United States took when the treaty was signed.

It urged the United States and the Soviet Union to negotiate "a clarification of testing to be permitted under the treaty," based on current technology and "consistent with the national security interests" of each country.

The council said that any decision regarding the actual deployment of strategic defenses should not be made until there is something to deploy, the effect of deployment can be assessed in the light of any arms control agreements that may have been reached with the Soviet Union, and the full, long-term technological, financial and strategic implications of deployment have been considered."

Takeover bid held threat to free unions

The AFL-CIO welcomes vigorous law enforcement against wrongdoers who prey on unions but strongly opposes any government attempt to take over a union.

That's the position the Executive Council adopted in response to what it termed "a carefully orchestrated series of leaked stories." According to press accounts, the Justice Dept. is contemplating bringing civil suit under a law aimed at racketeering to place one or more international unions under government trusteeship.

"If the Justice Dept. brings suit seeking supervision over an international union, the AFL-CIO will do whatever is useful and productive in the legal circumstances to prevent such supervision," the council said.

"A union simply cannot do its job for its members—vigorously, militantly and independently seeking to protect and advance their interests—if the union is an arm of the government," it stressed.

Contradiction in terms

"A government-supervised trade union, like an employer-supervised union, is a contradiction in terms," the council said. Making a union an arm of government would violate International Labor Organization standards that the United States should be supporting, not violating, it added.

The council stressed that its position does not retreat "even one step" from the AFL-CIO's commitment "that unions must be entirely democratic and that union leadership must be scrupulously honest."

When this is not the case, the council said, "prosecutors have a full arsenal of legal weapons at their disposal for getting at the individuals in the labor movement who abuse their positions of trust."

"There is no valid law enforcement justification for intricate and contrived stratagems whose purpose is to make it easy for the government to take control of unions composed of thousands of honest, hard-working trade unionists," the council said.

Imports at all-time high

Trade deficit outstrips 1986 pace

By Gene Zack

Running at a feverish pace, the nation's foreign trade deficit in the first half of 1987 pulled several billion dollars ahead of the record clip in 1986—the year in which the shortfall between imports and exports hit an all-time $170-billion peak.

June's $15.7-billion trade imbalance is the second highest recorded for any month. It would have reached a historic peak—eclipsing July 1986's $16-billion level—if the Commerce Dept. hadn't switched to Canadian, instead of American, data on trade between the two nations, shaving $800 million off the deficit.

Imports ran at a record-shattering clip of $36.8 billion in June—$2 billion above the peak reached the previous month, reflecting a substantial $1.5-billion increase in manufactured goods and a jump of $500 million in petroleum imports.

The across-the-board import surge overwhelmed the modest $343-million rise in exports above the May level—an advance of less than one-tenth of 1 percent.

The manufacturing sector continued to bear the brunt of the unrestrained foreign onslaught in the first half of the year. Although exports struggled to achieve an 11-percent higher rate than in the January-June 1986 period, imports climbed 9 percent from already bloated levels. This drove the six-month deficit in manufactured goods 7 percent above the same period a year ago.

Record pace

The result: the trade deficit in manufactured products on an annualized basis stood at $147.4 billion in the first half of this year—well above the $145-billion pace in mid-1986.

There was continued bad news for the import-crushed textile and apparel industry. The trade deficit for this industry in the first half of this year shot up 22.5 percent to a record $11.9 billion and accounted for 15 percent of the total trade shortfall.

Footwear imports marched ahead for the third month in a row, increasing 18.5 percent over year-ago figures. Foreign-made footwear now claims almost 83 percent of the domestic market.

That grim news was expected to improve the chances for congressional enactment of the pending Textile & Apparel Trade Act, which already has more than half the House and Senate members as cosponsors. President Reagan has threatened to veto the measure, just as he did a similar bill passed in the 99th Congress.

Steel imports declined 2 percent from June 1986. But foreign steel still held 22.2 percent of the domestic market in the first half of 1987, a scant five-tenths of 1 percent below the same level reached by mid-1986.

There was continued deterioration in the nation's trade balance with other major nations. In the first half of this year, the deficit with Japan stood at $29.6 billion, up 3 percent from the same period a year ago. With Germany, the $8.2-billion half-year deficit jumped up 6 percent; the $9.3-billion imbalance with Taiwan resulted from a 31-percent leap, and the $4.6-billion trade deficit with South Korea was a crushing 48 percent higher than the year-ago level.

In other developments:

- Producer prices rose two-tenths of 1 percent in July, as declining food prices offset continuing substantial increases in energy costs. That left the index 3.5 percent above its level in the same month last year.
- America's factories, mines and utilities operated at 80.5 percent of capacity in July, the fastest pace in 18 months. The rate was 1.3 percent higher than a year earlier. Even with the improvement, the operating rate is still 1 percent below the 81.5-percent average of the last two decades.

Paperworkers backed in fight for fairness

The AFL-CIO condemned the unfair bargaining tactics of International Paper Co. and urged its affiliates and their members to support "the continued courageous struggle" by IP workers in their fight for a fair contract.

Nearly 3,500 Paperworkers were locked out or forced to strike at four IP mills last March, after the company demanded cuts in overtime pay that would reduce yearly wages as much as 12 percent, the Executive Council noted.

IP's push for concessions came despite a 130-percent increase in profits and average salary increases of 38 percent for 14 top executives last year, the council said. Management is advertising nationwide "for scabs to permanently replace the striking union members," the council said.

The AFL-CIO applauded the determination of the UPIU members to achieve equitable contracts and called on affiliates and their members to support the union's IP Strike Fund.

Opposition voiced to making English 'official' language

The AFL-CIO said it will oppose efforts at all levels of government to mandate English as the "official" language. It cited the rise in the number of such proposals across the nation.

"There is no evidence that English is under siege in America," the Executive Council said in a statement. Yet a dozen states now have laws designating English the official language and banning a variety of multilingual government functions.

The federation said it will "encourage and assist its state and local central bodies in their efforts to defeat such proposals and to reverse such measures that have been adopted." The council said it will oppose any government actions that will:

- Increase discrimination against those who are not fluent in English and hamper their education or assimilation into the mainstream of society.
- Cripple their civil and legal rights by banning the printing of ballots or government pamphlets about social services in languages other than English.

The facts show that English is the primary spoken and written language in America, the council said, pointing to a Census Bureau report that 90 percent of the population speaks only English at home.

Senate urged to reject Bork nomination

Continued from Page 1

campaign against Bork's confirmation, the council voted a $40,000 contribution to the Leadership Conference on Civil Rights and $10,000 to People for the American Way.

It invited AFL-CIO affiliates to add their own contributions, as several have already done.

The council's conclusions were supported by an extensive study of Bork's court opinions, legal writings and congressional testimony undertaken by AFL-CIO General Counsel Laurence Gold and Walter A. Kamiat, an attorney with the firm of Bredhoff & Kaiser.

Gold and Kamiat found Bork's record on the U.S. Court of Appeals for the District of Columbia Circuit clearly reflecting his own "right-wing, pro-business biases."

His writing on constitutional issues reject modern doctrines on individual rights and free speech. In the important area of access to the federal courts, the study found "a result-oriented double standard" depending on whose interests are involved.

Bork is "a man whose career has many accomplishments" but who lacks the "essential sense of fairness" a judge should demonstrate, Gold and Kamiat concluded.

AFL-CIO President Lane Kirkland, responding to a question at a news conference, said the argument over Bork's confirmation is not "how sharp his legal sword is or how skillfully he wields it, but on whose behalf does he wield it."

'Advise and consent'

The council stressed the Senate's independent role under the Constitution to "advise and consent" on presidential nominations. It said the Senate has both the "right and responsibility" to insist on higher standards for the Supreme Court.

The AFL-CIO had reservations about the appointments of O'Connor and Scalia to the Supreme Court, but did not call for rejection of their nominations. But Bork is "far to the right of other Reagan-appointed judges," the council noted.

It charged that, in pursuit of his economic ideology, Bork has been "willing to jump all the hurdles put in his way by legislative enactments and dozens of long-standing judicial precedents."

Dispite the concerns that had been expressed at the time of Bork's appointment, the AFL-CIO had asked senators to hold up a final judgment until Bork's record could be more thoroughly studied and evaluated.

On the basis of such a study, the Executive Council concluded that Bork's proper place "is on the lawyer's side of the bar, openly arguing for the privileged," and not sitting in judgment as a member of the nation's highest court.

EDITORIALS

On Irangate

AMIDST THE many revelations of deception, chicanery, incompetence, and perhaps criminal behavior brought to light in the so-called Irangate hearings, the most dismaying facts concern the substance and execution of American foreign policy under Ronald Reagan.

Although the nation still does not know, and may never fully know, exactly what the President knew and when he knew it, we know enough to conclude the following:

First, the President sought to buy the release of American hostages by selling arms to Iran. No hair-splitting flapdoodle about dealing with "moderate elements" in Iran can disguise the reality that Ronald Reagan sought to pay ransom to terrorists or their agents.

This was no mere tactical error of judgment that could be justified in the name of compassion. What the President did, against the advice of his wiser advisors, was to violate a longstanding and sound policy against making concessions to terrorists and thus encouraging them to seek more victims for their cause.

That this policy had been expounded by no one more vociferously than the President himself, especially in his campaign against Jimmy Carter, only compounds the damage done to our government's credibility and robs the Administration of any moral authority to press upon our allies the case for a tougher stand against terrorism.

As a consequence of the President's folly, American arms have gone to a government that now threatens the destruction of American ships in the Persian Gulf and American lives and property anywhere in the world.

SECOND, WE NOW know that proceeds from the Iran arms sale went to finance the Nicaraguan contras. The AFL-CIO convention took no position on U.S. military aid to the contras, but both opponents and supporters of the contras must condemn this cynical maneuver to circumvent the will of the Congress—at the very time the President was proclaiming his wish to build a bipartisan consensus in the Congress.

While the President has denied any knowledge of the diversion of funds, there is little reason to doubt that those who carried out this covert action believed they were implementing his objectives. Such was the climate in the White House, and for that only the President bears responsibility.

Mr. Reagan has acknowledged that he was "stubborn" in the pursuit of his ill-fated arms-for hostages scheme. He asserts that he, and not his subordinates, is accountable for it to the American people. The AFL-CIO agrees that it is the President himself who must be judged, and we offer this judgment:

Ronald Reagan has gravely injured the standing of the United States in the world community, encouraged terrorists to believe that violence pays, put more innocent Americans at risk, undermined the trust of our allies, handed Mikhail Gorbachev a propaganda bonanza in the midst of crucial arms control negotiations, and weakened the confidence of the American people in his office, his leadership and in their government.

—AFL-CIO Executive Council statement, Aug. 17, 1987.

Strikes in South Korea

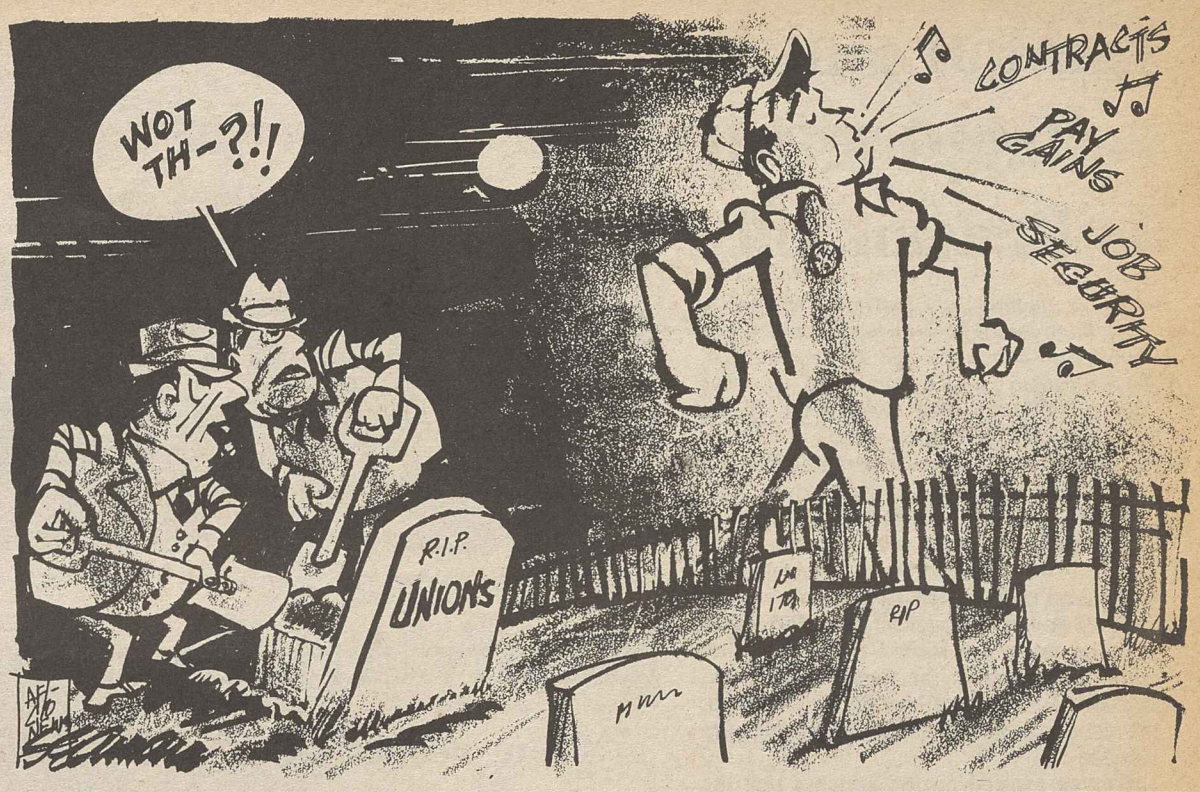
KOREAN WORKERS at last have found their voice. They want a share in the prosperity they have built. They want the right to organize unions and elect leaders without government interference.

The AFL-CIO reaffirms its longstanding support of Korean workers in their fight for democracy in their country, and for dignity and justice on the job.

We salute the emergence of a new wave of trade union activism. We applaud the tenacious efforts of leaders and activists in the Federation of Korean Trade Unions to achieve genuine labor law reform.

The AFL-CIO calls on the South Korean government to prove its commitment to democratic practices in the weeks ahead, and to recognize that workers and their institutions must have a seat at the table if democratization is to succeed.

—From Executive Council statement, Aug. 17, 1987.



Washington Window

Slight dip in poverty rate leaves little to cheer about

By Press Associates

The Census Bureau reported a decline in the poverty rate to 13.6 percent in 1986 from 14 percent in 1985. The number of people below the poverty line totaled 32.4 million in 1986 compared to 33.1 million in 1985.

It was the third straight drop and President Reagan took credit for it. But he failed to mention that the Reagan Recession drove the poverty rate up to a peak of 15.2 percent and 35.3 million poor in 1983.

While even small gains are welcome, the latest poverty report contains ominous warnings about growing income inequality, along with its economic and political implications.

The nonprofit Center on Budget & Policy Priorities saw more to worry than cheer about.

"Poverty rates drop during economic recoveries and rise during recessions," Center Director Robert Greenstein observed. "What is disturbing here is that poverty has remained so high four years into an economic recovery. When the next recession comes, we are likely to enter it with a poverty rate that is already high and will climb much higher."

The latest data show that the gap between the rich and poor—and also between the rich and middle class—reached its widest point than at any time since the Census Bureau began collecting such data in 1947, the Center said.

Rich pull away

According to government statistics, the wealthiest 20 percent of American families received 43.7 percent of the national family income in 1986, the highest percentage ever recorded. At the same time, the center said, the poorest 40 percent of families earned 15.4 percent of the national family income, the lowest share since 1947.

The center pointed out that poor families fell even deeper into poverty. The new data, it said, show that poor families had incomes in 1986 which fell an average of $4,394 below the poverty line. Poor families have sunk further below the poverty cutoff than at any other time since 1963, except during the deep recession of 1982-83. The 1986 official poverty line for a family of four was $11,203.

Another trend highlighted by the new data, the center said, is the increase in the percentage of working poor. Some 41.5 percent of all poor people aged 15 and over worked last year, the center noted, equal to the highest level since 1968. Overall, 8.9 million people who worked remained mired in poverty, compared to 6.6 million ten years earlier. Some 2 million worked full-time, year-round, but remained poor, a nearly 50 percent increase from a decade ago.

Wage stagnation

The large increases in the number of working people stem from such factors as the general wage stagnation in the economy and Reagan budget cuts which fell disproportionately on low-income working families, the center said. It noted that median weekly wages for full-time workers were lower in 1986 than in any year in the 1970s. In addition, a three-person family with a full-time, minimum-wage worker fell $1,769 below the poverty line. In contrast, full-time minimum wage earnings were sufficient during most of the 1960s and 1970s to lift a family of three above the poverty cutoff.

The Census Bureau official who released the latest report confirmed that "there has been an increase in income inequality in the United States during the last decade and a half." He cited a rise in female-headed households, where wages tend to be lower, and a rise in two-earner couples with higher incomes.

The nation's leaders and would-be leaders should focus on the problems of poverty and growing income inequality. Modest interim steps, such a decent minimum wage, full health care coverage and other family-strengthening measures, are winning support. And union strength is gaining among low-wage workers. Clearly this is a struggle for the long hual.

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Lane Kirkland, *President*
Thomas R. Donahue, *Secretary-Treasurer*

Executive Council

Thomas W. Gleason, Edward T. Hanley, Kenneth T. Blaylock, John DeConcini, John J. Sweeney, Barbara Hutchinson, Gerald W. McEntee, Patrick J. Campbell, Lynn R. Williams, Robert A. Georgine, Jay Mazur, Frederick O'Neal, Angelo Fosco, William W. Winpisinger, Wayne E. Glenn, Frank Drozak, Richard I. Kilroy, William H. Bywater, Owen Bieber, Morton Bahr, Milan Stone, Lenore Miller, Albert Shanker, Charles H. Pillard, William H. Wynn, Joyce D. Miller, James E. Hatfield, Vincent R. Sombrotto, Marvin J. Boede, John T. Joyce, Larry Dugan Jr., Gene Upshaw, Jack Sheinkman

Kuwaiti tanker reflagging hit as Reagan folly

The reflagging of Kuwaiti tankers to bring them under U.S. naval protection is a "serious mistake" that should be remedied, the Executive Council said.

A council statement charged that President Reagan's reflagging strategy to keep the Persian Gulf open to neutral shipping flouted laws and policies that require U.S. crews on vessels flying the American flag.

Kuwait ships only a relatively small part of its oil to the United States, the statement noted, and most of the cargo involved was destined for Europe and Japan. But while agreeing that "the United States has vital security interests in the Persian Gulf" and that neutral shipping should be protected, the council said the methods adopted are flawed.

Kuwait insisted on the pretense that the U.S. Navy is protecting its own shipping. The United States agreed to the reflagging plan even though "more than 40 tankers in the U.S.-flag fleet are available to transport oil from Kuwait," the council noted.

It pointed out also that American crews would be experienced in working with U.S. naval vessels, thus reducing the risks for the Navy and ships being escorted.

Allowing Kuwaiti ships to fly the American flag without meeting safety and inspection requirements seriously damages the "well-deserved reputation" of the U.S. merchant fleet, the council said.

It called on the Administration to reconsider its actions, comply with U.S. maritime laws, and require Kuwait to charter ships fully entitled to fly the American flag.

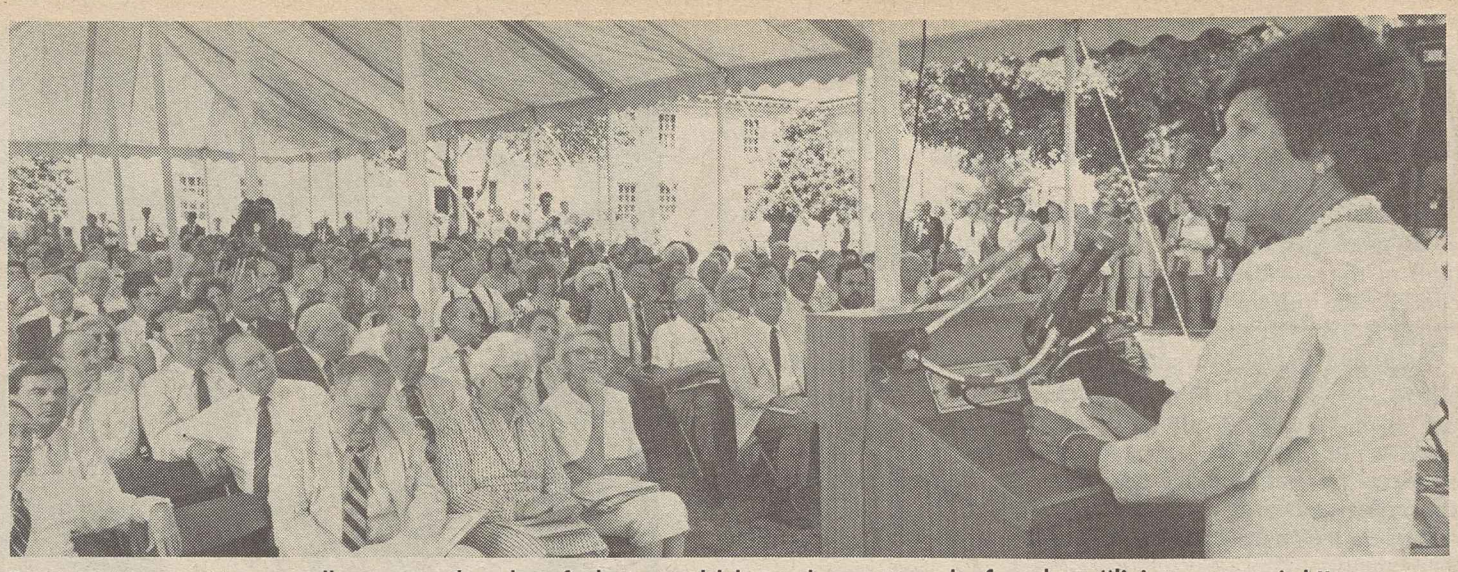
Juvenile Shoe Corp. added to boycott list

The Executive Council called for a boycott of Juvenile Shoe Corp. products and services "until its employees achieve a fair and decent contract."

Nearly 450 Clothing & Textile Workers at two factories in Missouri have been on strike since April when the company attempted to slash wages, benefits, overtime pay and holidays, the council said.

"With a clear intent to bust the union, the company has refused to come back to the bargaining table and has hired scabs—at pay rates higher than the expired contract," the council said. The company also had "stooped to sweatshop tactics, hiring people to take work home for minimum-wage pay."

Brand name shoes made by and sold nationwide by Juvenile include Lazy Bones, Clinic, Sandpipers, Foot Thrills, Hitch Hikers, Happy Steppers, Gale Pate Originals, Dude Ranch Camp Hocs, Cradle Steppers and Gloveal. Juvenile also owns two shoe store chains in Missouri—Robin's Shoes and Robinson's.



Regina Meany Mayer tells guests that her father would have been proud of such a "living memorial."

Meany Archives preserves labor's roots

New research facility added to studies center campus

Continued from Page 1

class sculpture of Meany. The building has temperature-controlled storage areas for historical documents, including tens of thousands of film negatives and tapes. It contains study areas for serious research and classrooms for seminars.

It blends into the George Meany Center for Labor Studies, as architecture and as an educational resource.

Meany, who left school in his teens to learn the plumber's trade, had a lifelong commitment to education, AFL-CIO President Lane Kirkland stressed.

Kirkland spoke of Meany's belief "that all our citizens should have access to all the learning they can possibly absorb, at every stage of their lives, from childhood to old age."

It's a belief the AFL-CIO continues to share and is striving to achieve, he said.

The outdoor dedication ceremony mingled remembrances of Meany with pride in the research center the AFL-CIO has established in his memory.

AFL-CIO Sec.-Treas. Thomas R. Donahue, who was Meany's executive assistant during his final years in office, was the master of ceremonies, introducing the people who brought the archives into being.

Invocation, prayer

There was only one person who could have been chosen to give the invocation, and Msgr. George G. Higgins did so—with a rousing speech before concluding with the Lord's Prayer. It was Higgins, labor's parish priest and prodding conscience, who gave the homily at the funeral mass for Meany in January 1980.

Former Sen. Charles McC. Mathias Jr., (R-Md.), a friend of Meany as well as a supporter of labor's causes, spoke of the man he remembers as a patriot engaged in the struggle for justice.

And Regina Mayer, one of Meany's daughters, told the overflow gathering that the family was "very, very pleased" at what they see as "a living memorial that will continue to grow, year after year."

The previous day, Aug. 16, had been the 93rd anniversary of George Meany's birth. Four generations of the Meany family—his sisters, children, grandchildren and great-grandchildren—marked the occasion by their own tour of the new archives.

The formal unveiling of the sculpture by Robert Berks was still to come but the curtain was drawn aside for the family preview.

Berks created the monumental head of John F. Kennedy that is the centerpiece of the Kennedy Center in the nation's capital.

Meany's trademark

His sculpture of Meany, in the lobby of the archives building, is a massive head and shoulders and two expressive hands. The open hand, a Meany great-grandchild discovered, is just the right size for a very small child to sit in. The other hand holds the cigar that was Meany's trademark.

Meany's leadership role spanned more than four decades. He lobbied for pioneering social legislation when he was president of the New York State Federation of Labor in the 1930s. As AFL secretary-treasurer during World War II, he represented worker interests on the War Labor Board within the framework of all-out production and labor's no-strike pledge. In the post-war era, he was instrumental in creating an enduring free trade union confederation.

And with the CIO's Walter P. Reuther, he achieved the long-sought goal of reuniting a divided trade union movement into the AFL-CIO.

A permanent exhibit of photos and text in the archives public area will introduce Meany to new generations of workers and Americans.

In Meany's life and in the documents of his era, Kirkland noted, "is the record of working people's efforts to assert their dignity and control their own destiny."

Those who use and visit the archives, Kirkland said, will discover labor's role in helping to shape the reforms of the New Deal, the agenda of the civil rights movement and of the Great Society.

They will be able to see the first map of the Gulag Archipelago, published by the AFL as part of the first fully documented expose of slave labor camps behind the Iron Curtain.

"The George Meany Memorial Archives is part of our heartbeat," Kirkland concluded. "You can take the pulse of trade unionism here and you will find it beats a little stronger . . . with anticipation of what workers will yet add to this history."

Stuart B. Kaufman, the noted labor historian who has been appointed director of the archives and assistant director of the studies center, led the first tour of the facilities.

Other tour guides were volunteers from the National Capital Retirees Club, whose members meet at the study center and share a common background as union activists. Starting after Labor Day, the club volunteers will be the docents on duty at the archives, available to take visitors on tours of the building.

Besides viewing the Robert Berks sculpture, visitors will see a video of its construction—from concept to clay model to the enormous task of casting, finishing, transporting and assembly.

They will see videos of George Meany, and hear a rare tape of Samuel Gompers. A changing exhibit area now features the presidents of the AFL-CIO and its predecessor organizations, and the causes in which labor has been engaged.

Archivists will be available to assist researchers. A reading room will contain the basic reference works most frequently sought, such as convention proceedings, histories and microfilm records.

Processing of the extensive documents collection has been under way in the temporary archives location in the basement of the AFL-CIO building. Now, as Donahue noted at the dedication, the staff headed by Chief Archivist Katharine Vogel will "emerge from the catacombs."

The film collection includes negatives of some four decades of union photo assignments donated by photographer Frank Alexander. It has 500 film reels, primarily educational features produced by unions, and some 10,000 tapes ranging from recordings of conventions to oral histories by participants in labor's struggles.

Line of responsibility

The key to the archives building was passed in traditional order from builder Roy E. Kirby to architect Thomas A. Kamastra to Kirkland. Donahue called up AFL-CIO Vice President Thomas W. Gleason, who headed the George Meany Archives Committee. Fred K. Hoehler Jr., who conceived of the archives when he was director of the studies center, shared honors with the present director, Robert J. Pleasure. And it was AFL-CIO Education Director Dorothy Shields who shared responsibility with Donahue for the overall project. Former building superintendent Marty Durkin represented the federation at the construction site.

Meany, whose first union office was business agent for a Bronx local of the Plumbers, would have wanted the recognition spread a bit further down the line. So Donahue introduced 12 very proud stewards and business agents—one from each of the construction trades locals whose members built the George Meany Memorial Archives.

Citizenship celebration marks Constitution's 200th birthday

Union members are being urged to join in the 200th anniversary celebration of the U.S. Constitution. The Executive Council called on affiliates to bolster the historic observance, particularly the Sept. 16 "Celebration of Citizenship."

The event will feature a simultaneous radio and television broadcast of citizens reciting the Pledge of Allegiance and a reading of the Bill of Rights.

The salute is sponsored by the Commission on the Bicentennial of the U.S. Constitution, the Teachers and other education organizations. Several AFL-CIO unions and the Labor Institute of Public Affairs have been working with commission organizers to include union workers in the televised coverage.

Other activities on that day include discussions in schools that will focus on the Constitution and the rights and responsibilities of citizenship and other programs "that reaffirm the values and freedoms embodied in the Constitution."

A celebration in Philadelphia on Sept. 17 will salute the actual signing of the constitution, and in a re-enactment of a parade held by workers and citizens to salute the new document, the Philadelphia AFL-CIO and its affiliated unions will take their place behind a street-wide banner.

The council also encouraged affiliates to participate in local events held to commemorate the anniversary and to "emphasize the significance of the Constitution and the Bill of Rights for free trade unions."

The federation has joined in a series of seminars held by the Smithsonian Institution in Washington and, in cooperation with the Newspaper Guild, is distributing an editorial by Federation President Lane Kirkland on citizens' rights under the First Amendment.

The AFL-CIO also plans to distribute a discussion guide for union members who are active in labor education and a "speakers' bureau package"—with historical information and other materials—to help local union officials underscore the relationship between free trade unionism and the rights granted by the Constitution.

Other union organizations who are preparing special programs and publications include the AFT, which has produced a series of lesson plans for its classroom teachers, and the Public Employee Dept. which is conducting an educational program focusing on the Constitution's mandate "to promote the general welfare."

Council supports CLUW's family day rally

A 1988 family day rally in Washington, sponsored by the Coalition of Labor Union Women, was endorsed by the Executive Council.

The CLUW demonstration, set for next May, "will focus public attention on the changing family and its needs, including supportive public policies and legislation to provide for family and medical leave, comprehensive child care and appropriate care for the elderly," the council said.

"The bedrock goals of the American labor movement have been work and family issues," the council noted.

The CLUW rally, "the American Family Celebration: Working for Change," will reinforce labor's commitment to those issues, the council said, urging affiliates to support.

CLUW President Joyce Miller, who also serves on the Executive Council, said a broad range of pro-family groups will be asked to participate, including unions, civil rights groups and organizations representing older workers.

The day-long gathering "will be a day that the entire family can share," Miller promised.

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AFL-CIO LEGISLATIVE ALERT!
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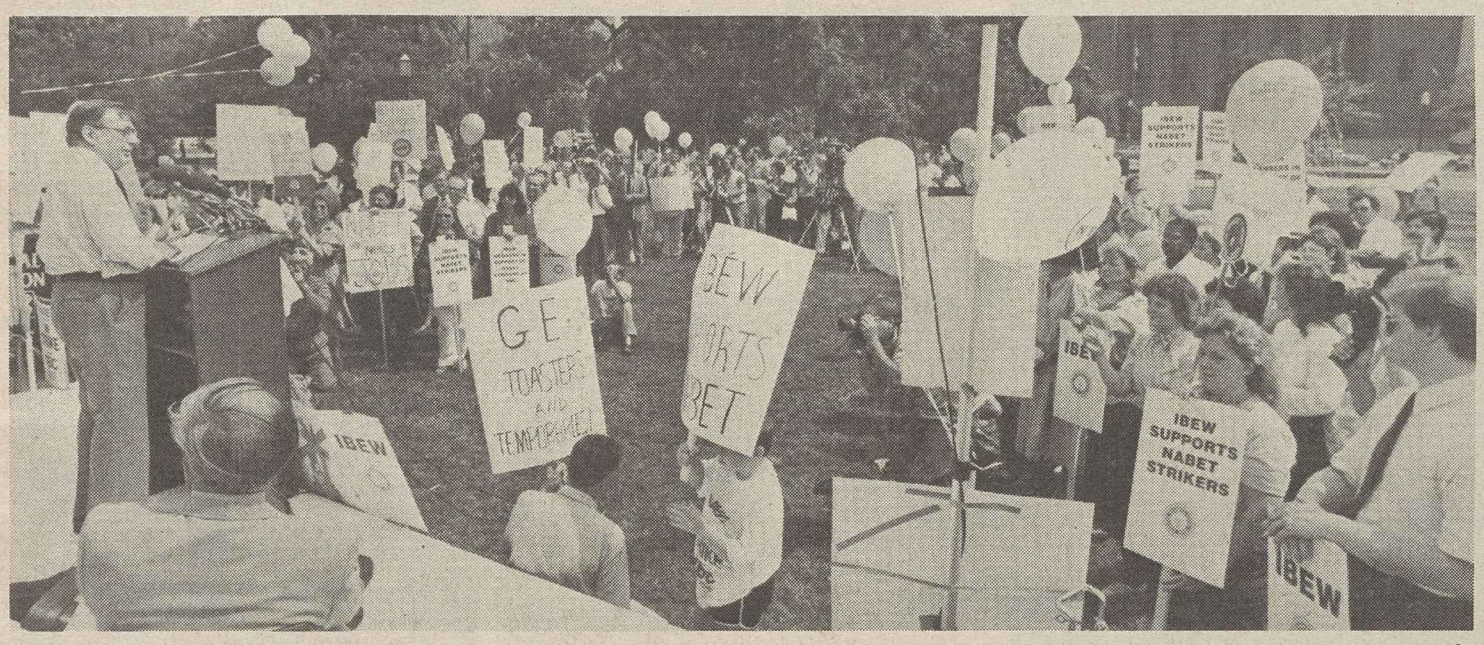

Federation President Lane Kirkland pledges support for NABET strikers.

Kirkland raps NBC static on 'final offer'

Striking Broadcast Employees & Technicians were bolstered by trade union allies at a noon rally to focus attention on NABET's nine-week-long dispute with the National Broadcasting Co., as union and management representatives met with federal mediators.

Addressing a crowd of more than 200 supporters in Washington's Lafayette Park, AFL-CIO President Lane Kirkland praised the solidarity that NABET members have shown "day by day on the NBC picket line" in their quest for job security and a fair contract settlement.

"Solidarity is what it will take to win this fight against a highly profitable network" and its parent corporation, General Electric Co., he declared.

"It was NBC that rejected collective bargaining by implementing a so-called final offer that left you with only two options: the right to surrender or the right to fight back. To your credit, you chose to stand up," Kirkland declared.

AFL-CIO affiliates are fully supporting the strikers. Some have barred NBC scab crews from their conventions and others, including members of the Professional Athletes, have turned down NBC interviews, Kirkland noted. The federation also refused access to NBC strikebreakers seeking to cover press conferences and meetings, he added.

President William Bywater of the Electronic Workers spoke of his union's long negotiating history with GE, urging NABET members to keep up their firm bargaining stance.

Trade unionists at the Washington rally included members of the Communications Workers, Electrical Workers, Newspaper

Continued on Page 6

Real wages continue in '87 decline

Value of paychecks falls 11% in decade

Workers' real earnings dropped three-tenths of 1 percent in July—the fifth setback in the past seven months—even though consumer prices barely rose.

The Bureau of Labor Statistics said that July's paychecks bought 1.2 percent less than they did in the same month a year ago. Since July 1978, the buying power of the average nonsupervisory worker has nosedived 11.6 percent.

Although there was a scant rise of two-tenths of 1 percent in average hourly earnings, it was overwhelmed by a two-tenths of 1 percent increase in the consumer price index and a decrease of three-tenths of 1 percent in average weekly hours.

The impact of the decline in real earnings was felt across the board. In the past 12 months, real earnings plunged 2 percent in both mining and retail trade, 1.8 percent in wholesale trade, 1.4 percent in both manufacturing and transportation and 1.1 percent in construction.

Some not as bad

Declines were smaller in the finance, insurance and retail sectors, where professional salaries helped keep the falloff to eight-tenths of 1 percent, and services, where there was a drop of five-tenths of 1 percent.

July's two-tenths of 1 percent increase in the consumer price index for urban wage earners and clerical workers (CPI-W)—which is used to calculate cost-of-living increases under union contracts and for federal retirees and social security beneficiaries—pushed the measure 3.9 percent above the July 1986 level.

The BLS said medical care costs continued to outstrip all other components in the marketbasket of goods and services used to measure living costs—up 6.9 percent in the last twelve months.

During the same period, transportation costs increased 5 percent, due largely to rising oil prices. Food costs climbed 4.1 percent in the past 12 months, apparel costs were up 3.6 percent and housing costs rose 2.8 percent.

Meanwhile, revised government figures showed that the gross national product—the nation's output of goods and services—increased 2.3 percent in the second quarter, instead of the 2.6-percent advance an-

Continued on Page 4

Postal unions ratify accords for 600,000

More than 600,000 postal workers will receive retroactive pay increases under new 40-month contracts ratified by members of three AFL-CIO unions in separate mail balloting.

Big margins for ratification were reported by the Postal Workers, representing 350,000 employees; the Letter Carriers, for a bargaining unit of 235,000, and the Mail Handlers division of the Laborers, for some 50,000 workers.

Pay raises under the contracts, totaling close to 7 percent, are in addition to continuation of an uncapped cost-of-living provision that adds 1 cent an hour for each 1-point rise in the consumer price index.

A first-year 2-percent raise is retroactive to July 21, when the previous contract expired. Semi-annual across-the-board raises total $500 in the second year and $600 in the third year, with an additional $200 in the final four months. The contract will run until Nov. 20, 1990.

The Postal Workers and Letter Carriers bargained together, in negotiations that

Continued on Page 4

Hazard communication rule expanded after long delay

By Arlee C. Green

The court-mandated expansion of the Occupational Safety & Health Administration's hazard communication standard covering all workers exposed to dangerous substances is a first step that must be followed by serious enforcement, the AFL-CIO said.

The "right-to-know" rule becomes fully effective for nonmanufacturing employers next May 20.

Federation job safety director Margaret Seminario said, "We're pleased OSHA finally acted, even though it took the threat of a contempt of court citation to get results."

Now OSHA will have to "show it is going to be serious in enforcing the standard" on hazard communication, she said, "if it is, as an agency official said, 'the most significant regulatory action ever taken' to protect American workers."

The rulemaking took OSHA 10 years and the agency wanted more time to gather facts on expanding its 1983 rule that covered just the manufacturing sector. A court challenge by the Steelworkers and the Public Citizen Health Research Group resulted in a May 1985 ruling by the 3rd Circuit U.S. Court of Appeals in Philadelphia requiring OSHA to expand the standard's coverage to all workers based on the extensive current record.

The USWA and Public Citizen returned to court last January, charging that OSHA had not acted to expand the standard. The court agreed, and on May 29 gave OSHA 60 days to produce a final standard. After failing to persuade the court to allow a rehearing, OSHA issued a final standard.

Continued on Page 3

Huge tariff breaks aid runaway firms

Growth of U.S.-owned plants in Mexico jeopardizes economy

By Gene Zack

Warning that the continued sprawl of U.S.-owned assembly plants in Mexico poses a growing threat to the American economy, the AFL-CIO called for repeal of tariff provisions that encourage these runaway firms.

Federation economist Mark Anderson told the U.S. International Trade Commission that it makes little sense to lure American companies across the Rio Grande "at a time when domestic industry and employment are suffering under record and unprecedented trade imbalances."

The tariff provisions make it possible for American firms to send parts to the burgeoning maquiladoras south of the border and pay a duty based only on the value added in assembling the finished product in Mexico. This involves little more than the labor costs of hiring workers at 70 cents an hour.

Joining in the call for repeal of the tariff provisions were the Ladies' Garment Workers, Auto Workers, Clothing & Textile Workers and the Texas AFL-CIO.

This isn't the first time that organized labor has urged the ITC to repeal these tariff provisions. In 1970, Anderson pointed out, the federation branded the practice a "loophole in the tariff structure" designed for the exclusive benefit of U.S.-based multinationals and warned it would cause massive job losses in this country.

Imports skyrocket

When that testimony was given 17 years ago, he said, the total value of these imports was "a modest $2.2 billion." By 1985, the value had soared above $30 billion and is even higher today. "It is an understatement to say that our worst fears have been realized," Anderson emphasized.

In 1970, he continued, there were 120 companies employing 19,000 workers in the Mexican border program. Today it has grown to more than 800 maquiladoras employing more than 300,000 workers, and the value of their exports to this country has skyrocketed from $145 million in 1969 to $5.5 billion in 1985.

The United States is reeling under the impact of a massive trade deficit that hit a record $170 billion last year—$145 billion of that amount in manufactured goods alone. And 1987 has shown "no improvement in this dismal picture," he stressed. "In fact, imports for June were the highest monthly total ever recorded."

The result of the burgeoning trade imbalance has been a decline of 2 million manufacturing jobs over the last seven years, the federation told the ITC.

Anderson scored the Commerce Dept.

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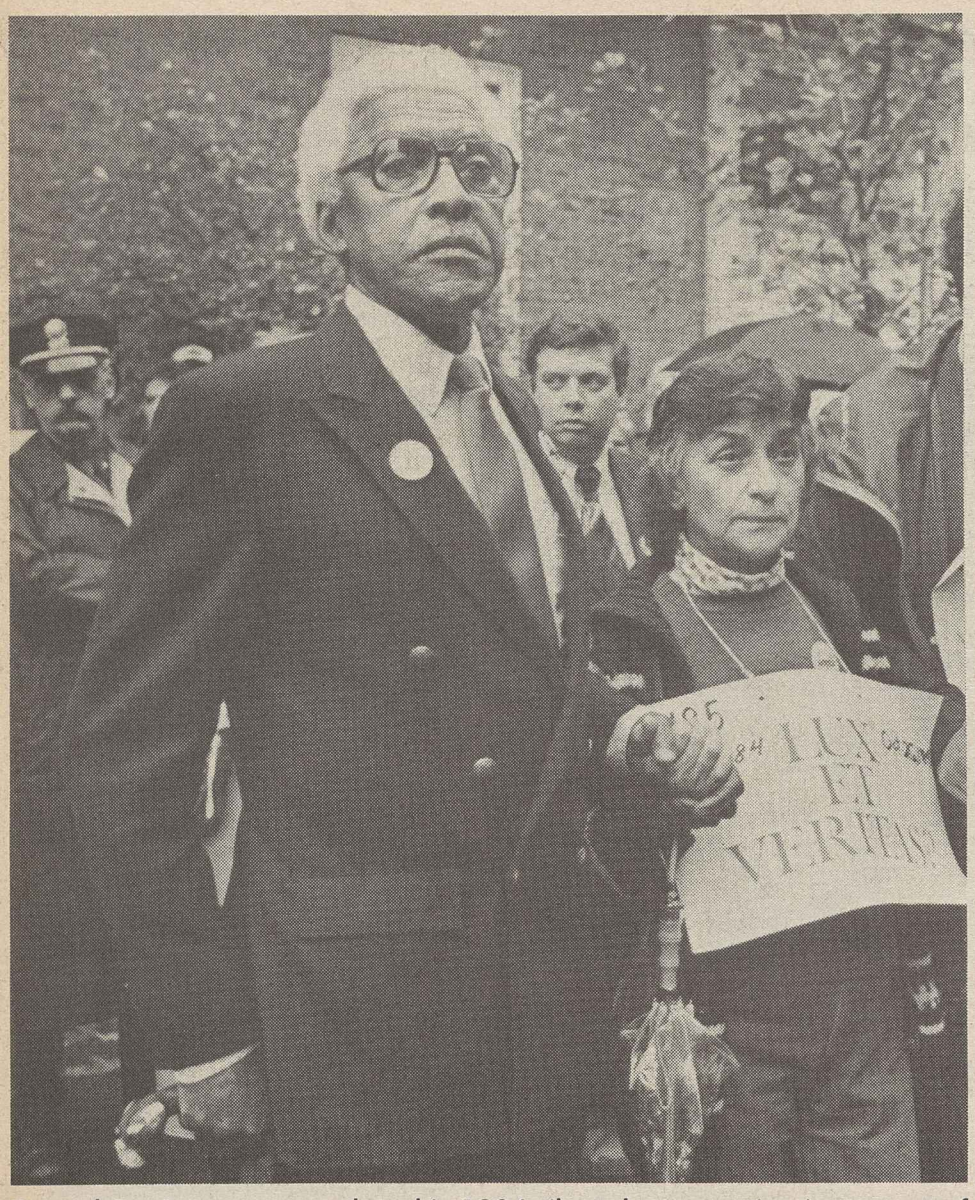


Bayard Rustin was arrested at this 1984 silent demonstration in support of a pay equity strike by clerical workers at Yale University—which some months earlier had awarded him an honorary degree.

Bayard Rustin remembered as staunch ally of workers

New York—Bayard Rustin, who resisted injustice with nonviolent protest and personal courage, died Aug. 24 at the age of 75. He had roots in both the trade union and civil rights movements, and was deeply mourned by both. Rustin was the "brilliant theorist" of the civil rights coalition, "a masterful tactician and an organizer of genius," AFL-CIO President Lane Kirkland and Sec.-Treas. Thomas R. Donahue said.

He died of cardiac arrest following an emergency appendectomy. Several weeks earlier, Rustin had come back from a human rights mission to Haiti weakened by an infection. Typically, he continued to carry a workload that would have tired a younger and healthy person.

"A giant has passed from our midst," Kirkland and Donahue wrote in a letter to Norman Hill, president of the A. Philip Randolph Institute.

For more than a quarter-century, Rustin was a close associate of Randolph, who was an AFL-CIO vice president as well as the revered elder statesman of the civil rights movement. He helped set up the institute to carry on Randolph's work, and had served as its president. At his death, Rustin was co-chairman of the institute, along with Steelworkers Vice President Leon Lynch, and was president of the A. Philip Randolph Educational Fund.

It was as Randolph's right-hand aide and as a trusted adviser to Dr. Martin Luther King Jr. that Rustin organized the historic civil rights March on Washington in 1963—a peaceful demonstration by 250,000 people, black and white, that made possible the passage of a strong Civil Rights Act the following year.

Commitment to peace

Kirkland and Donahue said Rustin's life was "a commitment to peace, human dignity and social justice . . . a monument to the struggle for decency and civility."

Rustin's "commitment to freedom and justice did not stop at the water's edge," the AFL-CIO officers stressed. "He was actively engaged in the fight for the rights of Soviet dissidents, peace in the Middle East, free unions in Poland, democracy in South Africa, and compassion for the refugees from war and oppression."

The AFL-CIO presented Rustin with the federation's highest honor, its Murray-Green-Meany Award, in 1980.

Besides his work with the Randolph Institute, Rustin was chairman of Social Democrats USA and vice chairman of the International Rescue Committee.

His color-blind involvement in human rights issues led him on a mission to Thailand to draw attention to the plight of Cambodian refugees as it had brought him to South Africa a generation earlier to protest apartheid. He travelled to Poland to meet with Lech Walesa and affirm his support for the Solidarnosc movement.

Solidarity call

At the 1969 AFL-CIO convention, Rustin spoke eloquently of how important it is that "the trade union movement and the black people of this country do not permit themselves to become divided, but stick together."

Rustin was born in West Chester, Pa., where a community of black freedmen founded by the Quakers had existed since the Civil War. He remained a committed pacifist, a conscientious objector who served 28 months in prison in World War II.

He was no stranger to prisons, as a civil rights activist and as labor's ally.

In 1947, as an early leader of the Congress of Racial Equality as well as the pacifist Fellowship of Reconciliation, he participated in the first Freedom Ride through the South as part of a multiracial group that defied segregated seating on buses and trains.

Rustin was arrested six times on that trip, and his newspaper articles on the 22 days he spent on a North Carolina chain gang were instrumental in abolishing the chain gang system.

Rustin walked many of labor's picket lines in his quest for social justice. As recently as 1984, he was arrested after leading a peaceful demonstration at Yale University in support of the pay equity demands of striking clerical workers. Rustin had received an honorary degree from Yale some months earlier.

Hill, his close associate at the A. Philip Randolph Institute for more than two decades, described Rustin as a man of "fierce integrity," who was "a courageous and passionate champion of the oppressed, both in this country and abroad."

Throughout his life, Hill said, "he abhorred injustice."

Rustin's friends and associates are making plans for a public memorial service at a location and date to be announced.

Tanker reflagging hit

Seafarers vote study to streamline union

By Candice Johnson

Piney Point, Md.—The Seafarers' convention voted to study ways to streamline the union and approved a new five-year schedule for constitutional conventions.

Delegates expressed strong concern over the reflagging of Kuwaiti ships, scoring the Reagan Administration's disregard of "longstanding laws and policies" that require vessels seeking to carry the U.S. flag to use American crews and comply with U.S. standards.

The three-day convention brought more than 300 delegates to the Harry Lundeberg School of Seamanship—SIU's training and education center—to chart the union's course over the next few years.

In his opening address, President Frank Drozak warned that the bad economic times facing the maritime industry and the nation's industrial base will continue, unless "we in the labor movement can select and support a candidate who believes in our ideas."

Calling international trade "the single most important issue" before Congress, Drozak emphasized that "the American people have begun to realize what the trade deficit is doing to our economy in terms of lost jobs and a lower living standard."

Maritime collapse

He warned that the trend among many western nations to allow their merchant fleets to decline is "a strategic disaster" that will lead to the "collapse of the maritime industrial base in the West."

Drozak also noted that SIU membership had declined by about 50 percent over the past decade but assured the delegates that SIU's voice will continue to be heard in the political process.

Delegates approved a constitutional change mandating conventions every five years, rather than every three. They also established a committee to study the possible reorganization of the SIU into two divisions, with a report due by next August. The proposed reorganization plan will be ratified by a special convention.

In a convention address, AFL-CIO President Lane Kirkland told delegates that recent victories demonstrated the "renewed strength and determination" of the labor movement. The successful union organizing drives among publishing workers in Kingsport, Tenn., and air traffic controllers, and the agreement of Adolph Coors Co. "to respect the rights of its workers to vote for a union," are strong evidence of a labor movement on the march, he noted.

And in last year's elections, "we served notice that union votes and volunteers are still a force to be reckoned with," Kirkland stressed. That strength will help advance labor's legislative agenda—which includes raising the minimum wage, notification for workers at risk of occupational disease, pension protections and trade reform, he said.

The trade deficit is just "one more piece of evidence" that the Reagan Administration is guilty of "mismanagement of the federal government," Kirkland added.

Under the Administration's plan of reflagging Kuwaiti ships in the Persian Gulf, "the Stars and Stripes has become a flag of convenience," while years of maritime law governing "manning, construction and safety standards of American shipping" have been thrown overboard, he declared.

The Administration's neglect of the merchant marine has weakened the national security, as Eastern bloc nations and the Soviet Union have moved quickly to fill the void, Kirkland said. "The Soviet Union also has an agreement to transport oil for Kuwait," he noted, "but their agreement calls for Soviet-owned, flagged and crewed vessels."

Kirkland also outlined the federation's Democracy at Work project, stressing that the program was intended "to involve as many fully informed union members and families as possible in the political process" and to ensure that "labor's votes are counted, that labor's voice is heard and that labor's views are heeded."

Officers re-elected

Drozak and Sec.-Treas. Joseph DiGiorgio were re-elected to new five-year terms. Delegates elected three new vice presidents and returned 15 vice presidents to office.

Rep. Joseph M. Gaydos (D-Pa.) emphasized that both the maritime and steel industries were affected by the loss of domestic shipbuilding and construction subsidies and unfair foreign trade agreements.

He placed much of the blame for the declining maritime industry on the government's refusal to adopt effective subsidies, cargo preference laws, manning requirements and other strategies.

On the issue of reflagging Kuwaiti ships, Gaydos stressed that "token reflagging," with just one American aboard, "negates years of maritime law."

"If the United States is really committed to reflagging, then we should follow the law and man the ships with American crews, instead of setting a bad precedent by renting out our flag," he declared.

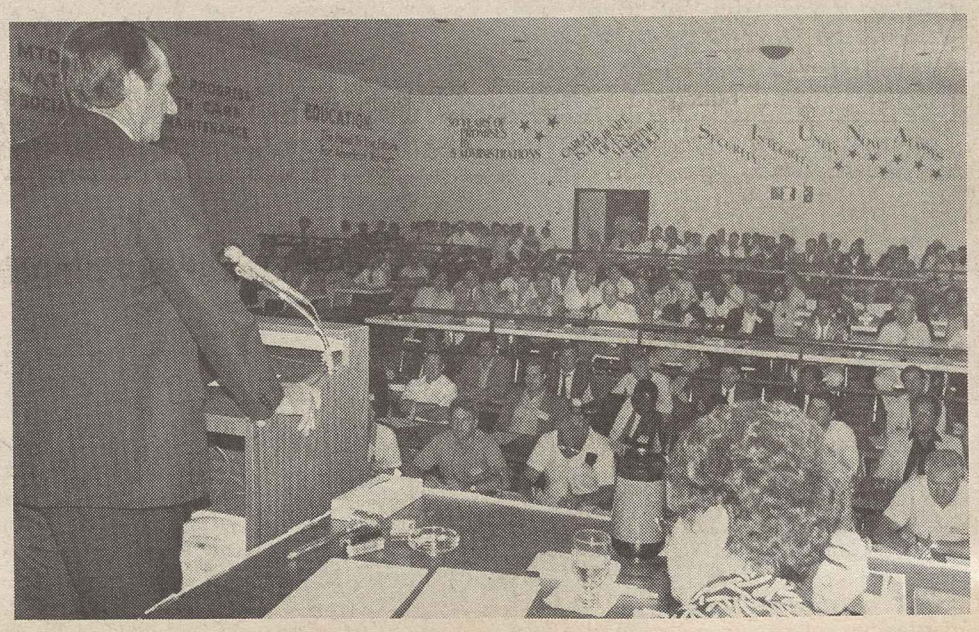
U.S. fleet undercut

In its resolution on reflagging, the convention stressed that while U.S. interests in the Persian Gulf are "vital to the nation's security," the Administration's methods may "result in serious damage to the U.S.-flag fleet and its well-deserved reputation."

"The Administration should have required the use of U.S.-flag vessels owned by U.S. citizens and crewed by U.S. citizens," delegates declared, noting that only these vessels are in full compliance with safety and inspection requirements.

Delegates also called for a national maritime policy that will support the U.S.-flag fleet through cargo policies, operating differential subsidies and other programs, and strongly opposed Administration efforts to include maritime policies in negotiations for a free-trade area between the United State and Canada.

Other speakers included Executive Sec.-Treas. Jean Ingrao of the AFL-CIO Maritime Trades Dept., Reps. Helen Delich Bentley (R-Md.) and James Quillen (R-Tenn.), Assistant Gen.-Sec. Ake Sealander of the International Transport Workers' Federation and Attorneys General J. Joseph Curran (Md.) and Hubert Humphrey III (Minn.),



SIU President Frank Drozak keynotes convention.

Unions assist undocumented workers

Outreach effort implements immigration law provisions

Unions are working to make the legalization process a little less fearful for foreign workers seeking resident status through labor's immigrants assistance project.

The AFL-CIO program, spurred by the California and Los Angeles labor federations and Hispanic union support groups, seeks to help undocumented workers—union members as well as nonmembers—get through the complicated requirements of the new immigration law.

Under the Immigration & Reform Control Act passed earlier this year, undocumented workers who have lived continuously in the United States since Jan. 1, 1982, and are determined to be financially responsible, can gain legal resident status. Workers can apply for amnesty during a one-year period ending next May.

Farm workers seeking legalized status are covered by the SAW, or special agricultural worker program, and can apply for resident status during an 18-month period that began June 1, 1987.

E.B. Duarte of the INS Outreach Dept. in Washington estimated that nationwide, around 2 to 3 million workers could qualify under the amnesty guidelines. As of mid-August, more than 480,000 workers had applied for legalized status, Duarte said. The INS also reported that, for the same period, nearly 260,000 workers in its western region—California, Nevada and Arizona—had applied for amnesty.

California connection

And the California Dept. of Finance estimated that about 1.7 million workers in the state may be eligible for amnesty, 1.2 million of them in the Los Angeles area.

AFL-CIO Regional Director David Sickler said the amnesty process is "terrifying" for applicants, with many fearing that their families will be split up when one member qualifies for legal status but others do not.

"It's an extremely difficult process and workers need assistance in knowing what information and documentation would be acceptable and how to put it together," Sickler said. Every case seems to have a "wrinkle," he noted, with disagreement even among INS officials as to whether certain documents are acceptable proof of identification, residency or employment.

As a "qualified designated entity," the federation's program in California operates eight centers where trained staff members meet with immigrant workers and outline the process and requirements of the amnesty program.

Sickler stressed that the labor program uses paralegal workers and attorneys for the entire process, including an initial "document counseling" session, a legal review and a final review before the applicant's papers are forwarded to the INS.

Intensive program

Illegal workers take their first step in the amnesty process at a two-hour group session where they receive general information, translated versions of key INS forms and a list of important documents—including W-2 tax witholding statements, bank records, utility bills and other receipts. The AFL-CIO package is available in English, Spanish, Polish and five Asian languages.

Subsequent sessions teach immigrant workers how to assemble the needed documents and in an individual meeting, a counselor examines the worker's package. The file is reviewed twice more by union attorneys and if complete, the application is submitted to the INS. The government review may take up to three months.

A coalition of 17 unions and the Labor Council for Latin American Advancement has contributed $265,000 to the California effort and is supplying office space, staff and equipment. Union halls in the Los Angeles area where illegal workers can get help in applying for amnesty include the Carpenters, Clothing & Textile Workers, Electrical Workers, Food & Commercial Workers, Hotel Employees & Restaurant Employees, Laborers and Ladies' Garment Workers.

Over the next six weeks, orientation and information sessions will be held at major hotels in southern California to assist HERE members.

The union estimates that nearly one-third of the 26,000 members of its three largest locals in the area may be eligible for resident status.

Organizing boost

The federation's multi-union Los Angeles Organizing Committee also is using the immigration assistance program in its organizing efforts. Organizers are distributing leaflets at job sites that tell foreign workers how to get help in applying for legal status. Many of those workers have expressed interest in forming a union at their workplaces, Sickler said.

Other union-supported immigration assistance projects include a Houston center supported by contributions from the IBEW, UFCW, Service Employees and LCLAA; the AFL-CIO's Texas Triangle organizing project, and the ILGWU program in New York.

LCLAA also has produced a videotape to introduce workers to the amnesty process. "Talk to Someone You Can Trust" has been shown in several communities with large immigrant populations, including Los Angeles, Washington and Miami's "Little Havana" section.

In the June issue of "La Voz, Latina," LCLAA outlined a step-by-step guide to gaining legal status and detailed the documentation that would help illegal workers prove residency, identification and financial self-sufficiency.

Karen Rogers of Flint Glass Workers Local 542 gives first-hand training.

Public television tells labor's story in documentaries

Public television stations nationwide will broadcast two documentaries produced by the Labor Institute of Public Affairs over the Labor Day weekend.

In "A Good Job"—a special episode of the America Works series—union members display skills ranging from cake decorating to glass making at the Smithsonian Institution's Museum of American History. Narrator Daniel Zwerdling of National Public Radio talks to the union workers about the pride they take in their jobs and questions bystanders on what makes "a good job."

"Expectations" offers a poignant look at the struggle of many American workers to maintain "a decent life" against a backdrop of closed factories and abandoned communities. The LIPA production was a blue-ribbon winner at the 1987 American Film & Video Festival.

176-station network

With more than 176 public television stations planning to broadcast one or both of the documentaries, union members should check broadcast schedules in their areas.

A new feature film that tells the true story of West Virginia mine workers trying to organize a union will be released this fall. In "Matewan," workers in a small mining town in 1920 overcome their own racial and ethnic prejudices and go on to battle coal company owners, detectives and gun thugs. But the strike ends in a bloody battle remembered as the Matewan massacre.

The film's premiere in Los Angeles will be held at the Directors' Guild headquarters as a fund-raiser to benefit the AFL-CIO immigrant assistance project, the Mexican American Legal and Defense Educational Fund and the Asian Pacific Legal Center of Southern California.

Solidarity key to Coors boycott success

Organized labor's 10-year boycott of the Adolph Coors Co. was effective and successful because millions of trade unionists simply refused to buy or drink the nonunion beer. But more than that, it was because of boycott rallies, parades and other events and resolutions by unions, city councils and civic leaders that Coors beer sales plummeted.

AFL-CIO President Lane Kirkland in a letter thanked all affiliated unions, state and local central bodies and trade and industrial departments and their members "for mounting and, even more to their credit, sustaining a 10-year effort that never flagged, to bring this historically anti-union company to the table.

"Without our affiliated unions, our state and local central bodies, our members in all 50 states and the millions who rallied to our aid, Coors would not be doing new construction under union conditions starting today and Coors workers would not enjoy the guaranteed rights spelled out in the settlement agreement."

Kirkland reiterated the point he made in announcing the accord: "We will fulfill our obligations under this agreement as steadfastly as we conducted the boycott."

The AFL-CIO and Coors jointly announced an end to the boycott on Aug. 19 after the two sides reached a settlement in which the company agreed to allow its employees the right to decide on union representation and to build future facilities under union conditions.

The strike by Directly Affiliated Local Union 366 and resulting boycott that began in 1977 centered on union and human rights issues at the Golden, Colo., brewery.

Sales skidded

From the beginning, Coors felt the impact of labor's boycott. Management had predicted its sales of 13.6 million barrels of brew in 1976 would grow to 15 million in 1977. They nosedived that year to well under 13 million barrels.

Eventually sales plummeted everywhere Coors was in the market. In its home state, Coors skidded to third place. In California, its 47-percent market share plunged below 20 percent.

Behind these results were trade unionists, and members of women's, religious, youth and civil rights organizations offended by Coors' owners. Black and Hispanic unionists worked through with unions and the Labor Council for Latin American Advancement and other groups to broaden the impact of the boycott.

The labor press, through articles, ads, posters and editorials, put the Coors boycott before their readers. The AFL-CIO Union Label & Service Trades Dept. coordinated the decade-long campaign against Coors and nearly every convention gathering of affiliates or state central bodies adopted resolutions backing the boycott and pressing for public bans on the sale or use of the beer.

Each time Coors expanded its market, adding a new state here or there, the AFL-CIO state and local central bodies stepped up the fight. From Boston's Fenway Park to Santa Cruz, Calif., organized labor saw to it that Coors was either banned by legislators or refused by the public.

By 1984, when Coors' products were available in 46 states, the company still only sold 13 million barrels.

OSHA expands hazard rule after 10-year stall

Continued from Page 1

But it also requested public comments on the "feasibility or practicality of the rule as it applies to some nonmanufacturing sectors" so it can "determine whether any additional rulemaking is required."

USWA safety director Michael Wright said publication of the final rule "was gratifying to our members outside the manufacturing sector who supported our long struggle to force expansion of the rule by OSHA. It is ironic, however, that OSHA is taking credit for extending the 'right to know' since it only acted under a court order."

In discussing shortcomings based on evidence from the manufacturing sector coverage, Seminario said, "It's clear that there are problems with training and the quality of information on labels and safety data sheets. Some employers haven't conducted training, and in other cases, training is grossly inadequate—workers have little understanding of the chemicals they are exposed to on the job."

It will take the efforts of employers, unions and the government, Seminario stressed, to make sure the expanded standard works. Most employer citations handed out by OSHA thur far have been categorized as "other than serious," she said.

32 million covered

Some 14 million manufacturing workers were covered by the standard. OSHA estimates the expanded rule will cover 32.4 million workers exposed to toxic materials in 4.8 million establishments. The agency projects a 20-percent reduction in the number of chemically related injuries, illnesses and deaths in the nonmanufacturing sectors. OSHA estimates that over the next 40 years there will be 286,500 less cancer cases and 143,000 fewer work-related cancer deaths.

Chemical manufacturers, importers and distributors must comply with the standard by Sept. 24, making sure that material safety data sheets are provided with all shipments of hazardous chemicals. OSHA estimates the first-year cost to employers and manufacturers at $687.2 million with annual costs dropping to $113.2 million in the twentieth year.

The rule's requirements become fully effective for all employers under federal OSHA coverage next May 20. Companies have until then to prepare a written hazard communication program for each facility and to conduct employee training.

The proliferation of state and local "right-to-know" laws early in this decade prompted OSHA's issuance of a hazard communication rule in 1983. Its preemption over state and local laws in the manufacturing sector was established during the USWA suit.

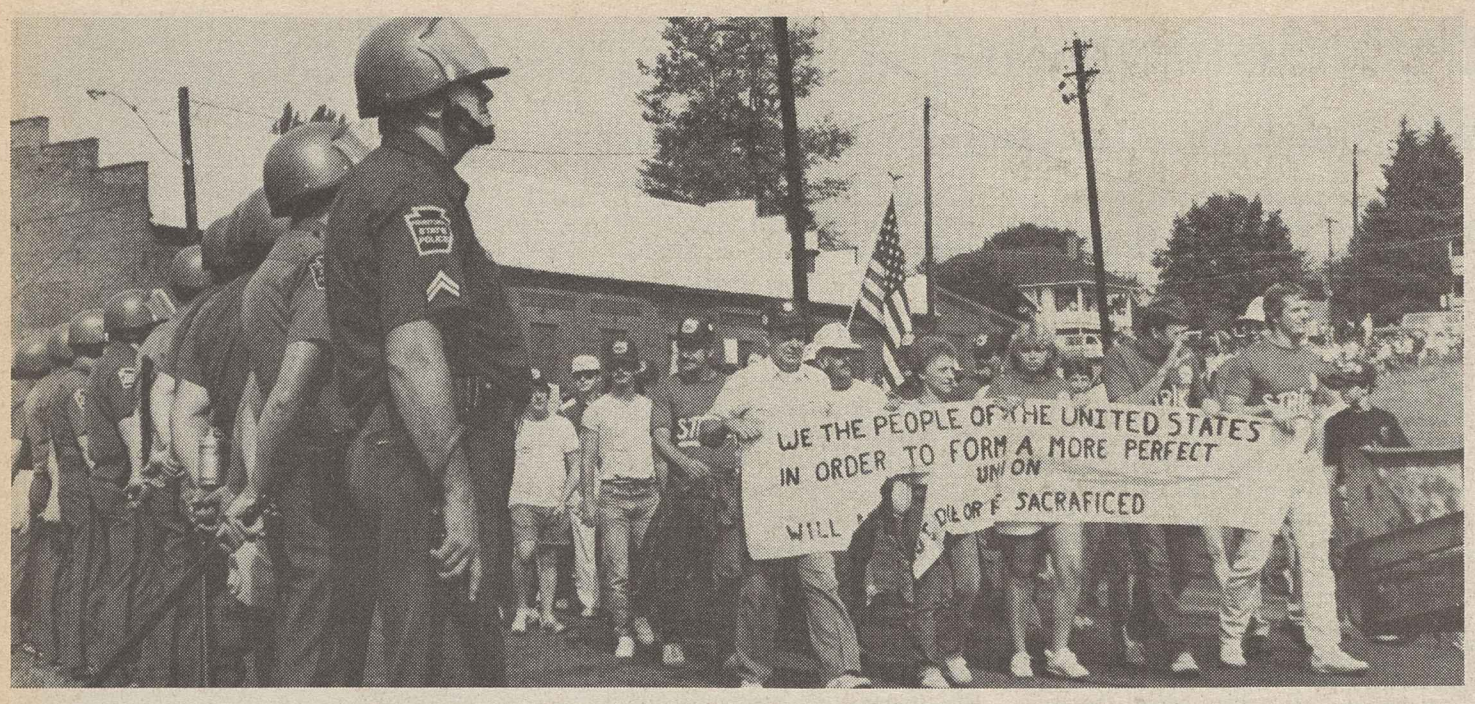
The expanded OSHA rule claims preemption of state or local RTK laws in states under federal OSHA coverage. RTK statutes in the 25 states with OSHA-approved plans would not be pre-empted. Those plans have six months to adopt a standard comparable to the federal measure.

Twelve of those 25 states have already extended the scope of their RTK laws to cover private sector, nonmanufacturing workplaces. They are Alaska, Iowa, Maryland, Michigan, Minnesota, New Mexico, North Carolina, Oregon, Tennessee, Vermont, Washington and Wyoming.

Construction fine

In other OSHA action, the agency proposed a record construction industry fine of $231,400 against ABC Utilities Services Inc. of Fort Worth, Tex., for safety violations that resulted in a worker's death. OSHA found 23 willful violations, including failure to shore a trench and to inspect it daily, lack of hard hats for workers and lack of rollover protective equipment for a backhoe.

ABC was cited in 1983 for similar violations that resulted in a worker's death. The latest case involved an unshored 10-foot-deep trench that caved in last Mar. 23 in Azle, Tex., killing Marcos Chaivez Ulna, one of eight workers installing a water main.



Troopers guard International Paper plant at Lock Haven, Pa., but can't shut out the union message.

Paperworkers gain widespread support

Town meeting vote and mass rally condemn union-busting

A New England town meeting and a determined parade in Pennsylvania demonstrated solidarity with striking and locked-out workers battling the giveback demands of the profit-rich International Paper Co.

The town meeting was in Jay, Me., a small community in the shadow of a huge and powerful corporation. But its laws are passed by people, in open debate and vote, and the people said a loud "No" to IP's union-busting by outlawing the use of scabs.

More than 500 miles away, in Lock Haven, Pa., some 5,000 union supporters marched in solidarity past the heavily guarded gates of the IP plant to a rally of Paperworkers Local 1787.

Paperworkers locals in four states have been locked out or forced on strike, starting in March with the lockout of 1,200 UPIU members in Mobile, Ala.

Since then, as contracts expired and negotiations stalled over management's insistence on wage concessions, the dispute has spread to the DePere, Wis., plant with 350 workers, as well as the 750 workers at Lock Haven and the 1,200 at Jay. The total for the Maine plant includes some 100 members of Firemen & Oilers Local 246 as well as Paperworkers Local 1787.

The march and rally at Lock Haven came just days after the AFL-CIO Executive Council condemned IP's union-busting tactics, including its nationwide recruitment of strikebreakers, and urged affiliates to contribute to the union's strike and lockout fund.

Delegations of union members from other Pennsylvania communities joined the solidarity march, and State AFL-CIO Executive Vice President Robert McIntyre was a speaker at the rally, along with strike leaders.

Reciprocal picketing

Also in the march was a large contingent of strikers from the IP plant in Maine. Some weeks earlier, a group of Lock Haven strikers had gone to Jay for a similar show of support.

The Maine contingent, including family members, made the trip in two chartered buses, a caravan of private cars, and a seaplane that landed on the Susquehanna River and parked at the city dock.

IP management had sought and failed to obtain a court order to prohibit the march. State police in riot gear lined the fence at the plant gate, but union marshals didn't need any help in keeping order and avoiding congestion along the route taken by the marchers.

The Maine strikers brought news of the town meeting in Jay that demonstrated the community's overwhelming support.

The town meeting passed by big majorities ordinances that outlawed the use of strikebreakers, changed zoning laws to restrict temporary housing for the IP scabs, and appropriated $75,000 for town officials to enforce state environment laws affecting the plant's operations.

IP, which has been using strikebreakers provided by an Alabama firm at its struck plants across the country, is challenging the town's authority to impose such ordinances.

One of the issues in the increasingly bitter dispute is management's demand that the workers give up premium pay for Sunday and holidays.

As the Executive Council noted, the company's demand for worker concessions came even though IP's profits more than doubled last year to more than $300 million and its top 14 executives were given salary increases averaging 38 percent.

UPIU locals involved are coordinating their bargaining and have agreed to a combined vote on any contract proposals.

Solidarity as far as the eye can see.

Plate Printers put health and safety atop priority list

Philadelphia—The Plate Printers & Engravers convention delegates focused on job security and occupational safety and health issues as the union's leaders set a course for the next two years.

Convention resolutions called for a stronger job safety program for apprentices and pressed for removal of toxic chemicals from the workplace. The convention said female engravers of child-bearing age should be permitted to switch to safer work areas if there are no substitutes for certain toxic chemicals now in use.

In a report to the convention, Canadian delegates noted the attempt in that country to replace the $1 bill with a coin, while American delegates explained the efforts underway by the U.S. Treasury to allow lithographic printing of the backsides of $1 bills. Delegates noted the security in having only four banknote shops in the country producing the intaglio printing on the U.S. currency. They stressed that security would be reduced if it could be printed at any of the nation's 40,000 lithographic shops.

Healey re-elected

President Cornelius T. Healey was re-elected. First Vice President Ed Major of Ottawa and Sec.-Treas. James L. Kopernick of Philadelphia were both elected to their first full two-year terms in office. Both had been chosen to fill out the terms of officers who had died. Daniel Bradley of Washington Local 2 was elected to his first term as second vice-president.

The delegates adopted a resolution to make the union's 1989 convention, to be held in Washington, two days shorter than this year's week-long session. In the off year, a three-day mini-meeting will be held in Lake George, N.Y.

Regional director John F. O'Malley dead at age 58

Boston—John F. O'Malley, director of the AFL-CIO's New England region for the past 10 years, died of cancer Aug. 20 at the Massachusetts General Hospital here. He was 58.

"He was a dedicated trade unionist whose belief in the ideals of the labor movement shined through his work," AFL-CIO President Lane Kirkland and Sec.-Treas. Thomas R. Donahue wrote his wife Evelyn. He combined "enthusiasm, intelligence and wit."

O'Malley, a native of Boston, served as president of the 15,000-member Local 1505 of the Electrical Workers for five years before joining the AFL-CIO national staff as a field representative in 1963. He became Region VIII director in 1977.

Earlier, he was active in the Young Democratic Clubs of America, representing Massachusetts on its national committee and serving as national vice president in 1960.

O'Malley attended the Harvard Trade Union Program and came back frequently to teach courses at the program, as a guest lecturer on organizing techniques.

He served for 10 years on the Massachusetts Personnel Appeals Board, and represented the AFL-CIO on many occasions. In 1979, O'Malley was chosen for the Cardinal Cushing Award given by the Labor Guild of Boston for "excellence in labor-management relations."

Assistant Regional Director Frank Myers said O'Malley combined an ability to bring people together with "total commitment to the labor movement and to the people that it represented."

A funeral mass was held Aug. 25 at St. Mary of the Hills Church in Milton, with burial at the Milton cemetery.

Real wages continue decline, drop 11.6% below 1978 level

Continued from Page 1

nounced earlier. The rate was down sharply from the 4.4-percent level reached in the first three months of the year.

Analysts blamed the weakened second quarter performance on the raging trade deficit, which widened to $15.7 billion in June. This year's growth has been keyed primarily to increased inventories and higher government spending.

The Congressional Budget Office also took a gloomy view of the economic outlook, predicting much slower growth and sharply higher inflation and interest rates than were forecast last November.

The nonpartisan agency said the economy would grow only 3.1 percent in 1987 and 2.6 percent the following year, while the rate of inflation will hit 5.1 percent this year and 5.2 percent in 1988.

John F. O'Malley

As a result, the CBO said, the nation faces a $146-billion federal budget shortfall in fiscal 1988—$38 billion above the deficit reduction target of $108 billion in the Gramm-Rudman-Hollings Act.

In other developments:

- Rising Japanese and Korean auto imports drove the merchandise trade deficit to a record $39.5-billion peak in the second quarter, calculated on a balance-of-payments basis. It outstripped the previous $37.7-billion high for the January-March period. The shortfall has reached new peaks in six of the last seven quarters.
- Orders for "big ticket" durable goods fell 1.5 percent in July. It was the first decline since January and virtually wiped out the 2-percent increase chalked up the previous month. The slowdown was paced by a 5.7-percent drop in transportation equipment orders, a 4.8-percent skid in defense orders, a 3.4-percent fall in primary metals and a 2.2-percent decline in electrical machinery.

Postal unions win retroactive raises

Continued from Page 1

continued past a midnight deadline to reach an accord. If the parties had not been able to agree, federal law would have required the dispute to be put to arbitration, as was the case three years ago in the last round of negotiations.

APWU President Moe Biller and Letter Carriers President Vincent Sombrotto saw the one-sided vote as a sign of solidarity and an endorsement of the unions' policy of "no givebacks" in the face of management efforts to obtain concessions in exchange for pay increases.

Laborers President Angelo Fosco also welcomed agreement "without the need for outside arbitration." The Mail Handlers negotiated separately but most provisions apply to all three unions.

The ratification tally by unions was: Postal Workers—105,786 for, and 26,857 against; Letter Carriers—112,795 for, 16,476 against; Mail Handlers—17,011 for, 1,925 against.

Arms dealer quits show in wake of labor protest

Sold American defense secrets to Soviets

In the wake of complaints by the AFL-CIO Executive Council and the Metal Trades Dept., Norway's state-owned armaments company has withdrawn from participation in a trade show aimed at increasing the share of Defense Dept. contracts going to overseas firms.

Labor protested Kongsberg Vaapenfabrikk Inc.'s involvement with Japan's Toshiba Corp. in a $17-million sale to the Soviets of critical U.S. nuclear submarine propeller-silencing technology.

The Executive Council, at its session in Washington last week, urged an embargo on all defense contracts with both firms and called on Norway and Japan to pick up the expected $60-billion tab for the security breach that resulted from the corporations' "thirst for profits."

The MTD also criticized private sponsors of the trade show for allowing the company to display its wares and for including its president, Paal Prestegaard, as a workshop speaker. MTD President Paul Burnsky emphasized that the Norwegian firm "must not be rewarded" with further Pentagon contracts.

Show of Solidarity

Opposition to the exposition mounted as labor's "Jobs with Justice" campaign called on AFL-CIO affiliates to join in picketing the Crystal City Hyatt Regency Hotel during the Oct. 7-9 show, participation in which is restricted to arms merchants from 17 foreign countries.

A letter signed by Communications Workers President Morton Bahr and Industrial Union Dept. President Howard D. Samuel said the demonstration would help underscore the point that the $9 billion in contracts awarded to foreign firms last year cost this country some 1 million jobs.

"While we know that some sharing of defense costs, particularly with NATO allies, is necessary," they wrote, "we see nc reason to turn over more of our defense production to foreign countries when our manufacturing base is already in peril."

Unions sponsoring the "Jobs with Justice" effort include the CWA, AFSCME, Auto Workers, Clothing & Textile Workers, Electronic Workers, Food & Commercial Workers, Government Employees, Machinists, Paperworkers, Service Employees, Steelworkers and the unaffiliated Mine Workers.

Major exhibit

More than 150 overseas defense contractors will have exhibits at the Virginia hotel —located two minutes from the Pentagon —and are scheduled to receive advice on how to reap an even bigger share of the $180 billion the Defense Dept. will spent on procurement in the coming year.

Burnsky had urged top Administration officials—including Defense Sec. Caspar W. Weinberger, National Security Adviser Frank Carlucci and Deputy U.S. Trade Rep. Alan Woods—to cancel scheduled appearances at the show. He contended their participation would help give foreign arms merchants "competitive advantages."

The MTD also asked six Senate and House members to bow out of the show. The only reply thus far came from Senate Finance Committee Chairman Lloyd Bentsen (D-Tex.), who told Burnsky he had declined the speaking engagement in May—a month before the sponsors printed their brochure listing him as an "invited speaker."

In a related development, the MTD voted to affiliate with the National Council to Preserve the U.S. Defense Industrial Base —an industry group formed to prevent further loss of defense contracts to overseas firms. Burnsky has been serving on the council's national advisory committee.

Source: Bureau of Labor Statistics

Unemployment up in 31 states despite skimpy job pickups

Although unemployment declined in most states in the 12-month period ended at mid-year, jobless rates edged up between May and June in 31 states, the District of Columbia and Puerto Rico, and remained stagnant in six others.

Hardest hit, according to data published by the Bureau of Labor Statistics, was Texas, where the impact of the worldwide oil glut drove the unemployment rate up 1 percent in the one-month period.

From May to June, the jobless rate rose nine-tenths of 1 percent in Mississippi, eight-tenths of 1 percent in Pennsylvania, seven-tenths of 1 percent in both Michigan and North Carolina, and five-tenths of 1 percent in Tennessee.

Double-digit unemployment continued to plague both Alaska and Louisiana, where June's joblessness stood at 11.2 percent. The lowest rates for the month were in New Hampshire, 2.5 percent; Delaware and Massachusetts, both 3.1 percent, and Connecticut, 3.2 percent.

Plagued by the continuing import tide, manufacturing jobs declined in 21 states in the 12-month period. The largest drops occurred in Massachusetts, Michigan, New York, Ohio and Pennsylvania. And 25 states reported losses in mining jobs, with the impact hitting hardest in Colorado, Pennsylvania, Texas and West Virginia.

By contrast, most states experienced over-the-year employment increases in trade, services, transportation, public utilities, finance, insurance and real estate.

Reflecting the continued exporting of U.S. jobs across the Rio Grande to the burgeoning maquiladora complex in Mexico, the metropolitan areas with the highest unemployment rates were McAllen-Edinburg-Mission, Tex., 17.4 percent; Laredo, Tex., 16.7 percent and Brownsville-Harlingen, Tex., 15.5 percent.

Tariff concessions lure U.S. plants to Mexico

Continued from Page 1

for spending $167,000 of taxpayers' money to promote a special trade show in Acapulco last December to encourage more American firms to set up shop across the border. shop across the border.

An angered Congress enacted legislation banning the use of appropriated funds for this purpose, but the lavish exposition went on as scheduled under the sponsorship of a public relations firm that previously had served as a Commerce Dept. consultant.

The federation said that it's "difficult for American workers to understand why the U.S. government maintains programs that aid and abet this export of jobs." Had this production remained in this country, Anderson said, "tens of thousands of American workers would now be gainfully employed."

Victor M. Munoz, president of the El Paso AFL-CIO and chairman of the state federation's Twin Plant Task Force, accused the government of conducting a "slick publicity plan" that promised equal job opportunities on both sides of the border.

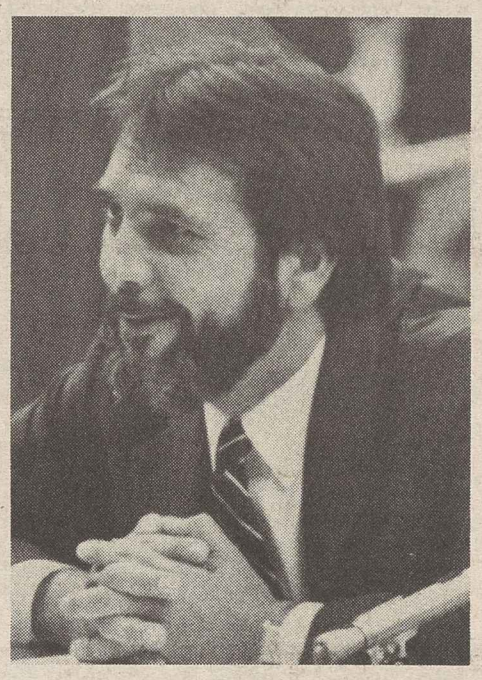
"The original thesis called for a U.S. plant with a sister plant in Mexico—a twin," Munoz told the commission. "As we now know, there are no twins. Actually the American twin was never born."

Failed promise

He cited Zenith Corp. as an example of how the twin-plant promise has failed. The electronics firm has 5,000 employees in Juarez and only 35 in El Paso. What's more, Munoz said, the El Paso warehouse isn't required to hire U.S. citizens because under the current immigration law, commuter aliens are eligible for employment at the Zenith facility on this side of the border.

Munoz testified that El Paso alone has lost 14,000 manufacturing jobs since 1980 due to the maquiladoras. He cited as examples employment at Farah Manufacturing that has plunged from 7,000 to only 1,800 and the erosion of jobs at Billy the Kid Industries Inc. from 3,500 to a scant 500 today.

Of the seven poorest metropolitan areas


Victor M. Munoz

in the nation based on per capita personal income, Munoz said, four are in the Texas border area—Laredo, McAllen-Edinburg-Mission, Brownsville-Harlingen and El Paso.

"We can no longer afford to support a concept that destroys jobs of American workers, destroys their dreams, their security in their old age and their children's security," Munoz said.

Steve Beckman, a UAW economist, said that of the 300,000 jobs in the maquiladoras, 70,000 are involved in manufacturing and assembling products for the automobile industry at subsidiaries of General Motors Corp., Ford Motor Co., Chrysler Corp. and major U.S. parts suppliers.

"These are jobs that were performed in the United States and should still be performed in the United States," Beckman told the commission.

He warned that the wave of investment in the maquiladoras can be expected to grow "at an extremely rapid rate," and that employment is expected to reach the 1-million mark by 1995.

"Pursuing the foreign production and assembly option leaves laid-off workers, closed plants, devalued capital investments and weakened communities in its wake," he testified. "The long-term competitiveness of the United States is undermined by the exit of firms choosing this path. We have seen small assembly operations abroad mushroom into large manufacturing facilities."

ILGWU Research Director Herman Starobin said the tariff provisions which organized labor opposes have lured American firms to countries that offer "extremely low wages" and that "generally provide an anti-labor, exploitative environment."

The result has been the steady erosion of jobs in the U.S. apparel industry where employment has plummeted from 1.2 million in 1970 to 941,000 last year—a decline of 21.3 percent.

Claims debunked

Starobin disputed Reagan Administration claims that the tariff provisions help the apparel industry in the border states where the cloth is cut before being sent to Mexico for finishing. "Nothing could be further from the truth," he said.

Between 1980 and 1986, the ILGWU told the commission, Texas lost 29.7 percent of its apparel employment, Arizona lost 12.7 percent and the number of jobs in Florida declined 5.9 percent.

"While any job loss is a serious matter for our national economy, for apparel workers it is disastrous," Starobin pointed out. "Our industry provides jobs for thousands and thousands of immigrants, women and minorities. Most of these workers have no alternative jobs when their local apparel plants shut their doors in the face of garment imports."

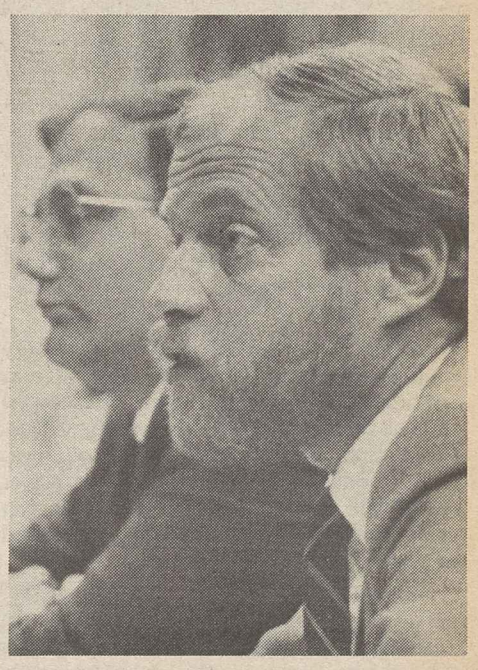
Arthur Gundersheim, assistant to ACTWU President Jack Sheinkman, said the maquiladora program is a boon for shareholders but not for workers or the economy in general because it "allows companies to exploit ill-paid labor and also escape legally mandated human, social and environmental goals in the U.S."

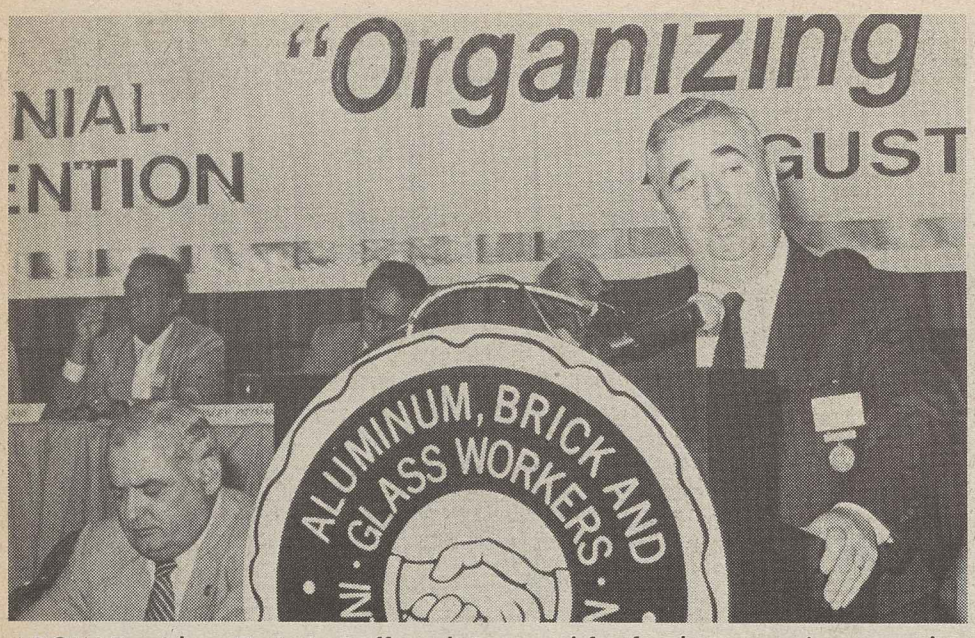
He took sharp exception to Administration claims that the U.S.-Mexican connection reduces illegal immigration into the United States.

"What happens," Gundersheim said, "is that thousands of Mexicans are drawn to the border region with the expectation of finding jobs, far more than are eventually employed. When they see little or no hope of work they simply keep going North, across the border where prospects are seen to be even better."

As to the Administration's insistence that the maquiladora scheme is necessary to help Mexico reduce the crushing debt it owes international bankers, ACTWU said it was "cruel" to ask thousands of Americans to lose their jobs "in the name of a debt problem that will never be solved this way."

American apparel workers "are fed up with being the casualties of other nation's economic problems," Gundersheim emphasized. "They don't understand why their government is more interested in protecting the interests of foreigners than the interests of our own citizens."


Federation economists Mark Anderson and Richard Krasheveski, left.



ABGW President Ernie LaBaff explains need for fund to organize nonunion plants "that are hurting us." At left is Sec.-Treas. H. Max Webster.

Organizing plan backed by Aluminum Workers

Hollywood, Fla.—The Aluminum, Brick & Glass Workers' convention made organizing a top priority and voted to fund a two-year campaign by raising the union's monthly per capita payments by $1 starting Oct. 1, followed by an additional 50-cent increase a year later.

ABGWU President Ernie LaBaff and Sec.-Treas. H. Max Webster noted that the resources are needed for organizing workers and maintaining services to members. Both declined to accept pay increases.

LaBaff stressed to the delegates that establishment of an organizing fund will "give us a $1-million war chest" with which to organize those "nonunion plants that are hurting us." He said the nonunion workers "deserve the opportunity to receive the kinds of wages and benefits our members do," and "every time we add another 'soldier' to our army, we gain strength in the political arena."

The 428 delegates also voted to restructure the union's biennial convention schedule to a four-year interval beginning in 1989. Coinciding with this change was the establishment of an education conference that will be initiated in 1991 and held every four years.

LaBaff, in his keynote address, told delegates of the major challenges facing the union today. Under a banner proclaiming "organizing today—for a stronger tomorrow," he stressed the need for a fully funded organizing effort over the next two years.

He also held that workers must participate in the political process. "If we play by the rules, then we ought to help make the rules," LaBaff said. "We must do our job as never before. The upcoming election in the U.S. will determine the future of the American labor movement."

Willing to fight

Never again must the American people be saddled with such an "anti-labor, anti-civil rights and anti-senior citizen administration," LaBaff said. "We must send a message that we are willing to fight for what we believe in no matter what the cost. You can bruise us, you can slow us down, but you can't defeat us."

In other business, delegates re-elected Webster by acclamation to a special two-year term, along with 13 incumbent vice presidents and four new vice presidents: Charles R. Smith of Bettendorf, Iowa, Don Clifford of Oakville, Ont., Joe Shockley of Fresno, Calif., and John Lyons of Burnaby, B.C. LaBaff has two years remaining on his current term.

In key resolutions, the convention called for stronger federal protections for workers' pensions, and a further reduction in the number of tax loopholes that benefit the rich while adding to the burden of lower- and middle-class workers. It also reaffirmed the union's opposition to mandatory arbitration.

In a convention address, President Frank Drozak of the AFL-CIO Maritime Trades Dept. stressed the need to win congressional passage of key labor goals, including a balanced federal budget, lower interest rates, a more equitable tax system and improved public education—all vital measures of special interest to the general public.

Promise for future

Reflecting on the 200th anniversary of the U.S. Constitution, Drozak noted that the document still "holds the promise of a better future for all Americans. We in the labor movement must prove ourselves worthy of that promise."

John E. Mara, secretary-treasurer of the AFL-CIO Union Label & Service Trades Dept., addressed the erosion of domestic jobs as foreign manufacturers invade U.S. markets and devastate entire industries.

Such market destruction, Mara said, is made possible by the exploitation of workers in Third World nations, and has caused the United States to run up a $160 billion trade deficit—an imbalance built on the backs of children earning 13 cents an hour in Singapore, Thailand and other developing nations.

Other speakers at the five-day convention included Rep. Larry Smith (D-Fla.), Vice President George Becker of the Steelworkers, President Gordon Wilson of the Ontario Federation of Labor and Wilbert Robinson, a regional representative of the A. Philip Randolph Institute.

Delegates were also given the opportunity to view and purchase "Democracy at Work," the hour-long videotape of 13 declared and potential presidential candidates expressing their views on foreign trade, budget deficits, human needs and labor's role in the political process.

UFCW locals ratify accord for 45,000 in California

Food & Commercial Workers in southern California overwhelmingly approved new three-year contracts with six grocery chains that boost wages and benefits and retain key protections.

Nearly 45,000 UFCW members from six local unions ratified the accords by approval votes ranging from 83 to 97 percent, with each local voting separately.

Negotiations had gone down to the wire, as an earlier demand by the six food chains—bargaining together as the Food Employers Council—for a wage freeze and givebacks was overwhelmingly rejected by the members and a strike deadline was voted. The settlement was reached after round-the-clock bargaining sessions ending early on Aug. 8.

The agreements call for a first-year bonus of $500, $1,000 in the second year and an hourly wage increase of 50 cents in the third year. Workers also won improvements in pensions and medical benefits.

The contracts, covering UFCW members at Albertson's, Lucky Stores, Ralphs, Safeway, Stater Brothers and Vons food stores, expire July 29, 1990.

A nearly identical settlement was reached between the UFCW and Alpha Beta food stores, covering 20,000 UFCW members.

New York and New Jersey members of UFCW Local 464A won wage increases ranging from $70-$80 a week under new 43-month contracts with four food chains.

The contracts, with identical provisions, cover 7,000 UFCW members who work in meat departments at nearly 400 grocery stores. The settlement was approved by a 92 percent membership vote.

In addition to a wage increase, the new contract phases out a two-tier pay scale over an 18-month period and increases monthly pension benefits from $700 to $800 for full-time workers with 35 years of service. Part-time workers won a pension increase of $30, raising monthly benefits to $450. The pact expires Feb. 9, 1991.

Solidarity rally bolsters NBC strikers

Continued from Page 1

Guild, Office & Professional Employees, Television & Radio Artists, Washington AFL-CIO and unaffiliated Directors' Guild.

The resumptions of negotiations, under the auspices of the Federal Mediation & Conciliation Service, marks the first meetings between NABET and NBC representatives in more than a month.

The return to the bargaining table was sparked by an invitation from John Cardinal O'Connor—the Roman Catholic Archbishop of New York—to AFL-CIO Sec.-Treas. Thomas R. Donahue and NBC Chief Executive Officer Robert C. Wright to discuss the dispute.

More than 2,800 NABET members struck June 29 after management imposed its scheme to take on greater numbers of "daily hires"—temporary, nonunion workers—for jobs usually held by full-time staff members.

Bywater praises new program to spur U.S. exports

The Export-Import Bank has launched a major effort to acquaint small manufacturing firms with programs that will help them get an increased share of the export market.

President William Bywater of the Electronic Workers, a labor adviser to the Eximbank, hailed the project as "a positive step toward opening world markets to smaller firms."

Most major manufacturers are aware of the loan guarantees and insurance programs that are available to facilitate export sales, Bywater pointed out. "But many small and medium-size firms don't understand how the Eximbank can help them sell their products abroad," he said.

The export financing agency already has been working with state and local export development agencies to help open up marketing channels. But only 10 states currently have such promotional programs, seven have just recently enacted legislation to assist in penetrating the export market, and bills are pending in nine other states.

To help fill the gap, the Eximbank will try to identify potential exporters through conferences and contact with business groups.

NFL players hold line on contract

Negotiations between the National Football League management and the NFL Players Association are on hold and the clock is running out on the current five-year contract. The expiration gun will go off Aug. 31 and 94 percent of the players have authorized a strike which could come as early as Sept. 15.

The NFL kicks off its regular season Sept. 13.

NFLPA Executive Director Gene Upshaw said that management has not altered the lineup of takebacks and concessions from its initial proposal last spring.

"We have met with management 20 times over the last few months," Upshaw said. "We are not making any progress. They have refused to alter their original proposal which would be a step back from the agreement we won with a 57-day strike in 1982."

Management has refused to make any counter-offers, the union said. Instead it is holding tight to demands for concessions such as unlimited off-season training camps; mandatory, unscheduled regular and post-season urinalysis tests; increasing the player draft to 15 rounds from 12, and setting an entry-level wage scale based on the round in which a player is selected.

Management is also seeking higher player fines, no minimum squad size, a deadline after which an unsigned player cannot be played or signed by any club, and the right to put players not reporting to preseason training on the reserve list.

The NFLPA has called for improvements in the pension plan, in the existing chemical dependency program and in free agency, more effective grievance arbitration, protection of union officers from management harassment, discrimination or discharge and a shorter contract term. The union also wants improvements in player rights, including establishment of a committee to study how to make football a safer sport.

Game plan due

On Aug. 31, the final day of the contract, the union's executive committee will meet to set a course of action. With talks recessed, NFLPA staff members are making the rounds of the league's 28 teams.

Upshaw, president of the Professional Athletes, was to have given a negotiations update during an address to the National Press Club. The speech was to have been carried over the National Public Radio network. It was cancelled when Upshaw refused to cross a picket line set up by the Broadcast Employees & Technicians, who are on strike against the National Broadcasting Co.

The NFLPA has asked its members to refuse interviews with the NBC network and its affiliates in support of the NABET strikers.

Labor Studies Center schedule of courses

The George Meany Center for Labor Studies will offer six workshops during September and October.

The schedule:

TV: The Cool Medium, Sept. 8-11—Three days of one-on-one coaching of union officers on how to face television cameras and work with reporters.

Organizing in the Construction Industry I, Sept. 13-18—A session to develop skills in techniques of salting jobs, leafletting and picketing campaigns, unfair labor practice strikes and "bottom-up" recruiting strategies.

Arbitration Techniques, Sept. 13-18—A workshop presenting mock cases before professional arbitrators. Sessions will be videotaped.

Retirees' Health Care Benefits, Sept. 21-22—A two-day session for health care lobbyists, full-time negotiators and research staff. It covers benefit plan design, legal and legislative developments, and structuring insurance coverage for retirees.

Organizing Techniques I, Sept. 27-Oct. —A review of the elements of an organizing campaign, including targeting, house calls, picking winning issues and developing plant committees.

Winning with Comprehensive Campaigns, Oct. 25-30—Workshops on how to run an organizing campaign on three fronts—at the workplace, on the corporate level and in the community.

AFL-CIO organizations using the campus for their own staff training programs are: Police Association, Sept. 8-11; Plumbers & Pipefitters, Sept. 13-18; Service Employees, Sept. 13-18; African-American Labor Center, Sept. 19-Oct. 9; Transit Union, Sept. 20-25; Railway & Airline Clerks, Sept. 29-Oct. 2, and Lawyers' Coordinating Committee, Oct. 4-7.

More information about labor studies programs is available from the Registrar, George Meany Center, 10000 New Hampshire Ave., Silver Spring, Md. 20903. Telephone 301/431-6400.

EDITORIALS

Advise and Consent

THE AFL-CIO opposes the nomination of Judge Robert H. Bork to be an associate justice of the Supreme Court.

The President is intent on perpetuating the "Reagan revolution's" social and political program beyond his term of office by putting the courts in the hands of judges whose first fealty is to that program.

It is the Senate's right and responsibility to stand up to this ideological court packing.

Our review of Judge Bork's academic work and his public career make it plain that he is a man moved not by deference to the democratic process, nor by allegiance to any recognized theory of jurisprudence, but by an overriding commitment to the interests of the wealthy and powerful in our society.

His agenda is the agenda of the right wing.

So far as we have been able to ascertain, he has never shown the least concern for working people, minorities, the poor or for individuals seeking the protection of the law to vindicate their political and civil rights. The causes that have engaged him are those of businessmen, of property owners and of the executive branch of government.

HE CONDEMNS "liberal judges" who allegedly decide cases out of "partisanship." The decisions he derides include many of the landmarks guaranteeing civil liberties, racial justice and equal treatment under law.

In contrast, we have not found in Judge Bork's writings even a whisper of disapproval of any Supreme Court decision in the last 50 years taking a limited view of individual rights or a broad view of government power, or any suggestion that right-wing judges have ever improperly relied on their personal values in construing statutes or in fashioning constitutional principles.

Aside from seeking to drain the Bill of Rights of most of its force, Judge Bork has concentrated his energies on attempting to liberate big business from most of the limits on corporate power stated in the antitrust laws. In pursuit of this goal, he is an extreme judicial activist, ready and willing to jump all the hurdles put in his way by legislative enactments and dozens of longstanding judicial precedents.

Judge Bork has demonstrated no capacity for statecraft. His place is on the lawyer's side of the bar, openly arguing for the privileged who have been the beneficiaries of his endeavors all along.

For these reasons, the AFL-CIO opposes his nomination to the Supreme Court and urges the Senate to refuse its "advice and consent."

—From an Executive Council statement, Aug. 17, 1987.

Where the Jobs Are

SOMETIMES there is satisfaction in being able to say "I told you so." But we would have been happier if labor's warnings about a government policy that encourages U.S. firms to transfer jobs to the other side of the Mexican border had proved less prophetic.

In 1970, when the "twin plant" concept was a mere five years old, the AFL-CIO sounded an alert about the potential for destruction of U.S. jobs. No one much was listening.

Some 120 U.S. firms had set up operations on the Mexican side of the border, employing some 19,000 Mexican workers at pennies an hour for labor-intensive assembly work. They then took advantage of a loophole in U.S. tariff law to move the goods back to the United States by paying only a token duty.

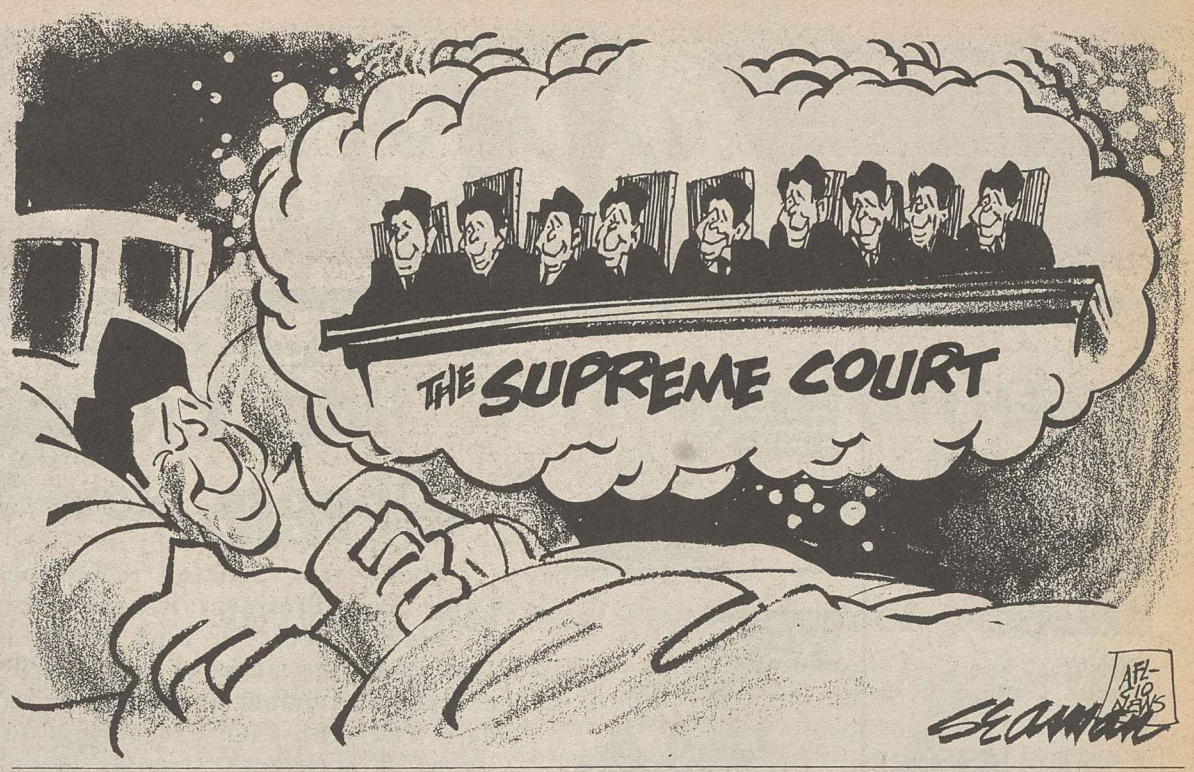
Labor's concerns were dismissed. The border operation was touted as a way to keep good-paying jobs in the United States while staying "competitive."

At last count, 800 plants across the border were employing more than 300,000 workers. No matter how you slice it, that's 300,000 fewer workers employed in the United States.

Not surprisingly, the communities on the U.S. side of the border have double-digit unemployment and the nation's lowest per capita income. But it doesn't stop there.

Layoffs directly attributed to the maquiladora operations have also displaced workers in cities across the country—in places like Buffalo, N.Y., and Sioux City, Ia., as well as El Paso, Tex.

Is anyone listening, yet?



Washington Window

FCC jams fairness policy in defiance of Congress

By Press Associates

America's 38-year-old fairness doctrine for radio and television broadcasting has become the latest casualty of the Reagan Administration.

Defying the clear will of Congress, the Federal Communications Commission abolished a standard which has helped to ensure that all sides of controversial public issues can be heard on the federally licensed airwaves.

The doctrine grew out of the concept that, in exchange for free use of the scarce public airwaves to make a profit, broadcasters have a responsibility to the public as well as to their shareholders.

In the landmark 1934 Communications Act, Congress told the FCC to recognize the public's rights in electronic communications when licensing the exclusive use of a given frequency or channel to a particular corporation or person.

In its fairness doctrine, which originated in 1949, the FCC said broadcasters had two related responsibilities—to air programming of "controversial issues of public importance" and to do so in a "balanced" way to provide "a reasonable opportunity for the presentation of contract views."

The doctrine was affirmed and developed over the years in hundreds of FCC and court decisions all the way up to the Supreme Court.

But a Reagan-appointed majority asked Congress to repeal it.

Last fall, a federal appeals court ruled 2-1 that the FCC wasn't obliged to enforce the doctrine if it found it to be unconstitutional or "contrary to the public interest." Congress responded by passing a bill to codify the doctrine into law.

Reagan veto

Reagan vetoed the bill, setting the stage for scuttling the doctrine. New FCC Chairman Dennis R. Patrick insisted that "we seek to extend to the electronic press the same First Amendment guarantees that the print media have enjoyed since our country's inception."

While corks were popped in broadcast industry boardrooms, the decision drew anger and scorn from members of Congress and from consumer, citizen action, labor and other groups.

They charged that the FCC's lumping together of print and broadcast media was a smokescreen since there's a limited number of broadcast frequencies, that the claim of an the "explosive growth" in the number of broadcast outlets is belied by increasing ownership concentration, and that allegations of the doctrine's "chilling effect" on broadcasters are not supported by the evidence.

Topsy-turvey role

Supporters of the fairness doctrine accused the FCC of turning the First Amendment free speech protection on its head.

"The Constitution does not protect the right of broadcasters to disregard the First Amendment rights of the citizens who own the airwaves," said consumer advocate Ralph Nader. He called the doctrine "an unobtrusive rule which modestly guarantees a small 'pay back' to the public in exchange for very profitable broadcasters' exclusive, and free, use of the public's airwaves through a government license."

Washington Post media writer Tom Shales described the FCC's move as "a gesture of colossally arrogant gall. Four commissioiners, as if beset by some exotic ideological influenza, decided the doctrine was 'unconstitutional' even though the Supreme Court has previously ruled otherwise and a majority of the Congress has expressed its support for the doctrine."

"The FCC was created as an independent agency that reports to Congress, but now it is clearly acting as an agent of the White House," Shales wrote.

The Reagan FCC, he continued, has "completely reversed the roles of broadcaster and public so that the public is now deemed the servant of the broadcaster."

Key congressional Democrats said they will press to overcome the Reagan veto and reenact the doctrine this year.

Fairness demands it.

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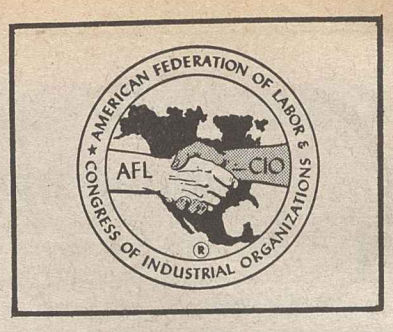
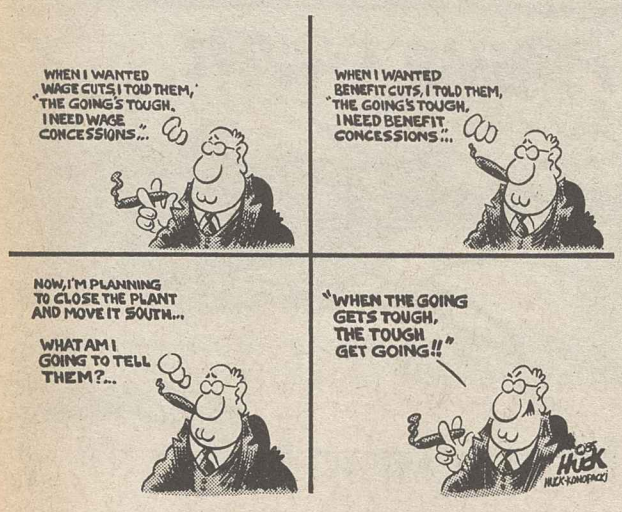
AFL-CIO LEGISLATIVE

ALERT!





September 16th Date Is Set For House Vote On Textile Trade Legislation

Citing serious injury to domestic industries and the loss of hundreds of thousands of American jobs, the AFL-CIO Executive Council called on Congress to take quick action on pending textile trade legislation.

"Despite U.S. participation in the Multi-Fiber Arrangement (MFA) which was designed to promote orderly, non-disruptive growth of textile and apparel trade among countries, imports have skyrocketed, seriously injuring these American industries," said the August 18th Council Statement.

The Council also noted that apparel imports, which have doubled since 1981, now control over 50 percent of the domestic market and are growing by more than 17 percent annually. Footwear imports now hold 81 percent of our market, as compared to 51 percent in 1981 when President Reagan terminated trade relief to the industry.

H.R. 1154 and S. 549, the new textile and apparel trade bills, are designed to limit import growth and, thus, restore order and stability in these vital sectors of the U.S. economy. Both bills also meet the major objections raised against the textile bill vetoed by President Reagan last year. They provide a fair solution to the problem, while at the same time are GATT consistent and give the President the power of flexible response.

H.R. 1154 is expected to reach the floor on September 16th. S. 549, the Senate version, has not yet been scheduled for consideration by the full Senate, but has been reported out of committee and may also reach the floor this fall.

What You Can Do: Your representative and both of your senators should be asked to support this vital legislation.

Senators Urged To Reject Bork

AFL-CIO Gears Up Campaign To Oppose New Supreme Court Nominee

When the Senate reconvenes after Labor Day, President Reagan's nomination of Judge Robert H. Bork to be Associate Justice of the Supreme Court will be one of the most important issues on the agenda. The AFL-CIO Executive Council has issued a statement strongly opposing the nomination on the basis of a record of ideological and judicial extremism.

Bork was nominated to replace Justice Powell, a centrist, who has cast several critical swing votes in controversial civil rights and civil liberties cases. Best known as the Justice Department hatchetman who fired special Watergate prosecutor Archibald Cox on President Nixon's orders, Bork now sits on the U.S. Court of Appeals. His judicial record, along with a number of articles on legal decisions, paint the picture of an ideological conservative, intolerant and disdainful of opposing viewpoints.

In fact, several of Bork's articles contain attacks on precedent-setting Supreme Court decisions. He has described the work of the court to which he has been appointed as "improper and intellectually empty," and "unprincipled, utterly specious."

Although Bork's views on privacy rights, voting rights, women's issues, civil rights and freedom of speech have been given a great deal of press attention, the Council Statement also revealed that he is no friend of labor.

A 32-page AFL-CIO review of Bork's judicial record and academic writings found that although labor cases are a relatively "small part" of his total record, there is ample evidence that Judge Bork has a decided pro-business orientation. Bork has condemned minimum wage laws and has cited municipal union wage rates as an illustration of a major "structural defect" in our system of "representative government."

The report also cited several labor cases on which Judge Bork has ruled during his tenure on the Court of Appeals. In a judicial opinion concerned with organizing efforts, he essentially mocked the idea that employers use delay in the legal process to frustrate union organizing (ACTWU v. NLRB). In another labor case, he overturned NLRB factual and legal judgments, and held that an employer had the right to fire employees for pro-union solicitation, even though other forms of solicitation had consistently been allowed in the workplace. (Restaurant Corp. of America v. NLRB).

As the fifth and decisive vote, the Senate's confirmation of Robert Bork, another of Reagan's ultraconservative nominees, would dramatically alter the balance of the Supreme Court and jeopardize the judicial achievements of the past 30 years.

Senate confirmation hearings are scheduled to begin on September 15.

What You Can Do: Write to members of the Senate Judiciary Committee and to both of your senators. Ask that the Senate use its power of advise and consent to deny confirmation to Judge Bork. Tell them that the American people have a right to expect that a Justice of the Supreme Court will be fair-minded and make objective decisions that take into account the range of legitimate interests reflected in the law; tell them that this is a qualification that Robert Bork is sorely lacking.

House Is Expected To Move On High-Risk

The high-risk notification bill, H.R. 162, is expected to be one of the first labor-supported pieces of legislation considered by the full House this fall.

The bill, which has gained the support of 27 major companies and business groups, was reported out of the Education and Labor Committee on May 19. If enacted, employers or the federal government would provide early notification to workers who are at high risk of developing occupational diseases due to exposure to hazardous substances.

With early detection and follow-up care, the lives of millions of workers could possibly be saved.

What You Can Do: Write to your representative. Ask him/her to vote for H.R. 162 when it reaches the House floor.

Conferees On Omnibus Trade Legislation Named: Threat Of Veto Hangs Over Deliberations

The House-Senate conference on omnibus trade legislation will begin shortly after Labor Day.

The conferees named thus far who will be working on some of the labor-backed provisions include:

* **Plant Closing** -- Reps. Hawkins, Ford and Jeffords from the House Education and Labor Committee and Senators Kennedy, Pell, Metzenbaum, Mikulski, Adams, Hatch, Stafford and Quayle from the Senate Committee on Labor and Human Resources.

* **Unfair Trading Practices, Worker's Rights and Trade Deficit Reduction**-- Reps. Rostenkowski, Gibbons, Gephardt and Duncan from the House Ways and Means Committee and Senators Bentsen, Matsunaga, Moynihan, Baucus, Boren, Packwood, Chafee, Roth and Danforth from the Senate Finance Committee.

President Reagan has threatened to veto a strong trade bill, and conferees will be under intense pressure to weaken or remove these key provisions in order to avoid a showdown.

The conferees should be contacted and asked to support these vital provisions. Tell them that to help stem the flow of American jobs being lost to imports, the strongest possible legislation needs to be enacted.

Times Editors Agree

Reagan's Plea For Con-Con: Smoke And Mirrors Revisited

President Reagan's balanced budget amendment has never been more than smoke and mirrors with which to obscure his own consistent budget-busting. And even if it were a good idea, the amendment could not be adopted for years, long after Mr. Reagan finishes *tripling* the national debt. The President has added the hazard of tampering with the Constitution.

The idea of a constitutional convention is literally uncalled for. Instead of writing new things into the Constitution, the elegant way to celebrate its 200th birthday is to read, and observe, what's already there.

New York Times, 8/18/87

AFL-CIO news

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AFL-CIO President Lane Kirkland salutes the practical idealism of Samuel Gompers at the rededication of his newly restored memorial.

Gompers memorial rededicated

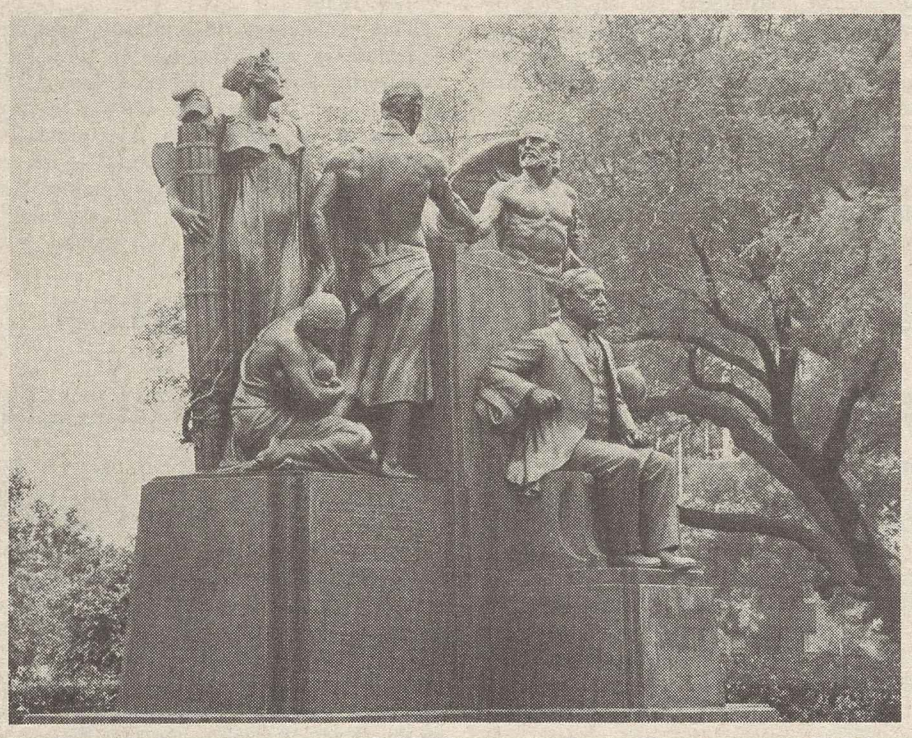
The Samuel Gompers Memorial, restored to mint condition as the centerpiece of an oasis of parkland in downtown Washington, was rededicated by the trade union movement that Gompers headed for nearly four decades.

The American Federation of Labor and its affiliates raised the funds to create the impressive bronze monument that President Franklin D. Roosevelt dedicated in 1933. And a labor movement that remembers its roots joined with the Metropolitan Washington AFL-CIO in the renovation.

"There was never a better time to refurbish this memorial," AFL-CIO President Lane Kirkland told the gathering at the rededication. The labor movement that Gompers did so much to bring to birth, he said, "is also in the midst of a period of renewal and rededication."

Joslyn N. Williams, the central body president, spoke of the history of the memorial and the symbolism of its statuary. Mayor Marion S. Barry Jr. expressed the thanks of the people who live in the nation's capital. There were songs and introductions, including a great-grandson and a former secretary of Gompers. And from a rare tape now in the George Meany Memorial Archives, a World War I speech by Gompers himself.

Sam Gompers was quite an orator. He got a big round of applause.



Resurgence of unions marks Labor Day '87

Brighter holiday for American workers

A revitalized trade union movement is on the march, making this Labor Day "a brighter holiday for American workers," AFL-CIO President Lane Kirkland declared.

Kirkland and AFL-CIO Sec.-Treas. Thomas R. Donahue used the national spotlight that the Labor Day holiday shines on unions to point up the labor movement's resilience in an era of economic and political turbulence.

"We have combined new tactics, strategies, programs and benefits with a renewed dedication to our mission," Donahue said.

But labor's mission remains the same, he stressed, "to organize, negotiate, educate, legislate, litigate and agitate on behalf of those who work—and those who want to work—for a living."

Kirkland saw the dramatic reversal of two earlier setbacks as evidence of labor's resurgence.

At the Kingsport, Tenn., publishing firm where 1,000 union members lost their jobs in a bitter dispute 25 years ago, a new generation of workers voted "to raise the union banner once again," Kirkland pointed out.

Union rights

And by a similar 2-1 margin, he noted, "air traffic controllers have reasserted their right to union representation." That was just six years after President Reagan had crushed an earlier union, "vindictively blacklisting its members," Kirkland added.

Kirkland and Donahue cited the boycott pressure that induced Coors to abandon its anti-union tactics and that helped 2,800 union meatpackers win a seven-month battle at IBP's plant in Dakota City, Neb.

Donahue pointed to the array of new benefits that have added to the value of a union card, and to the lesson of solidarity learned during the trials of labor's lean years. Now, he said, "we are beginning to see the fruits of our labor."

"Our work is by no means done," Donahue said. "But we have turned a corner."

Good jobs disappear

Kirkland credited "union voters and volunteer campaign workers" with a major role in breaking conservative control of the Senate. As a result, he noted, the focus is now on repairing the damage done by the Reagan Administration's disastrous trade policy and the consequences of industrial decline.

But he expressed concern that "the good, solid, well-paid manufacturing jobs that generations of working families have used as stepping-stones to the middle class are being destroyed by mass layoffs and sudden-death plant closings."

Industrial Union Dept. President Howard D. Samuel said the Reagan era has been marked by an unprecedented assault on unions, with the government joining the effort. But "the tables seem to be turning," he said, as the labor movement shows "unprecedented unity" in fighting back.

"Workers are responding to the efforts of union organizers—including those participating in IUD cooperative programs—in numbers we haven't seen for years," Samuel declared.

Robert A. Georgine, president of the Building & Construction Trades Dept., took sharp exception to employers who want to beat down U.S. wages to "stay competitive" with Third World costs.

Continued on Page 2

OSHA issues benzene rule cutting back exposure limit

By Candice Johnson

The AFL-CIO welcomed the Occupational Safety & Health Administration's standard to reduce worker exposure to benzene but questioned OSHA's seven-year delay in setting tighter limits on the chemical that causes usually fatal leukemia and other serious disorders.

The new standard requires employers to sharply lower benzene levels in workplaces to one part per million parts of air, or 1 ppm. An average of 5 ppm will be permitted over any 15-minute period, covering workers who may come in contact with infrequent but more concentrated bursts of benzene, including pipefitters and maintenance workers. Under the old standard, allowable exposure for all workers is 10 ppm.

The new rule also sets an "action level" of 0.5 ppm, triggering air monitoring and medical evaluations of workers when benzene exposure reaches that level.

In announcing the standard, OSHA chief John A. Pendergrass stressed that "it has been proven beyond doubt that benzene poses a significant risk of leukemia and other blood diseases."

Under the 10 ppm limit, Pendergrass said, excess exposure could cause 95 deaths per 1,000 workers. The 1 ppm standard would lower the death rate to 10 per 1,000, the Assistant Secretary of Labor said.

Continued on Page 6

Bork's anti-union ruling reversed

Judicial panel rebuffs Reagan's Supreme Court nominee

By David L. Perlman

A restaurant worker fired for talking to fellow employees about union membership won an appellate court battle for reinstatement and back pay over the objections of two of President Reagan's choices for the Supreme Court.

The delayed victory came on a rehearing of the case by a three-judge panel of the U.S. Court of Appeals for the District of Columbia Circuit.

This time around, the 2-1 verdict was against a union-busting management. Judge Robert H. Bork, who had written the original opinion, still supported management's position. This time he was in the minority.

Bork is President Reagan's controversial choice to fill a Supreme Court vacancy. The AFL-CIO and other concerned organizations have asked the Senate to reject Bork's nomination and stop Reagan's "ideological court packing."

Scalia joined Bork

When the case was first heard, Bork's pro-management decision was joined by Antonin Scalia, then an appellate judge and now sitting on the Supreme Court.

The dissenter in the 1986 decision was Senior Circuit Judge George E. MacKinnon, who protested that Bork and Scalia "refused to follow settled law" when they sided with a management that had selectively enforced a rule banning on-the-job solicitation.

Since Scalia took his seat on the Supreme Court the day the appellate decision was announced, he wasn't a member of the appellate court panel that reconsidered the case and reversed the 1986 verdict.

The NLRB obtained a rehearing of the case after questioning the appropriateness of union organizers—including those parti- of a precedent in Bork's original decision.

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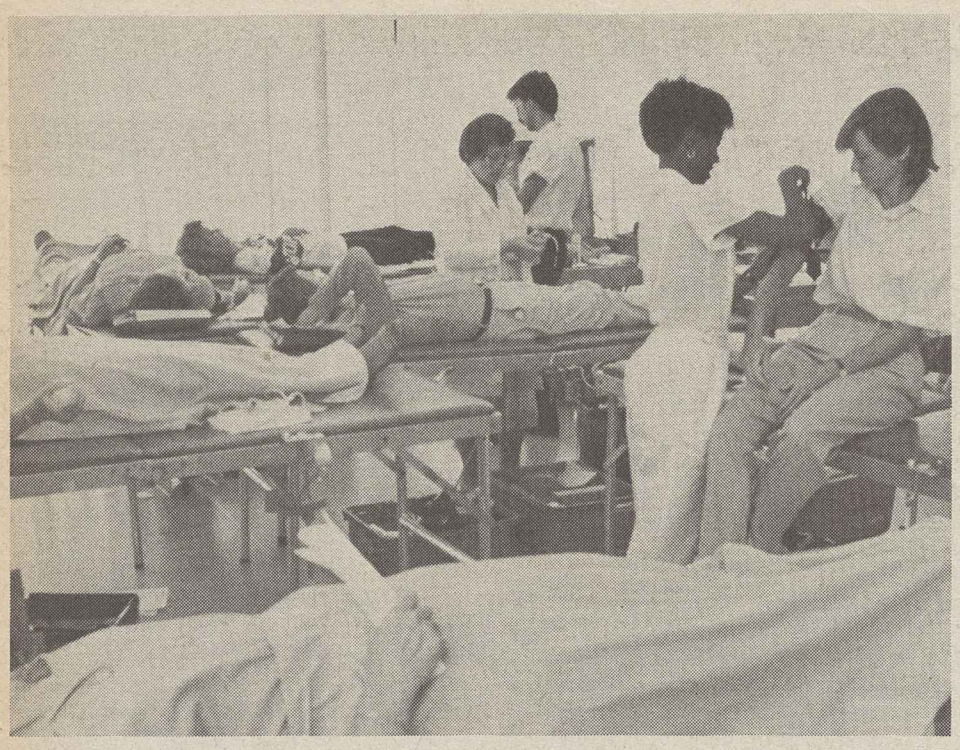


Blood donors answer call

Red Cross workers monitor blood drive donors at AFL-CIO headquarters, where union members donated 101 pints of blood during the day-long drive. The nationwide campaign, spearheaded by the federation's Dept. of Community Services, is seeking increased blood donations from union members to augment Red Cross supplies. More than 75 delegates to the Allied Industrial Workers convention in St. Louis, at left, donated blood. Temporary "bloodmobiles" also served donors at Machinists headquarters and the United Unions building in Washington.

Public employee settlements bring raises averaging 5.2%

First-year wage increases averaged 5.2 percent in contracts negotiated for 366,000 state and local government workers in the first half of 1987, the Bureau of Labor Statistics said.

Settlements reached during the January-June period provided annual increases of 5.4 percent over the life of the contracts, the same rate as those settled in 1985, but off from the 1986 pace of 5.7 percent, BLS said.

Al Bilik, executive director for the state/local division of the AFL-CIO Public Employee Dept., said that while the 5.4-percent annual rate is double that in the private sector, the context of public workers must be considered.

Only 26 states have collective bargaining rights for public workers. Unionized public employees are "barely keeping pace with the cost-of-living rise," he said. For unorganized public employees, the pattern is completely different. The Labor Dept. reported that more than a quarter-million public workers are receiving just the minimum wage, he noted.

The entire public worker pay structure is low, so it will be a long time before the average public employee can claim to be making a good living, Bilik said.

The previous contracts for those parties who settled in the first half of 1987 provided pay adjustments of 5.9 percent in the first year and 6 percent a year over the life of the agreement. Most of the previous agreements were reached 18 to 24 months ago, according to BLS.

The agency evaluated 108 state and local government contracts settled during the first six months of the year. Of this, local government settlements covered 200,000 workers, 70 percent of whom are primary- and secondary-school teachers. The BLS stressed that teacher pay raises averaging an annual 6.9 percent over the term of the contracts helped push up the overall wage gain figure for state and local government workers.

Local gains

Local government employees significantly outstripped pay boosts of state employees over the term, with the latter getting an average annual raise of 4.5 percent, compared to 6.1 percent for municipal employees. The average first-year wage gain for state workers was also 4.5 percent—a full 1.3 percent below that of local government employees.

The BLS figures for settlements involving 1,000 or more workers showed that no workers had their wages cut and just 3 percent of state and 11 percent of local government employees saw their pay frozen at current levels for the first year. Some 29 percent of state workers and 59 percent of municipal employees got first-year pay raises exceeding 6 percent, with 18 percent of the local government workers getting more than 10 percent.

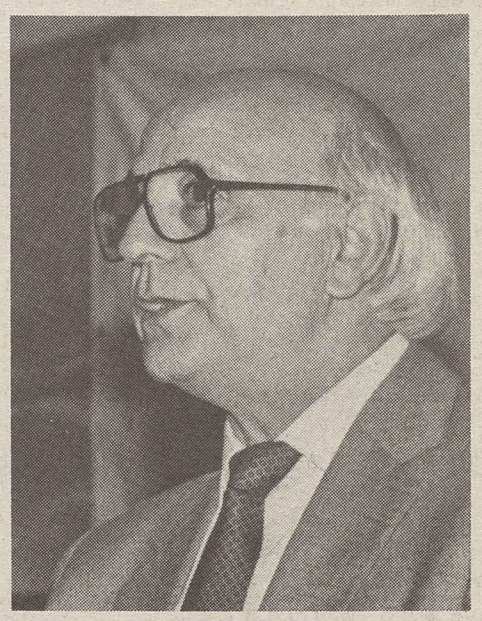
Allied Industrial Workers forge rebuilding program

St. Louis—The Allied Industrial Workers are "fighting back" against the corporate greed and unfair Reagan Administration policies that drove its membership down 33 percent in the last eight years.

That was the message of President Dominick D'Ambrosio to the AIW's 28th convention as he outlined the union's rebuilding efforts.

These steps, he said, include the Union Privilege Benefit Programs' credit card and legal services plan; educating local leadership in such alternative strategies as corporate campaigns and in-plant solidarity committees; coalition building with civil rights, religious and other civic groups; increased emphasis on political and legislative action, and organizing efforts that produced more victories in 1986 than in recent years.

Sec.-Treas. William J. Salamone said membership rebounded from its 1983 low of 58,000 to a current level of 62,000. But, he emphasized, it's still well below its 1979 peak of 94,000. The losses resulted primarily from plant closings and heavy layoffs in industries battered by foreign imports.



AIW's Dominick D'Ambrosio

Endorsement process

The 325 delegates vowed full participation in the AFL-CIO's presidential endorsement process that will include straw polls, mail ballots and other methods for sounding out members' sentiment on the prospective candidates.

One of the convention highlights was a showing of the federation's "Democracy at Work" videotape, in which 13 Democratic and Republican presidential aspirants presented their previews of how they would run the government. It was followed by balloting to give delegates an opportunity to record their own candidate preferences.

Delegates unanimously approved resolutions urging federal job-creation measures and passage of a tough trade law to crack down on unfair trade practices. They applauded a call by Rep. James Moody (D-Wis.) for retention of the Gephardt amendment in pending trade legislation to spur the export of U.S.-made goods.

The convention voted to make labor law reform the union's main legislative and political action goal. The resolution said this should include greater regulation of management consultants and attorneys, increased penalties against union-busting employers and speedier action by the National Labor Relations Board in processing cases.

The AIW urged that employers who take over existing companies be required to recognize existing union contracts and called for changes in tax and anti-trust laws to make it more difficult for employers to use the sale or purchase of a firm in order to crush unions.

Delegates approved a resolution opposing the Supreme Court nomination of Robert E. Bork, noting that his confirmation would make it possible for President Reagan to "leave his imprint on the country for another generation."

The action followed a speech in which Gloria Johnson, social action director for the Electronic Workers, called Bork's nomination "bad news." She emphasized that senators will "never cast a more important vote" and that the fight against his confirmation is "a battle labor must not lose."

Cooperation urged

Stephen Schlossberg—the former Auto Workers official who was completing his last week as the Labor Dept.'s deputy undersecretary for labor-management relations before taking over directorship of the Washington office of the International Labor Organization—urged greater cooperation between workers and employers.

Delegates responded by calling on AIW locals to approach proposals for cooperative efforts with an "open mind." But, the resolution stressed, any such efforts must not bypass the union's role in safeguarding worker rights.

The convention unanimously re-elected D'Ambrosio and Salamone to new four-year terms and chose Mary Gildea of Ft. Wayne, Ind., as the first woman to serve on the executive board. She previously served as a regional representative for the AIW. As an at-large board member, Gildea will be responsible for organizing, community services and civil rights.

Labor Day '87 celebrates trade unions on the march

Continued from Page 1

"Is it a crime for a worker to be able to own his own home?" he asked. "Is it wrong for a worker to save enough from his wages to pay for the education of his children?"

Slashing living standards of U.S. workers is not the way to compete, Georgine stressed.

Labor Sec. William E. Brock III used his Labor Day message to paint a rosy picture of the switch from factory to service jobs that has been taking place.

"As our economy continues to become more service-oriented, jobs generally will become more interesting, safer, cleaner, more productive and higher paying than ever before," he predicted.

Brock saw full employment for all educationally qualified to hold a job coming as the result of a labor shortage caused by the lower birth rates of recent years.

Two religious spokesmen chose to focus on the present, rather than Brock's vision of a "sweet bye and bye."

The general secretary of the National Council of Churches, Arie R. Brouwer, voiced concern "about the quality of the jobs being created and the absence of benefits and worker protections."

Bishop Joseph M. Sullivan, in the Labor Day statement of the United States Catholic Conference, stressed church teachings that a worker has a right to "wages and benefits sufficient to provide for life with dignity."

The Labor Day weekend is America's traditional end-of-summer holiday, and in many communities union members will celebrate it at parades, rallies and picnics.

A jaunty parade by New York City union members 105 years ago launched the tradition. In 1894, Congress established Labor Day as a national holiday.

Bork rebuffed on firing of union supporter

Continued from Page 1

On rehearing, MacKinnon's dissent became the majority opinion. Joining him was Judge Abner J. Mikva, who replaced Scalia on the three-judge panel.

This time, Bork's pro-management position had to be stated as a dissent from the court's decision.

The reversal is delayed justice for Sherwood Dameron, who in 1981 was a waiter employed by the Restaurant Corp. of America at the Watergate complex in Washington, D.C.

Dameron supported an organizing effort by Local 25 of the Hotel Employees & Restaurant Employees and he was fired after he asked two of his fellow employees to join the union. Management claimed that he violated a company rule barring on-duty solicitation of employees.

But as the NLRB and Judge MacKinnon noted, Dameron was off-duty at the time, the two employees to whom he spoke for a few minutes were not busy and there was no disruption of work. Further, management had acquiesced in previous "solicitations" for such things as a going-away gift for an assistant manager and a spoon for a chef's new baby.

Warning to workers

To just about everyone but Bork and Scalia, the firing was clearly intended as a warning to other workers to stay away from the union.

The NLRB also had sought the reinstatement of another worker who had conducted a more active on-the-job campaign for union support, and who is now on the Local 25 organizing staff. But MacKinnon agreed with the other panel members that management had the law on its side in that case.

Ron Richardson, executive secretary-treasurer of Local 25, welcomed the "overdue" order to reinstate Dameron. But Richardson noted that the long delay in getting reinstatement of an unjustly fired worker encourages employers to break the law and illegally fire union supporters in order to choke off an organizing drive.

Even if Dameron is located and offered his job back, his earnings since his illegal dismissal will be subtracted from his back-pay award.

An NLRB finding that the company had illegally interrogated employees about their union sympathies still stands, but the only "penalty" is a requirement that management promise not to repeat its offense.

Skill training key to success of apprentice system

Changing technologies and the move toward a global economy will place new demands and challenges on the nation's apprenticeship system, but the joint labor-management initiative will continue to produce the world's best-trained workers.

That was the assessment of participants at a national conference on apprenticeship, held to celebrate the 50th anniversary of the National Apprenticeship Act. The five-day session was sponsored by the AFL-CIO's Building & Construction Trades Dept., Metal Trades Dept., and 12 affiliated unions.

AFL-CIO President Lane Kirkland called apprenticeship "the oldest and most universal method of transmitting skills and knowledge from one generation to the next."

The system works, Kirkland said, because unions have assumed both the costs and responsibilities. "Unions set standards for teaching, for schooling, for the higher pay that should rightfully come with advancing experience, skills and knowledge," he noted, using funds negotiated at the bargaining table and set aside for training.

Successful system

President Robert A. Georgine of the Building & Construction Trades Dept. said that the labor-management programs produced "the most successful system for training in the world."

Unions are working to improve the system, with some programs allowing apprentices to gain college credit for knowledge gained during their apprenticeships, Georgine said. Other innovations include upgrade programs, new methods for selecting apprentices, scholarship loan programs and new training techniques, he added, noting that building trades unions spend more than $500 million a year on training.

Georgine pointed out that nearly 20 years ago, more than three-fourths of construction trades unions had a black membership of less than one percent of their total, or had no black members at all. But by 1979—ten years later—one out of every six graduating apprentices was a minority worker, with one out of every 10 black.

Women made similar gains in the construction industry, stepping up their role from "almost nonexistent" to 6 percent of membership in some crafts, Georgine said.

Through the federation's joint apprenticeship committee, unions coordinate their training, vocational education and affirmative goals, Georgine noted.

MTD President Paul Burnsky warned that the trend toward rapid change and "disposability" has "taken its toll on the tradition of apprenticeship."

Employers criticized

"Employers have appropriated the role of training and diluted standards of workmanship to meet their notion of disposability and down-and-dirty work," he said.

He expressed concern that young workers may be misled by employers attempting to "de-skill" many jobs. Employers are seeking to lower American workers' wages to the level of workers in Korea and Brazil, he noted, as they tell American workers raised with the concepts of craftsmanship, durability, quality and pride to compete with "millions of destitute men and women in underdeveloped nations, working on repetitious and unthinking tasks."

Strong trade measure urged by United Garment Workers

Nashville, Tenn.—The United Garment Workers' convention called for strong federal legislation to preserve American jobs that are under attack by foreign imports.

The 113 delegates backed expansion of both the scope and coverage of the federal trade adjustment assistance program designed to aid workers who lose jobs to unfair trade practices. The program's expansion should be financed by an import surcharge, the convention said.

Further, Congress should enact legislation to protect American workers from unfair trade, the delegates said, pointing out that imports caused millions of job losses between 1981 and 1986.

Garment Workers President Earl Carroll told the convention that the devastation of the U.S. garment market is continuing unabated. In 1979, imports accounted for 25.5 percent of U.S. sales. By 1986, imports claimed more than 52 percent. In the process, Carroll stressed, more than 1,000 textile and apparel plants closed, booting more than 300,000 workers out of their jobs.

Homework assailed

Keying on the severe problems facing union members, Carroll said, "We must not kid ourselves. We have slid back to some extent. The wage and hour law has been relaxed to the extent that some garments are being made in homes" where "labor standards are impossible to enforce."

In outlining goals for the union, Carroll urged the delegates to mount a drive to "get our people registered to vote, and elect our friends and defeat our enemies" in next year's elections. He stressed the need for an intensified organizing effort that includes the establishment of special committees in every local. And to better inform members, Carroll said that the union's quarterly newspaper, The Garment Worker Journal, will be put back on a monthly schedule next year.

Carroll, who was appointed president of the union last March, was elected to his first full term and Sec.-Treas. Calvina S. Little was elected to her second full term. Incumbent executive board member David Johnson of Cleveland, Tenn., was reelected. New board members are: Perseus Tosco of McLouth, Kan., Charles Boyd of Dayton, Ohio, Ethel Forsythe of Florence, Ala., Tim Fitzpatrick of Shawnee, Kan., and Anne Ozipko of Edmonton, Alberta.

Centennial plans

Delegates voted to hold the next convention to coincide with the union's 100th anniversary in 1991. As a result, Carroll, Little and the executive board will hold office for just four years, one year less the standard term.

In other key resolutions, the delegates called on Congress to require employers to provide a minimum package of specific health care coverage for their workers—including part-timers and those on layoff. Such coverage should limit the out-of-pocket costs for employees, the delegates stressed.

The convention also pressed for expanded Medicare coverage of long-term care costs and for a long overdue increase in the federal minimum wage.

Canadian Labor Congress Sec.-Treas. Richard Mercier told delegates that the trade problems America faces are mirrored in Canada. He also discussed the trade imbalance between the United States and Canada.

Other guest speakers included Sec.-Treas. John Mara of the AFL-CIO Union Label & Service Trades Dept., and Donald Slaiman, deputy director of the AFL-CIO Dept. of Organization & Field Services.

Travel plans

President Ray Denison of the Union Privilege Benefit Programs details newest travel benefit to representatives of participating unions. From left: Director Martin Berger of the Ladies' Garment Workers associate membership program, Vice President Joseph Tischler of TransNational travel service, Denison and Charles Bremmer, assistant director of social action for the Electronic Workers.

Reagan rejects comparability in federal employee salaries

President Reagan's proposed 2-percent raise for federal workers mocks the concept of comparability with the private sector and points up the need for a new pay reform law, Government Employees President Kenneth T. Blaylock said.

A 1970 law requires federal pay to be adjusted to maintain parity with similar jobs in the private sector. But it also allows the President to substitute a lesser amount, unless Congress disapproves it.

Government workers haven't received their full comparability raise since 1974, and the Cabinet-level body that reports to the President said raises averaging 23.7 percent would be needed to restore comparability.

Congress earlier this year budgeted a 3-percent raise, effective in January, for the 1.3 million federal salaried employees, the same amount they received this year. Higher-paid executives and members of Congress were given an additional raise on top of that.

Blaylock called on Congress to move closer to the comparability concept by adopting a catch-up formula of 7-percent raises in each of the next three years.

He said the AFGE will also seek legislation that would allow experimental tryouts of alternative methods of setting salaries, such as collective bargaining and regional pay.

Postal workers aren't affected by Reagan's action since their pay is set in collective bargaining and over recent years has risen faster than other federal salaries.

The government's hourly-paid blue collar workers are supposed to have their wages adjusted on the basis of prevailing pay scales in their localities. But in practice the raise allowed to salaried employees has served as a ceiling for them also.

Reagan pattern

Blaylock said Reagan's new move to hold down federal pay is part of a pattern of compelling government employees "to finance his record-high budget deficit" by taking a smaller paycheck.

Under the Reagan Administration, Blaylock said, "federal workers have been forced to submit to humiliating drug tests, take unwarranted lie detector tests and sign unreasonable secrecy pledges."

He charged that Reagan has "abrogated his responsibility to government workers" and called on Congress to "take a leadership role" in getting pay comparability back on track.

Compulsory open-shop states at bottom end of income scale

The incomes of workers in compulsory open-shop states continue to lag far behind their counterparts in states that encourage trade unionism, statistics released by the Commerce Dept. revealed.

Of the 21 "right-to-work" states, 17 had per capita incomes below the national average of $14,641 in 1986.

At the bottom of the heap was Mississippi, where per capita income was a scant $9,716—about two-thirds the national average and less than half that of Connecticut, which led the nation with a per capita income of $19,600 last year.

Peculiar circumstances lifted the economies of two open-shop states. Tourism and a heavy concentration of government employment put Virginia $767 above the average, and tourism and gambling raised Nevada's workers $796 a year above that level.

Two other "right-to-work" states were barely above the national average—$9 a year in Kansas and $5 a year in Florida.

The statistics for other open-shop states were grim. Per capita income fell $3,660 below the national average in Utah, $3,568 below in Arkansas, $3,448 in Louisiana, $3,418 in Idaho, $3,340 in South Carolina, $3,305 in Alabama, $2,827 in South Dakota, $2,639 in Tennessee, $2,203 in North Carolina, $2,169 in North Dakota, $1,860 in Wyoming, $1,292 in Iowa, $1,195 in Georgia, $1,167 in Arizona, $1,163 in Texas and $899 in Nebraska.

Following Connecticut atop the list were New Jersey, Alaska, Massachusetts, New York, California, Maryland, New Hampshire and Illinois.

These states, which encourage unionizing and collective bargaining, posted per capita income figures well above the national average even though in many instances their manufacturing base has eroded.

West Virginia RTW battle looms

Charleston, W.Va.—The State AFL-CIO is gearing up for a major fight against the National Right to Work Committee and its West Virginia offshoot.

During the last session of the state legislature, some Republican representatives rallied around a compulsory open-shop proposal, while the state Republican Committee also voted to support the anti-worker measure. Some GOP leaders have called for a statewide referendum on "right to work" in 1988.

But State AFL-CIO President Joseph W. Powell said the federation is distributing information on the "sorry record" of open-shop laws in states that have adopted them. It will be a key issue in next year's election campaign, Powell promised, noting that declared GOP gubenatorial candidate John Raese has made "right to work" a top campaign issue.

"When people are out of work, when unemployment benefits have been exhausted and there are still no jobs, they become desperate and willing to grasp at straws," Powell declared. But the "right to freeload or whatever you want to call it is a straw that . . . provides very little," he added.

The anti-union shop measure would result in "a loss of financial security, a loss of personal dignity and a loss of a great deal of individual rights and control over one's own life," Powell said.

In the final days of the legislative session, Republicans failed in efforts to pass a "little section 14(b)" that would allow counties to prohibit union shops in their jurisdictions. After the Senate labor committee rejected the bill, the measure's sponsor tried to introduce it on the Senate floor. The attempt was voted down 30-4.

Kirkland on Labor Day

Labor movement advances on all fronts

By Lane Kirkland

Labor Day 1987 is a brighter holiday for American workers. On every front since last year, a revitalized and resurgent labor movement has been moving strongly ahead.

Two decisive victories on the organizing front symbolize that resurgence.

At Kingsport, Tenn., a bitter 25-year-old defeat in which 1,000 members of five unions lost their jobs has been redeemed by a new generation of publishing workers who voted 2-1 to raise the union banner once again.

By the same margin, the nation's air traffic controllers have reasserted their right to union representation six years after President Reagan crushed an earlier union, vindictively blacklisting its members.

Those massive pro-union votes were cast by workers who had no trade union experience or traditions of their own. They learned the hard way what their predecessors knew: that union representation is more trustworthy than the promises of any employer.

Labor's vitality and tenacity in the defense of workers' rights was demonstrated unmistakably in the successful conclusion last month of the boycott of the Adolph Coors Co. Ten years after the events that precipitated the AFL-CIO's national boycott, the Coors Co. agreed to respect the right of its employees in a union election.

Conserving resources

Internally, new procedures for determining organizing responsibilities and encouraging inter-union cooperation are conserving resources once misdirected in inter-union rivalry.

New union benefit programs are raising the value of union membership in the marketplace, as well as at the bargaining table.

Programs already in place are greatly reducing the cost of consumer credit to union members and their families, making legal services more accessible and affordable, and facilitating travel and vacation planning. Group life and health insurance programs, tailored to the needs of working people, are in the pipeline.

On the legislative and political fronts, since union voters and volunteer campaign workers helped to break conservative control of the Senate, the Reagan Administration's assaults on programs essential to a strong and humane society have been restrained. Debate on Capitol Hill has shifted for the first time to consequences of the Administration's mismanagement of the nation's economy and foreign policy, including international trade.

Welcome development

There could be no more welcome development. For too long, this nation has been threatened by the steady destruction of its industrial base, the growth of its foreign debt and the decline of jobs, incomes and living standards.

Despite the Administration's boasts about years of sustained economic recovery and unexampled job creation, we are afflicted with high and chronic unemployment in the most vital sector of the economy.

The good, solid, well-paid manufacturing jobs that generations of working families have used as stepping-stones to the middle class are being destroyed by mass layoffs and sudden-death plant closings.

The middle class is shrinking, rather than growing. This year's graduates, looking for their first foothold in the world of work, competing with older workers displaced from better jobs, have much less chance to earn their keep, establish and maintain families, and contribute to the nation's social and economic stability.

We must work for a system of two-way trade, in which goods made in one country are exchanged for goods made in another, under equally fair conditions. Such a system can only come to pass when all countries provide expanding mass markets based upon the realization of human rights and higher standards, rather than competition based on exploitation and oppression.

We have no illusions that the problems inflicted by six years of right-wing efforts to restructure the economy, downgrade jobs and reduce wage levels are going to be resolved in the 100th Congress. We do expect the debate to intensify, and to focus on the realities, right through the 1988 elections.

Our "Democracy at Work" political education program, already well under way, aims to make union members and their families the best-informed, most strongly motivated body of voters in America's political history.

To that end, AFL-CIO videotapes and publications are bringing union members face to face, so to speak, with the 13 candidates for the presidency—seven Democrats and six Republicans—who are asking for the votes of working people and the support of their unions.

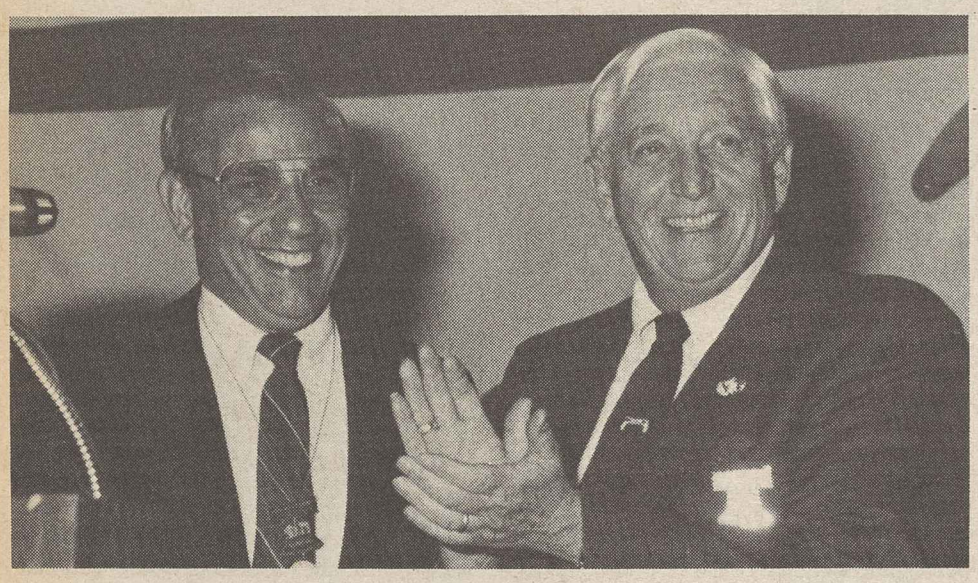
Answering labor's questions

We asked them five questions—one general question about their vision of what America can be and ought to become, which they answered on videotape, and four questions about economic and social issues, to which they gave written answers.

All of that is part of what we mean by democracy at work, but it goes far beyond 1988. Our effort to insure that people participate in the nation's political life reflects our determination to see that it's people, not the privileged, who decide this nation's future.

Meanwhile, we intend to keep moving ahead on every front. We have no intention of waiting to pursue our goals until 1988, and we won't stop afterward. We have held our course for upward of a 100 years, in good times and bad.

On this 93rd observance of Labor Day, the American labor movement is as vital a force for economic justice and human progress as ever in our history. We mean to persevere.



Asbestos Workers President Andrew Haas leads applause for BCTD President Robert A. Georgine at the union's convention in Philadelphia.

Asbestos union plays key role in ending workplace hazards

Philadelphia—A union that helped establish the link between asbestos fibers and a deadly form of cancer that was afflicting its members is playing an important role in achieving an asbestos-free work environment, its officers reported.

Delegates to the 25th convention of the Asbestos Workers strongly supported continued union-aided research into pulmonary diseases and renewed a call for legislation to compensate workers whose health has been damaged.

Asbestos hazards are still a concern, even though alternative forms of insulation have been used for some years. Many of the union's 19,000 members have been taking special training in the safe removal of asbestos as older insulation is rapidly being replaced.

In the first wave of concern over deteriorating asbestos insulation in schools and other buildings, improper removal techniques often shook loose dangerous concentrations of asbestos fibers. Establishment of removal standards has opened up new areas of work for members of the Asbestos Workers.

One of the convention guests was Dr. Irving J. Selikoff, the noted environmental scientist who has worked closely with the union over the years to identify asbestos dangers and testify on compensation claims.

President Andrew T. Haas and Sec.-Treas. William G. Bernard reported progress in many areas of the union's concern in the five years since the last convention, with prospects for renewed growth.

Haas and Bernard, who have held their present offices since 1972, were re-elected to new five-year terms along with five incumbent vice presidents.

Four new vice presidents were elected. In the western conference, Frank Calegory retired and Roger Hamilton of Local 5 in Los Angeles was elected to succeed him. Incumbent vice presidents were defeated in the Middle Atlantic, New York-New England and Southwest conferences. The winners were James Grogan, Local 32, Newark, N.J.; James Amellin, Local 33, Connecticut statewide, and Kenneth Schneider, Local 53, New Orleans.

President Robert A. Georgine of the AFL-CIO Building & Construction Trades Dept. talked about the legislative battles involved in some of the policy resolutions adopted by the convention, including attacks on prevailing wage protections of the Davis-Bacon Act and the bill to curb double-breasted contractors who shift work to non-union entities.

Build-union pacts

Georgine pointed to the "build-union" agreement for construction of the Toyota auto assembly plant in Kentucky and the promise that future Coors breweries will be constructed by union workers as turning of the tide in labor's favor.

Haas told the delegates that labor's "effective" efforts in the 1986 congressional elections have enabled the trade union movement to "take the offensive."

"A silver lining has finally appeared around the edges of a huge and black political cloud," he said.

Bernard said pay increases for the union's members in the five-year period since the previous convention exceeded the national average, even though some segments of the economy such as shipyards remain depressed.

The convention continued intact the innovative dues structure adopted at the 1982 convention, consisting of a fixed per capita amount plus an additional 5 cents for each hour worked.

Teachers win raises in N.Y., press pay issue in other cities

Union teachers in New York went back to school with negotiated pay raises, but educators in Detroit and other communities set up picket lines to protest wage freezes or inadequate salary increases offered by school boards.

In New York, a new three-year agreement won by Teachers Local 2 gives new teachers a 25-percent raise over the life of the contract, increasing starting salaries to $25,000. Salaries for teachers with 20 or more years of experience and additional education credentials will increase to $50,000 over the contract term, with the average salary rising to $39,600 by the beginning of the 1989-1990 school year.

The settlement also gives teachers a voice in restructuring certain school board regulations, including class size, choice of textbooks and curriculum content, professional gains that will "help us on the road to a much improved school system," said Local AFT President Sandra Feldman.

The settlement—pending membership ratification—covers 62,000 teachers and 13,000 guidance counselors, social workers, psychologists and other professionals.

In Detroit, 11,500 members of AFT Local 231 overwhelmingly rejected a two-year management offer and began their strike Aug. 31.

The school board is demanding a first-year wage freeze and cuts in medical benefits, but is offering only a minimal second-year raise conditional upon increased state aid to the city and renewed property tax rates. AFT members are seeking higher salaries, job security and more control over classroom issues.

In other areas, Chicago teachers—members of AFT Local 1 filed a five-day advance notice of a possible strike with the state Education Labor Relations Board. The 29,000 teachers and school employees will take a strike vote this week.

Anthony Sabatine dies at 71, retired official of OCAW

Pinellas Park, Fla.—Anthony C. Sabatine, retired secretary-treasurer of the Oil, Chemical & Atomic Workers, died Aug. 30 after a heart attack. He was 71.

A 47-year veteran of the labor movement, Sabatine was elected secretary-treasurer in 1975 and held that office until his retirement in 1979. He also served as OCAW vice president and district director.

Schlossberg heads ILO Washington office

Stephen I. Schlossberg, former general counsel of the Auto Workers and for the past two years the Labor Dept.'s deputy undersecretary for labor-management relations, has been named director of the Washington branch of the International Labor Office.

Schlossberg, 66, will fill the post left vacant 13 months ago by the resignation of James H. Quackenbush.

In addition to his role as the UAW's general counsel from 1963 to 1981, he served as the union's chief Washington representative. Schlossberg was a senior partner in a labor law firm in Washington before joining the Labor Dept. in 1985.

Economy gets false glow from bull market surge

The government's index of leading economic indicators rose a sluggish five-tenths of 1 percent in July—an advance attributed almost entirely to higher stock prices and increased inflationary pressures.

In addition to the Wall Street bull market, the other major factors in the upward movement were higher prices for sensitive materials and a sharp 5-percent slowdown in deliveries from suppliers.

On the downside, there was a decline in manufacturers' new orders for consumer goods and materials, a falloff in building permits and a slight contraction of the nation's money supply.

Two other components—initial claims for state unemployment insurance and the length of the average workweek—remained unchanged.

Meanwhile, productivity in the nation's nonfarm business sector rose at a seasonally adjusted annual rate of 1.3 percent in the second quarter, according to revised Bureau of Labor Statistics data. But the benefits of greater output didn't extend down to workers, whose real hourly compensation declined 1.8 percent.

The biggest productivity increase was in the manufacturing sector, which recorded a gain of 4.9 percent on an annual basis—almost half again as high as the previous 3.3-percent estimate. But for manufacturing workers, compensation plunged 2.8 percent—the third consecutive quarterly decline.

In other economic developments:

- Orders to factories for manufactured goods edged down two-tenths of 1 percent in July as a decline of 6.8 percent in Defense Dept. orders wiped out a scant rise of one-tenth of 1 percent in orders for consumer goods.

Orders for durable goods—big-ticket items expected to last three or more years—fell six-tenths of 1 percent to $108.5 billion, while orders for non-durable goods inched up two-tenths of 1 percent to $96.4 billion.

- Machine tool orders—considered one of the most accurate barometers of future economic activity because they're used to shape metal parts for basic industry—plunged a dizzying 19.7 percent in July from the previous month. At $162.9 million, they were down a sharp 4.2 percent from the relatively sluggish levels of a year earlier.
- Construction spending slipped by two-tenths of 1 percent in July, the second consecutive monthly decline, as weakness in apartment building and many nonresidential sectors continued to depress building activity.

The Commerce Dept. said spending totaled a seasonally adjusted $391.8 billion in July, down $600 million from the June level. Office construction was 10 percent lower than it was a year ago, apartment construction was 23 percent below the same point in 1986, and nonresidential building was off 8 percent from a year ago.

- General Electric Co. announced plans to cut 500 salaried jobs at its main jet engine-building plant in Evendale, Ohio. The action came on the heels of a disclosure by the Pratt & Whitney Division of United Technologies Corp., GE's major military jet-engine competitor, that it would slash its workforce by 2,000 in the next few months.

AFA ousts Teamsters at Pacific Southwest

Attendants at Pacific Southwest Air Lines voted overwhelmingly to affiliate with the Flight Attendants, rejecting continued representation by the unaffiliated Teamsters.

Of the 941 attendants eligible to vote in an election conducted by the National Mediation Board, AFA drew 700 votes to 19 for the IBT.

The Teamsters sought to delay the election but withdrew from the contest after the NMB rejected the union's charges of employer interference. Pacific Southwest attendants will continue to be represented by AFA when their carrier merges with USAir, whose 2,700 attendants also are AFA members.

Hancock agents ratify three-year pact

Sales agents for the John Hancock Mutual Insurance Co. ratified a new three-year contract, averting a nationwide strike that would have been triggered if the pact had been rejected.

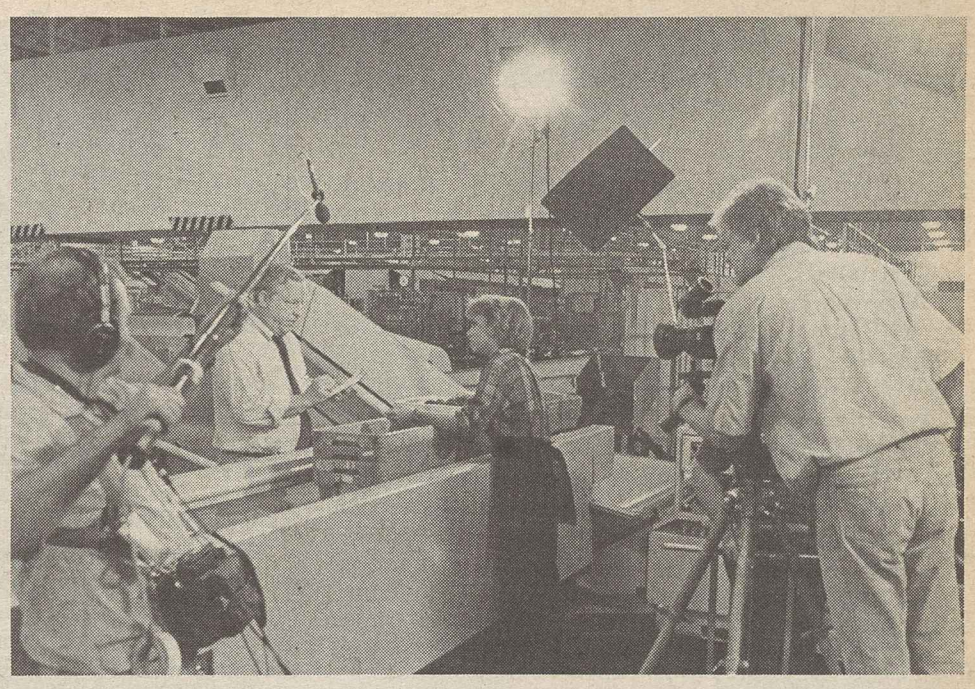
The agreement covers 4,500 Hancock agents, in some 200 offices nationwide, represented by the Food & Commercial Workers through its Professional, Insurance, Finance & Health Care division.

Two earlier versions of the contract had been narrowly rejected, and union negotiators went back to the bargaining table to put together a revised package.

The effort succeeded, and the three-year agreement was approved by a 58-percent margin. While insurance agent earnings are related to commissions, its value is calculated at an average of more than $50 a week for each year of the agreement.

Union members had voted strike authorization and Andre Henault, their chief negotiator, said rejection of the agreement would have triggered a walkout. He reported to the members that the improvements obtained in the latest round of bargaining were the maximum that could be achieved without a strike.

Gains include an improved retirement formula and a lump-sum bonus plan.



Screen test

Mail Handlers are featured in a new training videotape for shop stewards. The cooperative labor-management effort involved three days of shooting at the Postal Service bulk mail center in Landover, Md. A 12-member film crew and a cast of eight actors worked on the video, which follows the activities of a shop steward as he handles worker grievances.

Texas unions intensify drive against 'twin-plant' scheme

Austin, Tex.—Texas unions will step up their campaign against the "twin-plant" concept of moving assembly jobs across the Mexican border and bringing the finished products back into the United States virtually duty free.

Delegates to the State AFL-CIO convention here assailed the "maquiladora" concept as a haven for runaway employers at a time when unemployment on the U.S. side of the Rio Grande is at recession levels. They called on the Reagan Administration to stop undermining U.S. jobs.

Earlier this year, the state federation set up a Twin Plant Task Force to spotlight and protest the loss of jobs.

Electronic Workers President William H. Bywater told the convention that the twin-plant gimmick is an invitation to "steal our jobs."

Three Democratic presidential candidates addressed the convention.

Rep. Richard A. Gephardt (Mo.) asked union members to work as hard to overcome a possible presidential veto of the trade bill as they did to support adoption of his strengthening amendment to the House version of the measure.

Sen. Albert Gore Jr. (Tenn.) said that Reagan's failure to enforce existing trade laws has cost U.S. workers heavily. America needs "more jobs and better jobs," he declared.

Sen. Paul Simon (Ill.) termed high unemployment "morally wrong" and suggested that "if Japan's unemployment rate was half of what ours is, there would be political upheaval."

The convention voted opposition to the appointment of Robert Bork to the Supreme Court and urged the two Texas senators to vote against confirmation.

Delegates also adopted a resolution calling on the multi-billion dollar Texas University Fund and the pension funds for state employees and teacher retirement to withdraw investments from firms doing business with South Africa.

A session on "South Africa and Apartheid" was one of 28 forums which were held during the convention for more than 900 delegates and guests.

National COPE Director John Perkins spoke to the convention on the challenge of the 1988 elections and urged union members to seek election as delegates to the presidential nominating conventions. The convention held three "how-to" sessions on delegate selection.

Government Employees President Kenneth T. Blaylock assailed the archaic political restrictions of the federal Hatch Act, and a resolution called for its repeal.

State legislative goals set by the convention included changes in Texas labor laws that delegates stressed will require effective political action to elect a progressive legislature.

Delegates re-elected Harry Hubbard president of the state federation without opposition. Joe Gunn was re-elected secretary-treasurer over Ron Cantrell.

Donahue message

Labor ushers in new era of rebuilding

By Thomas R. Donahue

This is the beginning of a new era for the American labor movement—an era in which the examination, analysis and rebuilding of the last six years will pay dividends to the American worker.

Confronted by anti-union employers and a hostile federal government, the labor movement in the 1980s focused on what we could do by ourselves and for ourselves, rather than yearning for what might be if our labor laws were as progressive as those of any of the other major industrial nations.

We have combined new tactics, strategies, programs and benefits with a renewed dedication to our mission. That mission is to organize, negotiate, educate, legislate, litigate and agitate on behalf of those who work—and those who want to work—for a living.

We are beginning to see the fruits of our labors.

To the recent union victories at Coors, at Kingsport Press, and among the air traffic controllers can be added a host of other victories large and small.

When the company that was once U.S. Steel locked out the Steelworkers and refused to bargain in good faith, an AFL-CIO support campaign was organized.

That campaign was headed by the president of our clothing and textile union—because every worker and every union had a stake in the outcome of that fight.

We exercised our rights in the political and legislative arenas to call Iowa Beef Processors to account before Congress for its dangerous and wanton disregard for its workers' safety. A boycott of IBP and the attention trade unionists focused on conditions at its meatpacking operations helped bring the company to a settlement.

Another coordinated campaign at Magic Chef in Tennessee ended a four-year-old strike and won awards for back pay.

Workers at Safeway, in the airline industry, and now in railroads have used the financial power of their members and their pensions to make sure that worker interests are represented at the table in the wave of corporate takeovers and restructurings.

All-out push

We are using every tactic at our disposal. We pressed our case for workers' right to know about hazardous substances on the job and in the community, and OSHA finally issued long-overdue standards.

We have developed a program of assistance as a follow-up to the new immigration law for workers who qualify under its amnesty provisions, a program consistent with our mission of aiding all workers, and we are aggressively monitoring to ensure that employer sanctions are enforced and workers' civil rights are protected.

Elsewhere, there are signs that our point of view has begun to register on a range of economic and social issues. Our warnings about deregulation and two-tier wage systems are being heeded, as the nation watches the chaos in our air travel system, and as corporate managements come to realize the morale problems that are the inevitable result of paying workers widely differing wages to do the same jobs.

Our work is by no means done. But we have turned a corner.

The key to everything we have accomplished this year—indeed, the key to everything the labor movement has ever accomplished—is solidarity. During the lean years, we persevered—organizing, educating and preparing for the future.

The steps we have taken to strengthen state and local labor bodies, to improve our organizing ability, our credit card, legal services and travel benefit programs, our organizing responsibility procedures, our teleconferences and training sessions for union staff and leaders—all of these are geared to one goal: revitalizing the American labor movement.

This Labor Day, we have every reason to look back with pride and satisfaction, and to look forward with confidence to our future.

Deficit vise Middle class caught in squeeze

By Gene Zack

America's middle class is gradually shrinking, squeezed in an economic vise between the Reagan Administration's twin deficits in foreign trade and the federal budget.

After sharing in steady economic gains in the nearly half-century since Franklin Roosevelt's New Deal pulled the nation out of the Great Depression in the 1930s, workers and their families now find themselves on a slippery downward economic slope.

Good-paying factory jobs have been buried under an avalanche of foreign-made goods. Two million of the nation's manufacturing jobs have disappeared since 1979.

They've been largely replaced by lower-paying service sector jobs that often are only part-time and usually lack such benefits as pensions and health insurance that trade unions helped create for workers and their families.

Economists Barry Bluestone and Bennett Harrison documented the phenomenon of the decline of middle-class jobs in a study titled "The Great American Job Machine: The Proliferation of Low-Wage Employment in the U.S. Economy."

Their original study focused on the period between 1979 and 1984. It showed that of the 8.1 million new wage and salary jobs generated over this period most of them—58 percent—were "low-wage" ones.

"Low wages," in 1986 dollars, mean annual earnings of $7,400 or less. This isn't a great deal more than the income a worker would make in a year working full-time at the $3.35-an-hour minimum wage. And it's only two-thirds of the $11,200 the government says is necessary to lift a family of four above the poverty line.

Good-paying factory jobs have been buried under an avalanche of foreign-made goods. Two million of the nation's manufacturing jobs have disappeared since 1979.

In a later article, Bluestone and Harrison updated some of the figures to 1985, a year when employment conditions had improved from 1984. The more recent figures show that the low-wage proportion of new jobs created was still large—44 percent or 4 million of the 9.3 million jobs added between 1979 and 1985. By contrast, low-wage jobs accounted for less than 20 percent of job growth between 1973 and 1979 and also about 20 percent of new jobs generated between 1963 and 1973.

"Middle-wage" jobs, in 1986 dollars, are those paying between $7,400 and $29,600, and "high-wage" jobs are those above that figure.

The influx of low-wage jobs has caused an erosion in the share of middle-wage jobs as a percentage of all wage and salary employment. The share slipped from 53.1 percent in 1979 to 52.7 percent in 1984. Current figures don't show what the share was in 1985, but it's unlikely to have improved.

Predictably, the Reagan Administration takes issue with the way the study was constructed.

Labor Sec. William E. Brock argues that it's wrong to reach back to 1979 to make comparisons about how workers are faring. What Brock wants to do is to begin the assessment in 1983—when the country was beginning to claw its way back up from the depths of the Reagan Recession.

Using the 1983 baseline, the Administration pointed to 12.7 million jobs added to the workforce. But it ignored the fact that 3.7 million of these jobs involved workers who were rehired from recession-induced layoffs.

But AFL-CIO Research Director Rudy Oswald said it doesn't make sense to assess the impact on the middle class by measuring from the trough of a recession to the peak of a "recovery."

Voodoo economics

"The proper yardstick," Oswald stressed, "is to measure from one peak period to the next. That's the only logical way to determine whether, over time, workers are better or worse off than they were. And the government's own statistics make it clear that middle America is paying the price for the 'voodoo economics' of the Reagan years."

He pointed to an analysis by the AFL-CIO Industrial Union Dept. that put the problem into its proper perspective. From 1979 to 1985, the IUD figures showed, the nation lost more than 2.3 million jobs that paid an average weekly wage of $444.30, measured in 1985 dollars. At the same time, there were nearly 9.2 million jobs created that paid only $272.39 a week.

Payroll data compiled by the Bureau of Labor Statistics plainly show what's happened since 1979.

The overall gain in non-farm employment from 1979 to 1986 was 9.8 million.

- The goods-producing industries—mining, construction and manufacturing—lost 2.6 million jobs between 1979 and 1982. Four years later, in 1986, only one-third of those jobs had been recovered. As of 1986, their combined employment was 1.8 million less than in 1979.
- Most of the job loss was in manufacturing, down by 2 million since 1979. Manufacturing wages averaged $396 per week in 1986, or $20,600 on a 52-week basis. Mining, which paid $527 a week in 1986, was also down from 1979. At $466 a week, construction wages were a net gainer in the goods-producing sector. But they accounted for only 4.5 percent of the total job gains.

The biggest gainers since 1979 have been the industries which, on average, have the lowest wages.

- Retail trade accounted for 29 percent of the job additions since 1979. This is an industry with 1986 average weekly earnings of $176—about $9,100 for 52 weeks.
- And services—covering a large variety of activities—accounted for an astonishing 61 percent of the total job rise. Overall, weekly earnings in 1986 averaged $265 a week—$13,800 for 52 weeks. Services include both low- and relatively high-paid segments. They encompass beauty shops, laundries, hotels and motels and hospitals as well as advertising agencies, computer and data processing services and a fast-growing segment of temporary help services. The largest single segment is health services.

BLS Commissioner Janet L. Norwood has pointed out that "the service sector employs many low-paid workers, but it also provides jobs for 85 percent of our professionals and nearly three-fourths of our managers, who tend to have relatively high earnings."

The problem afflicting the middle class is demonstrated by what's been happening to real hourly earnings—the value of paychecks after factoring in the impact of inflation. In the end, workers measure progress, or its lack, in terms of purchasing power.

Calculated in 1986 dollars, BLS figures show that weekly payroll earnings averaged $326.78 in 1979. By 1986, that figure had declined to $304.85. "Clearly, workers are less well off today than they were before the onset of the Reagan Recession," Oswald said.

What's more, it's employers who have reaped the lion's share of the benefits produced by the "recovery." Between 1980 and 1986, Oswald pointed out, productivity grew at an annual pace of 1.1 percent. But in that same period, real average earnings declined two-tenths of 1 percent a year.

"Workers' output has helped power the comeback from the bottom of the recession," Oswald said. "But workers haven't shared in the benefits."

Statistics on family income compiled by the Bureau of the Census reinforce the perception of growing economic polarization in America.

Upper-income families have been accruing a larger and larger share of total family income, while the shares going to middle- and lower-income families have been getting smaller and smaller.

After nearly seven years of Reagan's foreign trade and domestic economic policies, their most notable achievement has been to sharply reduce the once-flourishing American middle class.

- In 1980, the 20 percent of families with the lowest incomes received 5.1 percent of all family income. By 1986, their share had dropped to 4.6 percent.
- The 1980 share of the 20 percent of families with the highest incomes was 41.6 percent. This moved up to 43.7 percent in 1986.
- The income share of the middle 60 percent, which was 53.4 percent in 1980, was down to 51.6 percent in 1986.

Part of the problem lies in the surge of low-wage jobs, compounded by a dramatic shift to part-time employment. Between 1979 and 1985, Bluestone and Harrison stressed, part-time jobs "grew twice as fast as full-time jobs." More than seven out of every 10 of those jobs created in the six-year period were filled by people who wanted full-time employment but couldn't find it.

They pointed to these other ominous developments as contributing to the deepening crisis:

"Plant shutdowns, foreign imports (including imports from the offshore plants or partners of American companies), subcontracting of production to lower-paying suppliers, employer-mandated wage freezes and takeaways, the proliferation of involuntary part-time work schedules and personnel cutbacks associated with corporate restructuring plans."

In sum, after nearly seven years of Reagan's foreign trade and domestic economic policies, their most notable achievement has been to sharply reduce the once-flourishing American middle class.

Benzene exposure rule caps labor's long battle

Continued from Page 1

AFL-CIO occupational safety specialist Margaret Seminario pointed out that the standard closely parallels OSHA's 1978 rule. That rule—challenged by the petroleum industry and employer groups—was vacated by the 5th Circuit U.S. Court of Appeals over questions on cost-benefits analysis. The decision was upheld by the U.S. Supreme Court in 1980 for slightly different reasons. OSHA began a new study and risk assessment in 1982.

It has taken seven years for OSHA to justify the need for a benzene standard, Seminario noted.

While labor stresses the need for an exposure limit of 0.5 ppm, the new standard does contain some key improvements, including limited medical surveillance for workers exposed to benzene in the past while not currently working with the chemical, Seminario said. "This is particularly important for workers suffering from the long-term chronic effects of benzene exposure," she said, adding that the benzene rule is the first OSHA standard to include formerly exposed workers.

Another area of improvement provides some wage and benefit protection for workers found to have blood abnormalities during routine medical evaluations, Seminario noted.

But she expressed concern over exemptions granted to several industries—including the distribution and sale of fuels, distribution of benzene in sealed containers and pipelines, coke production, oil and gas drilling and production, natural gas processing and barge cleaning and repair—and disputed OSHA's claim that exposures in these areas are generally below the 0.5 action level.

Blanket exemption

"The actual level of exposure should determine which industries are covered," she insisted, criticizing the "blanket exemption" given to those industries.

Companies will have two months to comply with portions of the rule that require employers to provide respirators and protective clothing and eye equipment. Engineering controls must be constructed within two years.

In a study released last April, the National Institute of Occupational Safety & Health found that workers exposed to benzene at the old level are 154 times more likely to contract leukemia than those not exposed. While the new standard somewhat decreases that risk, workers exposed to benzene face a rate of contracting leukemia that is 70 percent greater than workers not exposed, the institute noted.

The NIOSH study also determined that rubber workers exposed to benzene levels under the old standard suffered three times the risk of leukemia than workers not exposed to the chemical.

After the 1980 Supreme Court decision ordering the agency to determine how benzene exposure limits would reduce or eliminate the risk to workers, OSHA was prodded by the AFL-CIO, unions and safety and health organizations to implement a new standard. In 1983, labor groups petitioned the agency for an emergency temporary standard, but that petition was denied.

Serious health risk

While data analysis and new human and animal studies confirmed even greater risk for workers exposed to beneze, OSHA failed to act until December 1984, when several unions and a public health organization sought a court order directing OSHA to proceed on the standard. A proposed rule was published a year later, with the final standard issued this month. The new rule becomes effective 90 days after publication in the Federal Register.

OSHA estimates that at least 240,000 workers are exposed to benzene.

Benzene is a clear, colorless, highly flammable liquid commonly used in the processing of petroleum products, plastics, rubber and rubber cement, paints, varnishes and adhesives. It is also used in the chemical, printing and lithograph industries.

EDITORIALS

Ideological Blinkers

THE SECRETARY of Labor shows his good will, which we have never doubted, with a Labor Day salute to American workers and the unions that represent them.

Secretary Brock will not find much dissent in union ranks when he speaks of the need to "improve our schools and better relate our educational curricula to the world of work." Nor will he be challenged on the need "to increase job training and retraining opportunities."

These are things the AFL-CIO and its unions have been saying for some time.

But the Secretary of Labor's vision is impaired by the Reagan Administration's ideological blinkers when he proclaims America's switch from an industrial base to a service economy to be cause for rejoicing.

Let other countries produce the goods we consume, Brock tells us. "As our economy continues to become more service oriented, jobs generally will become more interesting, safer, cleaner, more productive and higher paying than before."

TELL THAT to the 2 million factory workers whose jobs have been buried under an avalanche of foreign-made goods, as documented elsewhere in this issue.

Their bitter experience is that factory jobs that have enabled a generation of American workers to reach middle-income status have been replaced with jobs close to the minimum wage—and often below the poverty wage.

The Secretary of Labor's optimism, it turns out, is based in large part on projections of fewer young people coming of working age. "Jobs will be plentiful," he assures us, opening the door to "groups that traditionally have faced barriers to employment and advancement in the past."

Without getting into the quicksand of birth rate projections, the fact remains that here and now there are a great many people in that category who are working in industries threatened by unchecked imports.

If the next Administration follows the same disastrous trade policies, many will loose their precarious foothold on the economic ladder and drop down to the bottom rung.

The task of training workers in skills the nation's economy will need doesn't have to start with throwing people out of productive and decent-paying jobs.

Four years ago, the AFL-CIO Committee on the Evolution of Work published its landmark report on "The Future of Work," and it is worth revisiting. It adds a dash of reality to the optimistic assumptions of the Secretary of Labor. It anticipated, as does the Labor Dept. today, a continued trend towards service occupations—even assuming that the hemorrhage of industrial jobs will be stanched before the patient has bled to death.

It expressed concern, as does the Secretary of Labor, with the potential for a permanent underclass of unemployed. One of its recommendations was for "better education, training, retraining, upgrading and upward mobility opportunities for all workers, both employed and unemployed."

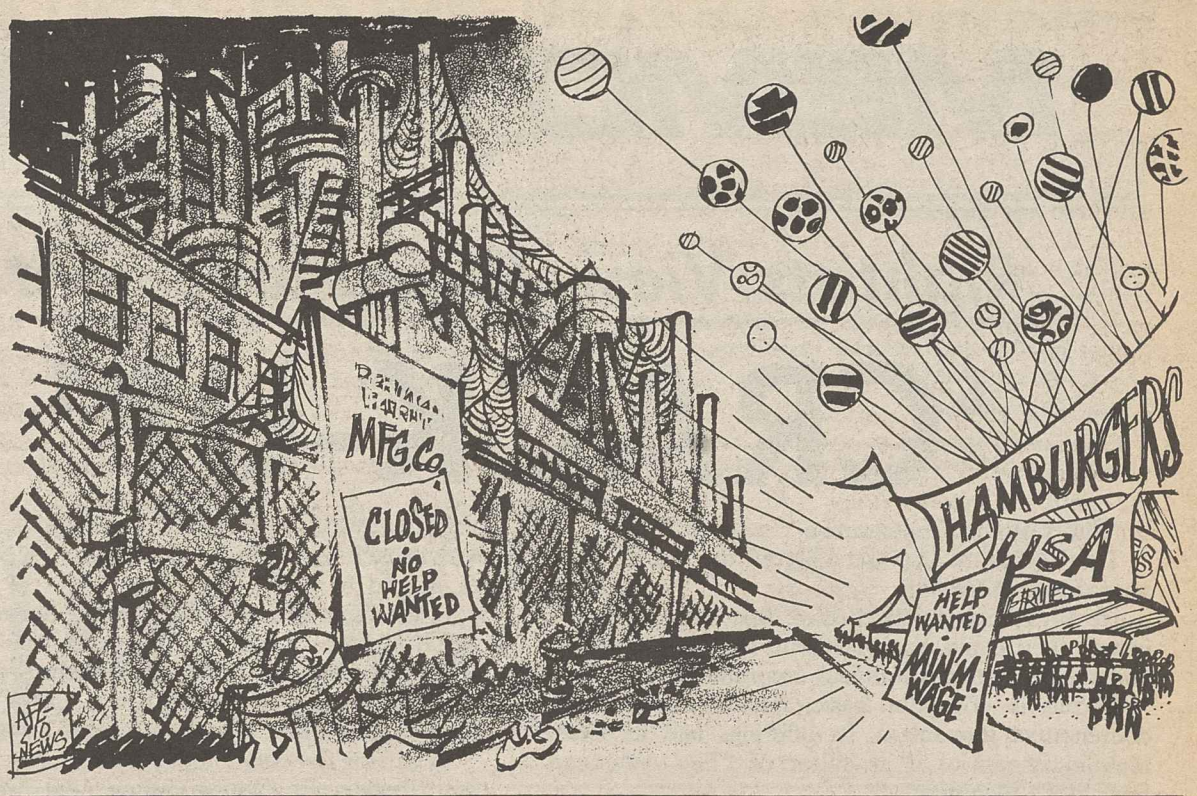
BUT IT DIDN'T STOP there. It went on to deal with problems the Secretary of Labor assumes will somehow wither away.

The 1983 AFL-CIO report warned that high technology has been oversold as a major source of good-paying jobs and noted that technological change often downgrades more jobs than it upgrades. It called for steps to avoid a two-tier industrial society with a few high-paid people at the top and most workers trapped in dead-end jobs.

And it asked the question this Administration chooses not to face: "What happens to a society increasingly polarized by wide earnings and income gaps between those who work? And what happens to a society in which the income gap between low-paid workers and the jobless, labor surplus underclass becomes smaller and smaller?" It served notice that "society must accept the idea that the people in these traditionally low-paid jobs must get a decent, living wage."

Above all, it stressed the need for a continued government role in promoting economic growth, in shaping industrial policy, in providing affordable day care for working parents.

It's a prescription that still needs to be filled.



Old myths debunked

Minimum wage earners slide deeper into poverty

By Gus Tyler

Because the federal minimum wage has not been changed since 1981, several million working Americans are now earning—in real purchasing power—21 percent lesss than they did six years ago. For that reason, there is a move on in Congress to raise the minimum from $3.35 to $4.65 an hour over a three-year period.

The argument for raising the floor, in addition to the erosion of living standards, is that the minimum has been falling as contrasted with the average wage, and that the minimum wage, once able to support a family of three, can no longer do so.

Opponents argue that a higher minimum will add to the cost of production and therefore will be inflationary; their second argument is that many employers will not be able to afford unskilled workers, thus adding to unemployment.

So, the argument arrays equity versus efficiency: equity says "raise the floor"; efficiency says "don't do it."

The equity argument cannot be contested: raising the floor will allow several million to stay in line with general wage trends, with the cost of living, with the ability to stay out of poverty. The "efficiency" argument, however, is open to challenge—a challenge that can only be sustained with the kind of complicated calculation where computers feel at home.

Wharton School model

One such calculation has recently been completed by F. Gerard Adams, professor of economics and finance at the University of Pennsylvania.

Adams reaches four conclusions via computer:

- Minimum wage workers have suffered a 21-percent decline in real hourly earnings.
- The higher minimum "would raise the inflation rate by no more than two-tenths of one percent over the three-year period," an increase so small as not to be noticeable.
- A higher floor "would increase the unemployment rate by less than one-tenth of 1 percent," the equivalent of nothing.
- In coming years, the relative shortage of young workers will automatically push up their earnings, so the federal minimum in those years will hardly affect their earnings at all.

In short, says Prof. Adams via computer: "Our calculations suggest that estimates of large job losses and dire consequences to the economy as a result of raising the minimum wage do not stand up to scrutiny."

So if the argument from "efficiency" has no standing while the argument for equity does, concludes Adams, we ought to do what is right—namely, raise the minimum wage.

At long last, the computer at Wharton has developed a social conscience.

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Business as usual

In the first six months of this year, textile imports from Iran were 300 percent above the level for all of 1986—new evidence of the Reagan Administration's ambivalence toward Teheran.

After urging our allies to impose an arms blackout on the Khomeini regime while it was selling arms to the Iran in an abortive effort to ransom American hostages, the Administration now has a flotilla of warships in the Persian Gulf to protect reflagged tankers carrying oil from Kuwait, an ally of Iraq which has been at war with Iran for eight years.

But in a "business-as-usual" approach—which translates into a continuing avalanche of foreign-made goods—the Administration has allowed Iran to ship 600,000 square yards of cotton sheeting into the United States, up from 200,000 square yards for all of last year.

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MEMO FROM COPE

Rightists View Their Movement

'CRACK-UP'

"The Coming Conservative Crack-up."

That's what R. Emmett Tyrrell Jr. sees a short way down the road.

He says "conservatives have lost their heft (because) they could not overcome their parochialism and coalesce into a political community."

Tyrrell is not your basic, hostile critic of the conservative movement, its offerings and its folks. He's in it and of it as editor of "The American Spectator" magazine.

In the September issue, he goes after his fellow rightists, charging they are "only sporadically political" and they are "narrow." They "do not take much interest in the world around them" and "do not even take an interest in each other's work."

And for those and other reasons, the ultra-conservative movement is bombing out. "There is something decidedly shaky," he argues, "about all their (conservative) think tanks, their magazines, their activist groups."

Tyrrell's broadside is one of many that right-wingers are firing at their movement and at one another these days. Most are even more despairing, and probably more accurate, than Tyrrell. They see the "conservative crack-up" not as something that might occur a short way down the road but as an accident that already happened.

And while Tyrrell himself pretty much spares Ronald Reagan, many other ultra-conservative spokespersons attack the man who for so long was their *beau ideal.* For some, Reagan has transformed from the Man on a White Horse purposefully riding straight toward well defined destinations, to one on a swayback nag with no clear notion of where he is or should be.

Some fault Reagan for failing to deliver on their social agenda. Some cry for deeper cuts in people-serving programs. Almost all of them are ticked off because Reagan invited Howard Baker to set up shop in the White House as Reagan's staff director.

What for five years many conservatives hailed as the "Reagan Revolution," they now bitterly complain never really happened.

Paul Weyrich, one of the founders and still one of the major spokespersons of the "new right," says flatly, "There has been no Reagan Revolution." He contends only "insignificant changes have been made" under Reagan, and these "can be swiftly undone by a single session of a heavily Democratic Congress, or by the stroke of a pen from a new Democratic President."

Like Tyrrell, only with more precision, Weyrich belabors his fellow rightists (and Reagan) for creating "no new conservative constituencies" and for failing to organize to "control local politics."

He says because of this, while rightists have had "influence" on the Reagan Administration, they have not used their resources to build "power" at the local political level.

He points out "the Republican Party has spent $1 billion on national elections during the last decade. The conservative movement spent another $200 million, and business PACs and individuals over $300 million, supporting national Republican candidates." All, in his words, "with very little to show for it."

Meanwhile, he says, Democrats continue to "control nearly all the cities of any size. They dominate the counties. They hold a commanding lead in the state legislatures."

Both Tyrrell and Weyrich—and other rightist leaders and thinkers making the same observations—ignore the most important reason their movement ran out of gas: the people aren't buying the product. For a brief period, in Reagan's salad days as President, the people did, or enough of them did to encourage rightists to think they were the wave of the future.

Truth is, their future's come and gone.

NCPAC Asunder

Symptomatic of the broader problems within the ultra-conservative movement—the larger "crack-up"—is the bitter split in what was once its most effective and heavily-financed political action committee, the National Conservative PAC.

Without detailing the reasons for the in-house dispute, NCPAC's director, L. Brent Bozell, resigned and claimed almost the whole NCPAC staff was ready to follow him out the door. His only explanation was the board of directors wants to take the organization "in a direction with which I strongly disagree" and which will be "detrimental to the future" of NCPAC.

NCPAC itself has fallen on hard times. In the 1983-84 election cycle, it raised $19.5 million; in 1985-86 $9.3 million. So far this year it's pulled in only $1.06 million and can probably thank a direct-mail fund-raiser invoking Ollie North for that. The organization is $3.9 million in debt.

Again in '88—the Senate a Horse Race

Make room for a second major political horse race next year.

There's the presidential stakes, of course. We all know about that one.

Now, the contest for control of the U.S. Senate looms as a nip-and-tuck affair.

Republican leaders are talking seriously, and with optimism, about the possibility of regaining the numerical control the GOP relinquished in the Senate as a result of 1986 balloting.

Some background: going into '86, the GOP held a 53-47 advantage in the Senate. The arithmetic was not in its favor. It had to defend 19 of the seats it held, Democrats only 14.

Emerging from the 1986 elections, Democrats had picked up a net gain of eight seats and a 55-45 Senate margin. When Democratic Senator Edward Zorinsky (Neb.) died last winter, the GOP governor named a Republican to fill out his term. Thus, failing any other changes, Democrats will go into the 1988 Senate elections holding a 54-46 edge.

From the beginning, arithmetic this time advantages the GOP. Democrats must defend 18 presently-held seats, Republicans 15.

More encouraging for the GOP have been several recent items of political interest.

► Sen. William Proxmire (D-Wis.) announced he'll retire and not seek a sixth term. Thus, the Wisconsin seat goes from an almost mortal lock for an incumbent Democrat to an open seat genuinely up for grabs.

► In Florida, Rep. Connie Mack (R), a popular House member with statewide recognition, reversed an earlier decision not to run for the Senate and announced he'll probably challenge Sen. Lawton Chiles (D). This lets Republicans field a credible candidate they didn't expect to have.

► In New York, U.S. Attorney Rudolph Giuliani, who's had a lot of good press for recent corruption-busting and racket-busting prosecutions, admitted he's thinking seriously about a run against Sen. Daniel Moynihan (D). His entry could mean the GOP has a heavy hitter in the race instead of a punching bag.

► Two strong Republican vote-getters are jockeying to confront incumbent Sen. Howard Metzenbaum (D) in Ohio—Rep. Bob McEwen and Cleveland Mayor George Voinovich.

► In New Jersey, incumbent Sen. Frank Lautenberg (D) might come up against Pete Dawkins, now an investment banker but in earlier incarnations a football star at the U.S. Military Academy, a Rhodes scholar and an Army general.

So, Republicans have some pluses and are encouraged. (One other plus came up recently when popular Democratic Gov. Scott Matheson of Utah took himself out of consideration as a challenger to incumbent ultra-conservative Sen. Orrin Hatch. That would have been a cliff-hanger.)

But the GOP has minuses too. Even if Democratic-held seats listed above might be threatened, over-all the grip of more GOP incumbents is tenuous. Possibly under a dark cloud—if the strongest Democratic contenders available decide to make a run—are incumbent GOP Sens. Chic Hecht (Nev.), Malcolm Wallop (Wyo.), David Karnes (Neb.-appointed), Pete Wilson (Calif.), David Durenberger (Minn.), John Chafee (R.I.), William Roth (Del.), Paul Trible (Va.).

GOP Candidates Do, Too

So-Called 'Seven Dwarfs' Stand Pretty Darned Tall

The moment some smart-aleck described the candidates for the 1988 Democratic presidential nomination as the "Seven Dwarfs," you just knew others would pick it up. And they have—to the point of tedium.

Many of the same commentators, too, put down the Republican candidates as a cluster of Rodney Dangerfield clones unworthy of "respect."

The characterizations are unfair and inaccurate.

Everyone running—in both parties—is a person of substantial achievement, and they all stand pretty darned tall.

Sure, you can pick at those you disagree with on policy and program and think they're somewhat addled on the issues—and you can feel uneasy with some you might think are too "liberal" or too "conservative." But "dwarfs" and "Rodney Dangerfields" they're not.

On the Democratic side, you have a sitting governor and a former governor whose records, on the whole, have been constructive and successful. You have three incumbent U.S. Senators and an incumbent U.S. House member all of whom are not merely votes in deciding legislation but important voices in shaping it. And you have a candidate who, though never elected to office, played a key role in the struggle for civil rights and forcefully expresses the needs and hopes of millions of needy Americans.

On the Republican side, you have a candidate who, if government were a baseball team, would be recognized as one of the great utility infielders of all time—one who's been Vice President, member of Congress, U.S. Ambassador to China, CIA director (did we leave anything out?). You have the Minority Leader of the U.S. Senate; a member of the House who made it first in pro football; a onetime head of NATO who also served as White House chief of staff at one of the most critical times in presidential history, the drag end of the Nixon era. And you have a former governor, a member of one of the nation's wealthiest families, who dares to say something different even if you don't like what he says. Too, you have a person who's a major television producer and evangelist.

No small potatoes, any of them. And to demean them collectively—as many commentators have—is inappropriate and off target.

Perhaps the critics are looking for "giants."

But think a while: Which of those few Presidents who are now considered "giants" looked like one beforehand?

Saipan sweatshops exploit textile import loophole

Garment unions protested a loophole in U.S. trade law under which Pacific Rim countries have set up plants in Saipan—a tiny western Pacific island—to bypass quotas and pour textile products into the American market.

The unrestricted flow of apparel through this device is a "potential Trojan horse" that threatens to further undermine a domestic industry already reeling under the impact of imports, said Ladies' Garment Workers President Jay Mazur.

At a time when House and Senate conferees are wrestling with trade reform legislation to stem the import tide, the Saipan connection constitutes "a hole in the dike" that needs to be plugged, Mazur stressed.

The ILGWU pointed out that while Congress is seeking to restore order to the rowdy trade picture, devices continue to remain in effect that "are too easily used to promote disorder."

Products made in Saipan sweatshops enter the U.S. mainland duty-free—a privilege that Congress extended to all American territories to spur local employment and economic activity. The only proviso is that at least 50 percent of the value of the product be added locally, Saipan is eligible for the benefit because it's part of the Northern Mariana Islands that became a U.S. commonwealth last November.

Ten apparel factories have already sprouted on Saipan and 11 more are under construction. But instead of providing work for the people of the Marianas—who now are officially American citizens—the companies have hired a workforce made up of aliens.

The factories are owned by Taiwanese, South Korean and Filipino firms. Because the Marianas have virtually no immigration laws, 90 percent of the jobs on Saipan have gone to workers from mainland China, South Korea, Thailand and the Philippines.

President Jack Sheinkman of the Clothing & Textile Workers sharply assailed this practice. "It would be one thing for these countries to establish plants in Saipan to provide jobs for the island's workers," he

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AFL-CIO LEGISLATIVE ALERT!
PAGE 8

Unions step up campaign to stop Bork confirmation

Grass-roots effort focuses on 18 states

By Gene Zack

The AFL-CIO kicked off a must grass-roots effort to block President Reagan's nomination of Judge Robert H. Bork to the Supreme Court.

With Legislative Director Robert M. McGlotten and Legislative Rep. Ernest DuBester at his side, Sen. Edward M. Kennedy (D-Mass.) spoke on a telephone conference call to labor leaders in 18 key states, urging them to rally their members in a letter-writing campaign to their senators expressing opposition to Bork's confirmation.

Kennedy portrayed Bork as "the most anti-worker Supreme Court nominee put before the Senate" in the past quarter century. If confirmed, Bork would pose a "real threat to the agenda of working men and women," he continued.

The senator emphasized that, on the basis of his past positions on First Amendment rights, Bork could be expected to rule in favor of "allowing union leaders to be jailed for advocating civil disobedience or unauthorized strikes." Kennedy said this could have "a chilling effect" on labor's ability to organize and to work to correct injustices against workers.

The message was heard by state federation presidents, AFL-CIO regional directors and COPE area directors in states where the votes of undecided senators can make the difference in the hotly contested confirmation process.

Target states

Although McGlotten wrote to labor leaders in all 50 states and the District of Columbia to enlist them in the anti-Bork fight, the states targeted for particular attention are Alabama, Arizona, Arkansas, Connecticut, Florida, Georgia, Illinois, Louisiana, North Carolina, Pennsylvania, Oklahoma, Oregon, Rhode Island, Tennessee, Texas, Vermont, West Virginia and Wisconsin.

The drive was set in motion by the Executive Council last month, when it denounced the Administration's "ideological court packing" aimed at perpetuating the "Reagan Revolution."

Labor's effort is being undertaken in con-

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Union members on the march in Cleveland's Labor Day parade.

Higher unemployment feared as banks boost interest rates

With 7.2 million Americans in unemployment lines, joblessness remained stuck at the 6-percent level in June, and the AFL-CIO warned the situation could deteriorate in the months ahead.

Research Director Rudy Oswald emphasized that in the face of "persistent high unemployment," the Federal Reserve Board's action in raising the discount rate—the interest it charges on money it loans to banks—"will mean a slowing of the economy and more unemployment."

The Federal Reserve pushed up the discount rate from 5.5 percent to 6 percent. It was the first rise since April 1984, when the rate increased five-tenths of 1 percent to 9 percent. It was cut seven successive times since then in an effort to stimulate a lagging economy.

The FRB hike triggered an immediate response from the banking industry. The nation's major lenders boosted their prime rate—the interest they charge preferred customers—from 8.25 to 8.75 percent.

The economy braced for the ripple effect that will translate into higher interest rates on everything from loans for consumer

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Solidarity and pride mark Labor Day

By Arlee C. Green

Across America, Labor Day 1987 was marked by a variety of activities demonstrating the resurgence and solidarity of the trade union movement and the pride that organized workers and their families have in themselves and the nation.

But in Ohio and Maine, there were grim reminders that labor still has a struggle on its hands, as police cracked down on demonstrations in support of striking union members.

From parades, rallies, picnics and religious services to concerts, fairs, breakfasts and dinners, organized labor in communities large and small celebrated the gains workers have made over the past century and remembered those who paid the price.

AFL-CIO President Lane Kirkland's Labor Day address, delivered at the rededication of the Samuel Gompers Memorial in Washington, was fed via satellite to more than 600 television stations nationwide by the Labor Institute of Public Affairs, the federation's television arm.

Wide media coverage

Kirkland was interviewed for Labor Day by television news anchors in Buffalo, Birmingham, Cleveland, Minneapolis and St. Louis and his Labor Day message was carried over CBS Radio, while the ABC radio network carried excerpts. Kirkland, who was attending a meeting of the British Trades Union Congress in England, reported on the "state of labor" for Voice of America.

The Labor Day message of AFL-CIO Sec.-Treas. Thomas R. Donahue, was also widely reported in the press and on radio.

In contrast, strike-bound NBC featured Labor Sec. William E. Brock on its "Meet the Press" program, where striking Broadcast Employees & Technicians have been replaced with scabs.

The largest Labor Day gathering was in New York City where more than 200,000 people marched in the five-hour-long parade sponsored by the city's AFL-CIO. Under cloudy skies that broke into showers

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9/12/87

Assessing the candidates

Some 700 AFSCME members from 13 midwestern states at a regional political action conference in Detroit take in the AFL-CIO's "Democracy at Work" videotape. The hour-long tape features Democratic and Republican presidential hopefuls who speak directly to labor's concerns about the Administration that will take office in January 1989. The weekend political education session focused on plans to broaden the involvement of union members and their families in the presidential election process.

Grass-roots drive launched to block Bork's confirmation

Continued from Page 1

junction with the Leadership Conference on Civil Rights.

A legislative fact sheet criticizes Bork as "a rigid idealogue . . . who would ravage the constitutional rights, legal protections and regulatory safeguards so vital to workers."

The record clearly shows, the fact sheet notes, that Bork consistently voted "in favor of business and against workers, consumers and environmental groups," that he supported business challenges to federal agency actions while opposing most claims by public interest groups, and "repeatedly ruled against both public and private employees who challenged termination, layoffs, demotions and other adverse employment actions."

In the field of civil rights and civil liberties, the fact sheet continues, Bork has attacked Supreme Court decisions that outlawed racially restrictive covenants in deeds, the poll tax and literacy tests that were employed to deny voting rights to minorities.

Copies of the fact sheet will be distributed in the 18 crucial states, where rank-and-file letter-writing campaigns will be augmented by a telephone call-in effort to senators' offices to urge a "no" vote on Bork.

In addition, postcards will be distributed at 10 state federation conventions—eight of them in the target states—to be held between now and Oct. 1. Delegates will be asked to sign and mail the anti-Bork messages to their two senators.

Meanwhile, a report prepared for the Senate Judiciary Committee accused the White House of a "distortion" of Bork's record in a briefing book designed to line up uncommitted senators behind the nominee.

A destructive potential

The Administration claimed that Bork was a "mainstream" jurist. But two consultants to the Senate Judiciary Committee—Jeffrey Peck and Duke University Law Prof. Christopher Schroeder—said the record makes clear that the nominee's addition to the high court "would cement a five-vote majority for undoing much of the social progress of the last three decades."

The lengthy study was approved by four prominent attorneys—former Defense Sec. Clark Clifford, First Amendment expert Floyd Abrams, Duke Law Prof. Walter Dellinger and Harvard Law School Prof. Laurence Tribe.

Although the White House implied that Bork has "consistently" protected civil rights, the study concluded that an "extensive record shows that he has opposed virtually every major civil rights advance" in the past 30 years.

Noting that the ideological balance of the court is at stake, the report concluded that when a nominee such as Bork "could dramatically change the direction of the Supreme Court, each senator has both a right and a constitutional duty to consider whether the judicial philosophy of that nominee is desirable for this time and this court."

The Bork hearings come as Congress returns to work after an August vacation. The schedule includes:

- Conference committee action on the differing House and Senate versions of trade reform legislation. Another 70 conferees are expected to be named, bringing the total to 130 members who'll be working against a Reagan veto threat. But when they'll get down to business is uncertain, because key conferees will be involved in the Gramm-Rudman budget reconciliation process that must be completed by month's end.
- The opening of House debate on the Textile & Apparel Trade Act, which the Rules Committee is expected to send to the floor under a closed rule that will bar amendments. The legislation would put limits on imports that have gutted the American market, cost 300,000 jobs and shuttered 250 plants. Reagan vetoed a similar, but tougher, bill last year and an attempt to override failed by a handful of votes in the House.
- Senate consideration of a House-passed bill, endorsed by the federation, to postpone deportation of illegal aliens who have fled political repression, turmoil and economic deprivation in Nicaragua and El Salvador. The Administration wants to limit political asylum to Nicaraguans.
- Action on a three-year package of guaranteed pay raises for federal workers that has been approved by the House Civil Service Committee. It would scrap the concept of putting government pay on a par with the private sector—a formula that Reagan and his predecessors regularly ignored—and substitute raises of 3 percent next January, 4.8 percent the following year and 5.2 percent in 1990.

Other labor-backed items on the congressional plate include a bipartisan bill to prevent struck airlines or shipowners from using foreign workers as scabs and Senate action on the House-passed bill to curb construction contractors from setting up nonunion subsidiaries to get around the terms and conditions of union contracts.

HRDI develops job skills course at Meany Center

A computer-aided learning lab will open this fall at the George Meany Center for Labor Studies. The program, developed by the AFL-CIO Human Resources Development Institute, will provide instruction in basic English language, reading and math skills, as well as job retraining.

The project—also sponsored by the studies center and the AFL-CIO Dept. of Education—is designed for apprentices needing specialized instruction, union members working to gain proficiency in English and displaced workers seeking to upgrade job skills.

Modeled on HRDI learning centers in Louisiana and Texas, the basic skills lab will use computers and audio-visual equipment to offer instruction at an individual pace. The program also will aid HRDI in developing new materials and computer software that can be coordinated with current studies center courses and can be adopted for training programs nationwide, HRDI Assistant Director Anthony Sarmiento said.

HRDI has been working with union apprenticeship committees, local central bodies and building trades councils to inform union members about the learning lab. The project's advisory council will include representatives of the federation's departments of Education and Research, the studies center and international unions. Melva Meacham, HRDI's national coordinator, will serve as senior instructor.

NLRB alleges nursing home union-bashing

The National Labor Relations Board issued a sweeping complaint charging that Beverly Enterprises Inc. and its subsidiaries have engaged in illegal activities "designed to defeat employees' rights" to unionize.

Because of the "extent and nature" of Beverly's conduct and the giant nursing home chain's "demonstrated proclivity to commit unfair labor practices," the NLRB general counsel's office announced it is seeking a nationwide remedy that would apply to all facilities.

If the 40-count complaint is upheld by an administrative law judge, Beverly will be forced to implement the board's remedy and post notices at its 1,100 nursing homes nationwide. Hearing will begin in October in Pittsburgh.

Beverly operates nursing homes in 45 states and has about 116,000 employees, most of whom are paid just above the federal minimum wage.

Nearly 140 Beverly nursing homes are organized, with workers primarily represented by the Service Employees, Food & Commercial Workers and Hospital & Health Care Employees.

SEIU Sec.-Treas. Richard W. Cordtz said progress has been made in the five-year effort by low-wage Beverly workers striving for "decent wages for themselves and decent care for their patients."

But the NLRB's complaint against the nursing home chain "demonstrates how much more is yet to be done before they have justice."

Breakthrough for workers

At a Washington news conference, President Henry Nicholas of the Health Care Employees called the NLRB indictment of Beverly a major breakthrough for "ordinary working men and women."

"Not since J.P. Stevens & Co. was found guilty in 1978 of similar deliberate, systematic violations of the laws of our land has any corporation been called to account" as Beverly has, he declared.

The nursing home chain has argued that unlike J.P. Stevens—which was found guilty of company-wide violations—the parent company of Beverly Enterprises is not responsible for and cannot control the actions of its individual nursing homes. But the NLRB complaint cited cases where a single Beverly manager is assigned to several nursing homes to carry out company policy.

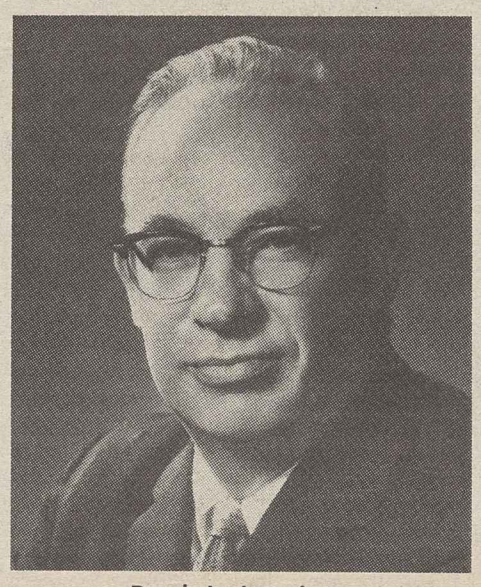
Charges against Beverly include the illegal firing of 25 workers, threats to sell or close homes if workers support union organizing drives, illegal restrictions on workers' rights to participate in unionization activities, and refusal to bargain.

Paul Jennings dead at 69, IUE president for 11 years

West Hempstead, N.Y.—Paul J. Jennings, retired president of the Electronic Workers, died on Labor Day after a long illness. He was 69.

Jennings was elected president of IUE in 1965 and served for 11 years. After retiring from that office in 1976 for health reasons, he continued as a consultant to the union's top officers until 1981.

Jennings had been an AFL-CIO vice president and served on the federation's Executive Council for more than 10 years. He also was a vice president of the federation's Industrial Union Dept.



Paul J. Jennings

In a letter to his wife Dorothy, AFL-CIO President Lane Kirkland and Sec.-Treas. Thomas R. Donahue praised Jennings as "a dedicated trade unionist and respected labor leader," one who helped "millions of Americans enjoy a better way of life at the worksite and in their communities."

A 49-year veteran of the labor movement, Jennings was elected to several offices with IUE Local 450 in Brooklyn, N.Y., and the international union's districts.

While serving as executive secretary of the union's New York-New Jersey district, Jennings also served as vice president of the New York City and State CIO councils and was a co-chairman of the New York AFL-CIO merger committee.

As IUE president, Jennings played a key role in establishing the 13-union committee that coordinates contract negotiations with General Electric Co. and Westinghouse Corp.

In addition to his wife, survivors include two children. Funeral services were held Sept. 11 at St. Thomas Roman Catholic Church with burial at Holy Rood Cemetery.

Florida school employees vote in AFT

Dade City, Fla.—Teachers aides, bus drivers and other school workers in Pasco County voted to join Teachers Local 3600, a county-wide joint affiliate of the AFT and the Florida Education Association.

By a 672-503 vote, the school-related and paraprofessional unit—including custodians, food maintenance workers and clerical employees—won representation by the AFT/FEA local, which already represents 1,900 teachers. The election was conducted by the Public Employees Relations Commission.

Negotiations for a new contract covering the 1,400 education service workers are set to begin this fall.

The Pasco County campaign was part of the AFL-CIO's Florida cooperative organizing program headquartered in Orlando and coordinated by Calvin Sosby.

More families lose battle to climb up from poverty

Victims of Reagan budget cuts, inflation

By Candice Johnson

Government programs designed to help poor families climb out of poverty have fallen short of the mark during the Reagan years, the Center on Budget & Policy Priorities disclosed.

The research group, which examines the impact of government policies on low- and middle-income households, found that fewer poor families were able to escape poverty in 1986 than in 1979, the first year for which Census Bureau statistics are available. Instead, the number of poor families with children rose 35 percent since 1979.

In 1979, nearly one of every five poor families—or 19 percent—was able to break the poverty barrier with the help of cash assistance programs including social security, unemployment benefits and Aid to Families with Dependent Children. But by 1986, just one of every nine families—11 percent—was lifted out of poverty through those programs, the study noted.

If cash benefit programs had been as effective last year as they were in 1979, there would be nearly half a million fewer poor families, the survey found.

Deep program cuts

When non-cash programs—including food stamps and subsidized housing and medical care—are taken into account, the comparison is even more severe. More than half the increase in poverty resulted from the lessened impact of these programs, the Center said. As many as 862,000 families with children were adversely affected by cuts in anti-poverty programs, the study determined.

In 1979, nearly 38 percent of the families with children were lifted out of poverty by a combination of cash and non-cash assistance. But only 24 percent were able to escape poverty in 1986.

Director Robert Greenstein pointed out that public assistance benefits in many states have failed to keep pace with inflation. Both federal and state budget cuts also had a major impact, he said, adding that in the economy, "poor families are growing poorer and falling further below the poverty line."

Other factors include an increase in the number of single-parent families and changes in the economy that have reduced the earnings of some poor families, Greenstein added.

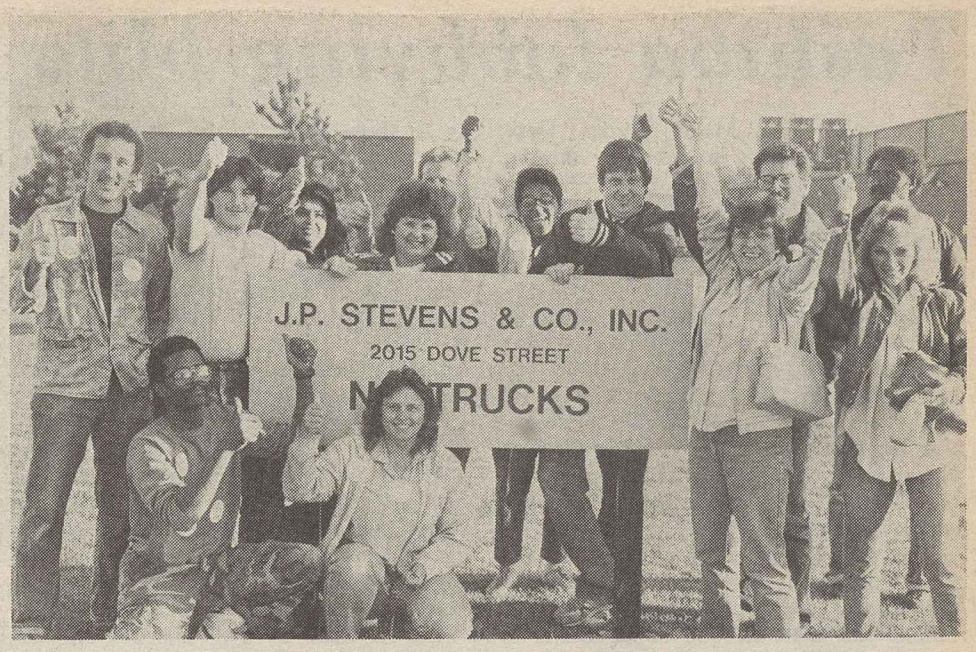
Buying power drops

An average family of four receiving AFDC benefits saw its purchasing power plunge 18.5 percent over the seven-year period, as inflation eroded the value of the public assistance payments. Families relying on unemployment insurance benefits experienced a similar loss.

And changes made by the Reagan Administration in the calculation of jobless benefits resulted in fewer persons—especially among the long-term unemployed—receiving any benefits, the study said. The percentage of unemployed persons receiving benefits dropped to a monthly rate of 32.7 percent in 1986. It plunged to a scant 29.3 percent in August.

"For some families, their other income, when supplemented by government benefits, no longer brings them to the poverty line," Greenstein noted.

The center's findings correspond with earlier studies by the Urban Institute and the Institute for Research on Poverty which found that reductions in benefit programs were the key factor in the rapid increase in poverty from the early 1980s.



Jubilant J.P. Stevens workers give "thumbs up" to Clothing & Textile Workers.

ACTWU scores breakthrough in J.P. Stevens campaign

Port Huron, Mich.—The Clothing & Textile Workers scored its first organizing victory at a J.P. Stevens & Co. plant since 1980, the year the company first agreed to bargain and sign agreements for its plants that already had voted for union representation. ACTWU now represents workers at eight Stevens facilities.

In an election conducted by the National Labor Relations Board, the 97 workers at the Stevens plant here voted by a 2-1 margin for union representation despite what ACTWU President Jack Sheinkman called "a fierce anti-union campaign and a layoff of a third of the workers in the plant just weeks before the union election."

Sheinkman said it was "fitting that this union victory should come on Labor Day weekend. The decision to accept a union at the J.P. Stevens automotive plant is a clear indication that organized labor is on the move again."

He termed the election another sign of labor's resurgence "as we enter the end of the Reagan era. Workers once again are embracing organized labor in response to corporate America's anti-union, low-wage policies."

ACTWU petitioned in July for the election to represent the workers at the two-year-old plant, which produces molded carpeting for car floor mats. The union's campaign was met head-on by an outside union-busting firm hired by the company.

Despite extensive, hours-long captive audience meetings, the firm was unable to frustrate the workers' desire to vote union. Even the mass layoff just prior to the election didn't dampen the workers' enthusiasm, ACTWU pointed out.

Football players reject takebacks, vote strike date

The National Football League Players rejected an 11th-hour contract proposal from NFL management and voted to strike Sept. 22. The two sides remain far apart on seven unresolved issues, setting the stage for a rerun of the 1982 bargaining dispute that resulted in a 57-day walkout.

NFLPA Executive Director Gene Upshaw branded management's proposal a "takeback." He pointed out that the management's latest demands would mean an average annual pay cut of $18,000.

Management is demanding a set pay scale for rookies and second-year players, with rookies getting bonuses based on the round they were picked in the draft. The top draft choice would be limited to $560,000 in the first year and to just $70,000 in the second year, while the last round player would get $65,000 the first year and $70,000 the second. The total package would cut player compensation by varying amounts and allow each NFL owner to pocket about $1 million more.

The 1982 contract covering the league's 1,600 players expired on Aug. 31. In reporting the strike deadline, Upshaw said, "Management has left us no position but to set a strike date. These guys want to play football. They will not accept the servitude" demanded by management. "Obviously they believe the union doesn't have the support of the players. They are wrong, as the vote showed today."

Unanimous vote

Upshaw said the player representatives, one from each of the 28 teams, voted unanimously to authorize a strike and 24-4 in favor of the strike deadline.

The two sides have met just 17 times since bargaining began in April. Free agency, wage and benefit improvements, a shorter contract term, an improved grievance procedure and protection for player-representatives from management harassment or discharge remain among the bargaining goals set by the union.

Talks broke off Sept. 4 after management refused to protect the roster spots of the player-reps. Two days later, management gave the union and the press copies of its first wage proposal.

Saipan used to evade textile import law

Continued from Page 1

said. "It's something else to transport sweated labor into Saipan in order to circumvent existing law."

Sheinkman insisted that Congress never intended the tariff break to be used in this fashion, and pledged that ACTWU would fight to close the trade loophole.

The island has seen its alien population swell to 11,000 in the last four years, compared with a local population of 20,000. The immigrant workers are underpaid and are forced to work and live under dangerous conditions.

The new companies that have set up shop in Saipan pay no income tax, receive multiple tax incentives and place extreme burdens on scarce island water and power resources. The profits they generate flow back to the Asian countries where the companies are based.

The domestic apparel industry has called for government action that would restrict importation of alien labor to the islands. The factories would never have been built were it not for the access they afford to the U.S. market, said Larry Martin of the Apparel Manufacturers Association.

He emphasized that the quota evasion exacerbates the plight of American industry. With 52 percent of the domestic market already going to imports, Martin said, "adding the products of another 10 to 20 apparel plants . . . is more than we'll be able to stand."

Lost jobs

The apparel and textile industries have lost 300,000 jobs since 1980, and in 1985 alone 350 apparel plants had to close shop because of competition from imports made by low-wage workers.

Ronald J. Sorini, deputy chief textile negotiator for the Office of the U.S. Trade Representative, said the Saipan matter has "just recently" been brought to his attention.

"We're looking into the situation," Sorini said, adding that before any action is taken, discussions must be held with the Interior Dept., which administers relations with the Marianas, and the Labor Dept., which is responsible for safeguarding worker rights.

"If there really is an abuse," Sorini said, "if there really is an effort solely to circumvent the quota with no benefit to the local population, then obviously we want to take some action."

While the United States can't stop the importation of apparel "cut and sewn" in Saipan without a change in government regulations, it does maintain quotas over the sweater industry because the basic panels are produced in Asia and thus subject to country-of-origin rules.

Last month, Sorini informed Marianas Gov. Pedro P. Tenorio that the quota for the 1986-87 period was being reduced from 100,000 dozen to 77,910 dozen because less than 40 percent of the sweater industry's workforce was made up of local workers.

Overtime pay required

Although Saipan's employers aren't subject to U.S. minimum-wage laws, they are bound by the Fair Labor Standards Act's provisions regarding overtime pay.

According to a recent Labor Dept. internal memorandum, Herbert A. Goldstein, assistant regional director of the wage-hour division, accused Saipan government officials of being "indifferent" to the problems associated with the local garment industry.

Recently, 45 workers tried to sue their employer on charges of recordkeeping deficiencies and overtime pay violations. The suit, settled out of court for an undisclosed sum, revealed that workers were given paychecks that included overtime. They were then required to cash the checks at the factory, where the overtime pay was taken back from them, along with deductions housing, meals and other miscellaneous items.

Reports from Saipan point to degrading living conditions for the aliens who have been imported to work in the apparel plants. They are forced to live in wood and tin barracks, with as many as 14 people crowded into one room.

As for working conditions, one lawyer familiar with their plight said that "this makes the Triangle Waist Factory look respectable"—a reference to the tragic 1911 fire at a New York garment factory in which 146 workers died.

Higher unemployment feared as banks boost interest rates

Continued from Page 1

purchases to home mortgages. The most immediate effect will be on home equity loans because they're tied to short-term money-market rates.

With consumers already heavily in debt, analysts expressed concern that rising interest rates will lead to a dramatic cutback in spending with a resulting economic slowdown.

Oswald said the hike in interest rates was an attempt to deal with the weakening of the dollar in international exchange markets, adding that the action "highlights the need for Congress to enact strong legislation to alleviate the trade deficit."

Of the 7.2 million jobless, only 2 million—29.3 percent—are drawing unemployment compensation. This is down sharply from the 33.3-percent average for all of 1986.

For the more than 1 million long-term jobless—those unemployed 27 weeks and over—the situation is even bleaker. A scant 3,800 of them—three-tenths of 1 percent—are still receiving assistance.

That's the result of Reagan Administration actions setting artificially high triggers for state-by-state unemployment so that virtually none of the long-term jobless qualify for extended benefits.

Oswald expressed concern over the persistence of high unemployment in what the Administration calls the "recovery" from the Reagan Recession. "In recovery periods over the last three decades," he pointed out, "unemployment has never stayed as high as 6 percent."

In addition to the 7.2 million workers searching for jobs, he emphasized, there are another 1 million who have given up "their vain search" for jobs and an additional 5.3 million relegated to part-time work even though they want full-time jobs. Thus some 13.5 million Americans are suffering total or partial unemployment.

Toshiba lobbying blitz seeks to blunt sanctions

The AFL-CIO Metal Trades Dept. called on Congress to resist a massive $100-million lobbying blitz by Toshiba Corp. to head off sanctions against the Japanese conglomerate for selling sensitive American defense technology to the Soviet Union.

The campaign is aimed at killing an amendment by Sen. Jake Garn (R-Utah), attached to the Senate-passed trade bill, barring Toshiba imports for as long as five years because of the company's participation with Kongsberg Vaapenfabrikk Co., Norway's government-owned arms merchant, in selling the Soviets vital nuclear submarine propeller-silencing technology.

The two companies reaped a $15-million profit from the deal. The Pentagon estimates it could cost as much as $60 billion and take as long as a decade to reestablish America's technological leadership in undersea warfare that was compromised by the sale to the Soviets.

MTD President Paul Burnsky branded the sale a "technological Pearl Harbor" and warned that if strong sanctions aren't applied to both firms, "it will invite others to join in similar secret deals to sell off at cut-rate prices American defense technology to those who threaten the security of free world nations."

Details of the multi-million-dollar propaganda blitz launched by Toshiba and the Japanese government were disclosed in the Washington Post. It said the campaign was being run by former Nixon White House aide Leonard Garment, former Rep. James R. Jones (D-Okla.) and Nixon's former law firm—Mudge Rose Gutherie Alexander & Ferdon.

Meeting with Weinberger

In addition to lobbying against punitive congressional action, Garment has met with Defense Sec. Caspar Weinberger to discuss the "political and economic" implications of such a crackdown, the Post reported.

Burnsky said he was "shocked and disappointed" that officials who have held elective and appointed offices in the federal government "have become the 'hired guns' for Japanese special interests."

The MTD emphasized its support not only for the ban on Toshiba imports but also for pending legislation requiring Japan and Norway to "bear the cost of upgrading our submarine propeller-silencing technology" to repair the hole in the nation's defense system.

Meanwhile, Burnsky restated the MTD's opposition to a major exhibition slated for next month at which foreign arms merchants will display their wares for top Pentagon purchasing agents. American firms are not permitted to participate.

The "Jobs with Justice" campaign plans to join the MTD in picketing the exposition, which Burnsky denounced as "an effort to further weaken our U.S. industrial base and our national security, already overly dependent upon foreign suppliers."

The MTD has urged a score of high-ranking Reagan Administration officials —including Weinberger and National Security Adviser Frank Carlucci—to cancel scheduled appearances at the exposition.

Under Sec. of State Edward Derwinski said Burnsky's letter was "the first I had heard of this exhibition" and emphasized that he would not participate. And Deputy U.S. Trade Representative Alan Woods said he was "surprised" to find himself listed as an invited speaker, adding he had "no intention of attending the event."

But Assistant Navy Sec. Everett Pyatt indicated he will not withdraw from the discussions with arms dealers from 17 countries on how they can get a bigger share of the Pentagon's $180-billion weapons budget.

Burnsky criticized the Administration's preoccupation with buying arms abroad, emphasizing that the nation needs "an industrial base that is 'Made in the U.S.A.' to sustain American manufacturing viability and manufacturing jobs for American workers in the years ahead."

Senators shun show

Two prominent Senators—Armed Services Committee Chairman Sam Nunn (D-Ga.) and Finance Committee Chairman Lloyd Bentsen (D-Tex.)—assured the MTD they will not attend the exposition. They are among six Capitol Hill leaders listed as "invited speakers" at the two-day event.

Kongsberg was scheduled to display its missile system and ground-based air defense and command systems to potential Pentagon purchasing agents, and the company's president, Paal Prestegaard, was to address one of the workshops. That plan has since been cancelled in the wake of labor protests.

In the pink

While American corporations try to put a wage squeeze on workers under the guise of meeting foreign competition, there's one place that they far outstrip their competitors—the salary levels of those who occupy executive suites.

According to a study by the consulting firm of Towers, Perrin Forster & Crosby, chief executive officers of U.S. firms make more than twice as much as their counterparts in nine of the 20 leading industrialized countries. The country that came closest to the United States was Switzerland, whose CEOs make 16 percent less than the Americans do.

A related study by the firm of Heidrick & Struggles reported that the average annual salary and bonus for top corporate bosses of the 1,000 largest American firms rose 25 percent between 1984 and 1986. Consultant Hewitt Associates says overall executive pay shot up even more—35 percent—during the two-year period.

And if they lose their high-paying jobs, said Heidrick & Struggles, 69 percent of the corporate executives in this country can drift softly into unemployment on golden parachutes that pay them anywhere from two to three years at full salary.

ConAgra pays $6.6 million to settle anti-union bias case

Climaxing a five-year struggle, the Food & Commercial Workers won a $6.6-million back pay settlement from ConAgra Inc. for hundreds of workers who were discriminated against when the giant agribusiness conglomerate acquired Armour Food Co. in 1983.

The settlement also calls for job offers, retroactive seniority and preferential hiring rights for the workers with the general counsel of the National Labor Relations Board overseeing implementation of the entire program.

UFCW President William H. Wynn hailed the "concrete benefits" contained in the agreement. "We are pleased that after years of delay, hundreds of our members so unjustly treated by ConAgra will at last receive compensation and an opportunity to go back to work," he wrote the former Armour workers.

Eligibility process

Under the settlement, ConAgra will make the $6.6-million payment to the NLRB with the money deposited in an interest-bearing account until the federal agency determines the amount owed each individual worker.

The case reaches back to 1983, when ConAgra purchased the Armour facilities from Greyhound Corp. Just prior to the takeover, Greyhound closed 13 plants and laid off 2,000 workers.

When ConAgra reopened the plants a few days later, it hired a new workforce, paying them wages far below those the UFCW members had been receiving under their contract.

Under the settlement, ConAgra has 120 days to make job offers to more than 550 former Armour workers who applied unsuccessfully for work.

The company must offer the workers full-time jobs, at wage and benefit rates equal to what they would be earning today had the conglomerate hired them when they originally applied.

Seniority will be retroactive to Dec. 13, 1983, or the date of the worker's original rehiring application, whichever is later.

Preferential rehiring

In addition, the agreement guarantees preferential rehiring rights to UFCW members who can prove they didn't apply for jobs with ConAgra because a company representative discouraged them from doing so.

And former Armour workers hired by ConAgra at the cut-rate wages it instituted in 1983 will be given immediate increases to bring their pay into line with the newly rehired UFCW members.

For 40 workers at the company's Mason City, Iowa, plant, for example, this will mean an immediate pay increase of $1.10 an hour.

Wynn pledged that the UFCW would join with the former Armour workers "to help rebuild our union within the ConAgra plants."

Earlier this year, the union won an election at the Mason City facility. It suffered a narrow loss in balloting at the Kansas City plant but has filed objections with the NLRB seeking a new vote.

The other Armour plants affected by the settlement are located in San Francisco; Chicago; Eau Claire, Wis.; Charlotte, N.C.; Portland, Ore.; Mobile, Ala.; Nampa, Idaho, and Arlington and Garland, Tex.

Labor's ranks on upswing in 5 major industrial states

Albany, N.Y.—There was a resurgence of union membership in five of the nation's 11 largest states between 1984 and 1986, the State Industrial Cooperation Council reported.

A panel composed of labor and business leaders and representatives of government and academia said that the number of union members increased in Illinois, Michigan, New Jersey, New York and Ohio. It decreased in California, Florida, Massachusetts, North Carolina, Pennsylvania and Texas.

What's more, there was a steady increase in new union certifications in the 11 states—from 276 in 1984 to 346 in 1985 and 423 last year. The only declines in new collective bargaining units over the two-year period occurred in the "right-to-work" states of Texas and North Carolina.

Michigan and New York led the nation with 31.4 percent of their total workforce holding union membership. The rate was 26.6 percent for New Jersey, 23.2 percent for Illinois, 22.1 percent for Pennsylvania, 20.7 percent for Ohio, 18.3 percent for California and 16.5 percent for Massachusetts.

At the bottom end of the scale were three compulsory open-shop states—North Carolina, with only 6.3 percent of its workforce unionized, Texas with 8 percent and Florida with 8.4 percent.

The report also looked at the percentage of women unionized in the most populous states. It found that New York led the nation with 31.1 percent, followed by Michigan, 28.7 percent; New Jersey, 27.5 percent; Illinois, 18.2 percent; Pennsylvania, 17.7 percent, and California, 17.2 percent.

The study showed that in the 11 states, 19.3 percent of the workforce was unionized in 1986. But if managers, supervisors and others who are ineligible are removed from the calculations, the percent of those unionized rises to 19.9 percent.

With 2.4 million union members in 1986, New York led all the states in the size of its organized workforce. California followed with 2 million, Illinois and Michigan had 1.1 million each and Pennsylvania had just over 1 million union members.

Brewers toast back pay settlement

Milwaukee—Capping a five-year struggle, 39 workers will share a $1.2-million settlement growing out of Miller Brewing Co.'s failure to give them rehiring preference when it reopened its plant after a shutdown.

The workers, members of Brewery Workers Local 9 of the Auto Workers, were awarded back pay that included interest and overtime, plus pension benefits and credits, medical expenses and other benefits guaranteed by the collective bargaining agreement.

The case dates back to January 1982, when the UAW filed a grievance charging that failure to give the workers rehiring preference violated the union contract. Six months later, Arbitrator Edward B. Krinsky issued an award in the union's favor, but management tried to get the courts to overturn the ruling.

The case dragged through the legal process, with lower courts upholding the arbitrator's ruling that Miller's failure to give the workers preferential rehiring rights constituted a breach of the collective bargaining agreement.

It wasn't until last year, when the Supreme Court refused to hear the dispute, that Miller agreed to sit down with Local 9 to begin the process of negotiating a settlement.

Workers march with

Continued from Page 1

late in the parade, union members marched proudly along the 40-block route.

Peter J. Ottley, president of Service Employees Local 144 and grand marshal of the parade—the first black person to lead the event—was honored at a Labor Day breakfast attended by dignitaries from the city's boroughs. Ottley was hospitalized shortly after the event and missed the parade. He is listed in guarded condition. Gov. Mario Cuomo (D), who had proclaimed Peter J. Ottley Day, marched in the parade.

The upbeat mood in New York was evident throughout the country.

In Detroit, 150,000 watched as skydivers carrying the American and AFL-CIO flags floated to earth to kick off the city's three-hour parade. Up front were members of the Maintenance of Way Employees who were celebrating the union's 100th anniversary, followed by the Roofers whose 50th anniversary was this year. Grand marshals were Sen. Donald Riegle (D-Mich.), Auto Workers President Owen Bieber and SEIU Sec.-Treas. Richard Cordtz.

Michigan trade unionists helped fill Spartan stadium in East Lansing for Michigan State University's first night football game against the University of Southern California. The game was was dedicated to organized labor and union members's tickets were half-price. MSU won.

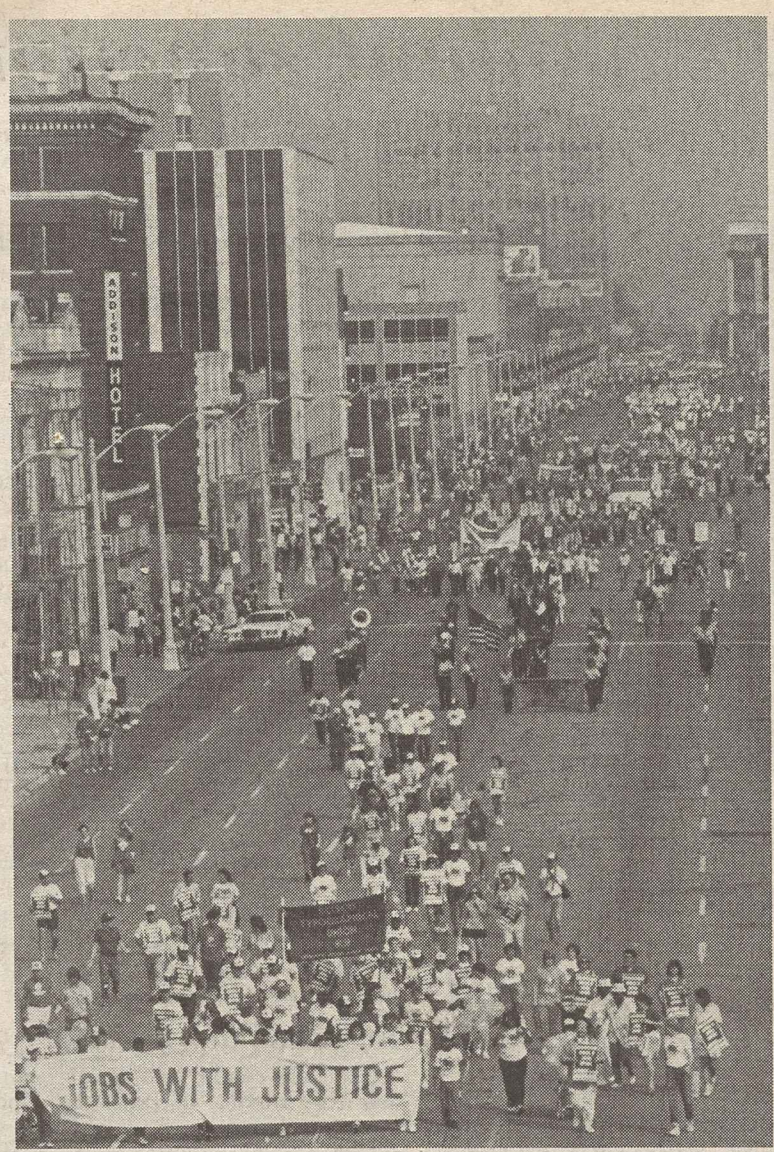
There were reminders, however, of the distance trade unionists still must travel to gain their rights in many areas.

Assault on strikers

In Coshocton, Ohio, a phalanx of police, amassed from a half-dozen surrounding counties, fired rubber bullets and tear gas at 400 union members and their families who gathered two blocks from the Stone Container Corp. plant where Operating Engineers Locals 544 and 589 have been on strike since Aug. 17.

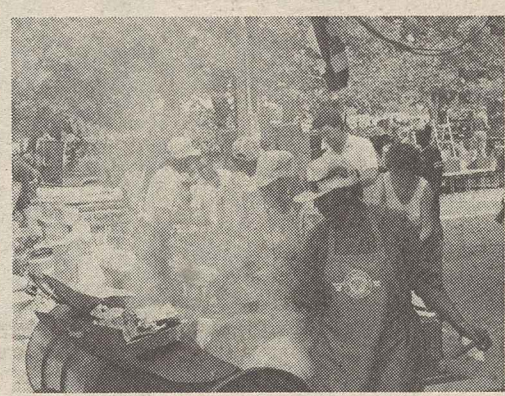
The police charge injured a pregnant woman and a union member's wife who was working in a refreshment stand into which a tear gas canister was fired. Five persons were injured including a child. Two persons were jailed, and that night police arrested 10 others at the union's strike headquarters.

Seven people were arrested in Jay, Me., after union members who had attended a Labor Day rally in nearby Waterville re-



Detroit

Bloomington, Ind.



Cincinnati

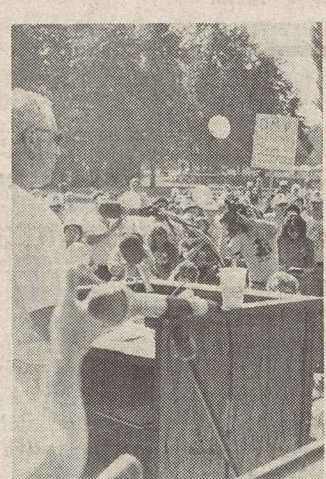
New York

Duluth, Minn.

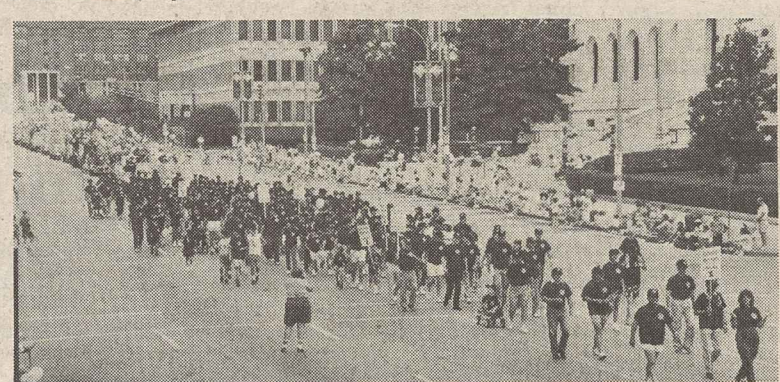
Chicago

Paducah, Ky.

Denver



Portland



St. Louis

Mobile, Ala.

ride on Labor Day, rally around strikers

ned to Jay to join pickets outside the Inter-
ational Paper Co. plant. Members of the Pa-
rworkers and the Firemen & Oilers have
en on strike at the plant for 12 weeks.
ome 3,400 UPIU members are on strike
ainst IP or have been locked out as in Mo-
le, Ala., where UPIU President Wayne E.
lenn addressed a crowd of 4,000 at a rally
llowing that city's Labor Day parade.

The Flint, Mich., parade commemorating
e 50th anniversary of the 44-day sit-down
rike at the General Motors' plant there drew
ore than 100,000 spectators. A memorial
as dedicated showing the strikers and the
nefits that UAW members have gained
nce 1937. Three days of labor events in-
uded dedication of a labor museum at the
alter P. Reuther Career Development Cen-
r at Mott Community College, a road race,
d two performances of a play staged by
orkers from the GM plant, called "When
ou Strike Flint."

More than 50,000 viewed the parade mark-
g the 100th anniversary of the Cleveland
FL-CIO. More than 6,000 union members
arched through downtown, under the theme
"Buy America." Gov. Richard F. Celeste
D) who was on the reviewing stand, told the audience, "It is a tragedy that we have in Washington an Administration that is mortgaging our future . . . that appoints people to key positions whose hearts could not make it through the metal detector at the airport."

In Los Angeles, some 1,100 unionists and friends attended a Labor Day breakfast where speeches centered on Reagan's Supreme Court nominee Robert Bork, the fight to regain a state-run occupational safety and health program, and the need for a higher minimum wage. In the San Fernando area, 7,000 attended a labor-sponsored picnic.

Labor breakfast

In San Francisco, unionists honored state Assembly Speaker Willie Brown (D) as Labor Person of the Year at the city AFL-CIO central body's "first annual" labor breakfast. The nearly 600 participants singing to the tune of "New York, New York" belted out new lyrics—"Say No to Bork"—written by Paul McKenna. Later most of the unionists joined an informational picket line of Hotel Employees & Restauarant Employees Local 2 at the Bohemian Club, where the HERE members are fighting for a new contract.

A number of labor organizations aided the national Jerry Lewis Telethon for Muscular Dystrophy, tending the phones and making contributions. Letter Carriers President Vincent Sombrotto presented Lewis with checks totalling $1.3 million.

In Bridgeport, Conn., a soaking rain added to the somber unveiling of a bronze and granite memorial to the 28 union construction workers who died last spring in a building collapse. The several hundred relatives and union brothers and sisters at the ceremony stood quietly hand-in-hand.

Trade unionists in Washington attended the annual Labor Day Mass at the Shrine of the Sacred Heart, celebrated by the Archbishop James A. Hickey. The guest speaker was James J. Kennedy Jr., executive secretary-treasurer of the Railway Labor Executives Association. The mass featured the blessing of tools and a wreath-laying at the statue of James Cardinal Gibbons.

Chicago's Labor Day parade featured 18 marching bands and 50 floats and drew a crowd of 100,000. Some of the largest units in the parade were entered by the Teachers, who struck two days later and by the striking production unions at the Chicago Tribune. The local ABC affiliate broadcast the parade with color commentary provided by Irwin Klass, former editor of the Chicago Federation News.

Nearly 30,000 attended the Cumberland, Md., parade, the city's largest, and thousands more visited an exposition featuring union-made products. In Baltimore, 500 attended the mass celebrated by Archbishop William D. Borders. AFSCME President Gerald W. McEntee was the guest speaker. Rev. Joseph Bonadio, whose father was a national leader of the Sheet Metal Workers, blessed the tools of the represented trade and craft unions.

Parades and rallies

The St. Louis AFL-CIO celebrated its 100th anniversary with a parade that had over 200 units and 5,000 participants.

And in Oklahoma City, 3,000 participated in a parade and rally and in the softball, volleyball and horseshoe tournaments that followed.

Parades also were held in Denver, Indianapolis, Pittsburgh, Des Moines, Iowa., and dozens of other cities, while labor-sponsored picnics were the order of the day for cities and towns from Tuscumbia, Ala., to Cheyene, Wyo.

Teachers ask salary boost in Chicago strike

Chicago Teachers pressed their case for a salary increase by striking the city's 594-school district, setting up picket lines as the fall semester was to open.

The 29,000 teachers and school employees—members of AFT Local 1—are seeking a 10-percent wage increase in the first contract year with a 5-percent increase the following year. The school board already cut wages 1.7 percent when it approved a budget that shortens the school year—and teachers' paychecks—by three days. The AFT local is seeking to reverse that action.

Negotiations continued over the Labor Day weekend, but some board members dismissed the issue of a pay increase as "not even worth contemplating."

New teachers in Chicago earn just over $16,000 a year. The average annual salary is $29,700, and a teacher with a doctorate and 15 years' experience has an annual salary cap of $37,517.

In addition to a salary increase, the union wants to establish a peer-review program to provide counseling, classroom observation and reviews of teachers' work that has been labeled deficient.

Other walkouts

In other negotiations, teachers in Detroit—members of AFT Local 231—remained on strike, protesting management demands for a wage freeze and cuts in medical benefits. The 11,500 teachers are seeking higher wages, job security and a greater voice in classroom issues.

While the school district sought a back-to-work court order, Wayne County Circuit Court Judge Maureen Riley, who is overseeing the negotiations, refused to issue an injunction. She instead ordered the school district to open its financial records to the AFT local.

And in the Pittsburgh-area North Allegheny school district, 430 members of AFT Local 2097 are on strike, seeking a salary increase and greater control over classroom and other educational concerns, the AFT said.

AFSCME wins two New Jersey elections

New Brunswick, N.J.—More than 1,000 Middlesex County workers voted to join AFSCME in two elections supervised by the New Jersey Public Employment Relations Commission.

The county employees had been members of the unaffiliated Civil Service Association. AFSCME filed a petition for a decertification election on the workers' behalf after a state court ruled that management had intimidated workers into ratifying a new agreement.

A unit of judicial employees supported AFSCME by a 99-41 vote. All other county workers voted 356-294 for AFSCME, with nearly 80 percent of those eligible casting ballots.

Singing for the strikers

Pete Seeger leads labor songsters at a free union concert outside Food & Commercial Workers Local P-40 headquarters in Milwaukee to bolster 840 members in the seventh month of a strike against Patrick Cudahy Inc., a meatpacking operation in Cudahy, Wis. From left, Darryl Holter, Frankie Armstrong, Seeger, David Drake and Larry Penn.

EPA warned of shortcomings in rule on asbestos removal

The Environmental Protection Agency's proposed asbestos abatement regulation for schools has serious shortcomings, union witnesses testified at EPA hearings. Asbestos causes several forms of cancer—most of them fatal.

The labor panel emphasized the agency's limited ability to enforce the regulation, the need for a provision to allow workers to refuse unsafe work without risking their jobs, adequate inspection of building exteriors and interiors, and the role of the White House Office of Management & Budget in the rulemaking process.

Attorney Scott H. Strauss, representing the Service Employees, noting that OMB's closed-door participation in the rulemaking process, called on EPA to "ensure that all communications to and from OMB on this regulation, whether written or oral, are placed in the public rulemaking record."

Major flaws

Strauss also cited "two major flaws" in the proposed regulation. One allows local education agencies to consider costs on an equal footing with human health when determining abatement actions. The other leaves the abatement option choice "far too much to the discretion of an army of 'experts' who will become accredited" under the Asbestos Hazard Emergency Response Act of 1986.

To remedy this, he suggested that local school boards be required to initially decide abatement activities solely on the basis of safeguarding public health and the environment. Then factors such as costs, shool occupancy and use patterns can be considered.

AFSCME Safety Coordinator Jordan Barab urged EPA to provide workers the right to refuse to do asbestos work "where they believe in good faith . . . that such work is not being done in accordance with safe practices."

Barab stressed that "there is no EPA cop on every corner" and it will be the mutual respect of workers and management that "will make this law work."

Scott Schneider of the labor-backed Workers Institute on Safety & Health said that a strong case was made during EPA's negotiated rulemaking for inspecting school exteriors for asbestos materials, and for regulating asbestos-related activities inside schools, such as use of asbestos gloves in biology classes or asbestos brake shoes in vocational classes.

The proposed regulation does not cover these aspects of asbestos in schools, Schneider said and "by neglecting to cover these hazards, EPA is tacitly declaring these exposures to be unimportant or nonhazardous." Asbestos gloves can produce exposures 60 times above that allowed by the Occupational Safety & Health Administration. Brake repair, he said, can produce exposures up to 125 million fibers per cubic meter of air pared to OSHA's limit of 200,000 fibers.

Iowa Fed puts top priority on tax overhaul

Waterloo, Iowa—State tax reform is needed to reduce the heavy burden on lower income families, the Iowa AFL-CIO convention declared.

In his address to delegates, State AFL-CIO President James J. Wengert pointed out that lower-income families are taxed at a rate two-and-one-half-times higher than wealthier families.

Wengert urged delegates to continue to press state senators for a fairer taxation plan, noting that such a measure passed the General Assembly but was defeated in the Senate this year.

Wengert also scored the governor's veto of legislation to increase assistance to families with dependent children, displaced homemakers and farmers who have lost their land, as well as additional funds for rural mental health programs.

The 184 delegates opposed the state's local option tax plan which allows jurisdictions to set new taxes on sales, wills and earned income. Any new state taxes should be fair, the delegates declared, pledging to defeat the regressive tax schemes in cities and counties that are seeking to adopt them.

Economic development

The convention also sought a review and cost analysis of the disbursement of economic development funds, charging that too often, "dollars have been given to large corporations, including IBP Inc. and Firestone Tire & Rubber Co.," for operations that actually reduce the number of good-paying jobs.

In other resolutions, delegates called for full bargaining rights for public employees, sought broader coverage under the state's unemployment and workers' compensation programs, pressed for an increase in the federal minimum wage, and supported the 3,400 Food & Commercial Workers on strike at John Morrell & Co.

Delegates also urged union members and their families to participate in a "Jobs with Justice" rally in Des Moines next month.

Convention speakers included President Ernest J. LaBaff of the Aluminum, Brick & Glass Workers, Assistant COPE Director Joseph Velasquez, who detailed the federation's voluntary guidelines for union participation in the presidential campaign, and Rep. David R. Nagle (D).

Montana labor forges alliance to meet 'right-to-work' threat

Billings, Mont.—Delegates to the Montana AFL-CIO convention said no to "right to work," and voted to shape a campaign with other state organizations to defeat legislation that would harm workers, farmers and consumers.

Executive Sec. James W. Murry said the labor movement in the state "is alive and well" as union members continue to prepare for the future and take pride in past accomplishments.

Murray told the 200 delegates that the Reagan Administration's "failed economic policies" remain the biggest problem facing the state, country and labor movement.

Delegates considered more than 50 resolutions. They called for fair trade policies that would slow the export of American jobs and urged Congress to outlaw "double-breasted" contracting.

The convention also voted to work with coalitions of agricultural and other groups in opposing legislation that would impose a "right-to-work" law and a state sales tax. Delegates also pledged to defeat drastic budget cuts in state services.

In a keynote address, AFL-CIO COPE Director John Perkins outlined labor's opposition to Judge Robert Bork as a candidate for the Supreme Court. Perkins contrasted Bork's "extremist views" in support of big business, property interests and the executive branch of government with his opposition to the "social, economic and political rights of individuals."

Other speakers included Gov. Ted Schwinder (D), Sen. Max Baucus (D), who pledged support for plant closing protections and reiterated his opposition to double-breasted contracting, Rep. Pat Williams (D) and Howard Lyman of the National Farmers Union.

Murry, President John Driscoll and Vice President Nadiean Jensen were unanimously re-elected to new two-year terms. Delegates elected two new executive board members and returned four others to office.

Sessions award

Director Pauline Demaree of the Lorain, Ohio, Public Library accepts 1987 John Sessions Memorial Award. The award, presented by the AFL-CIO and the American Library Association's committee on library service to unions, honors libraries that maintain an exceptional labor collection or programs. The award is named for the federation's assistant director of education who died in 1977. From left, ALA's Elizabeth Stroup, Demaree, Barbara Genco of the John Sessions Memorial Award Committee and James Auerbach of the federation's Dept. of Education staff.

Koreans protest jailing of trade union leaders

Seoul—Demanding the release of 100 jailed union members—including most of the union's top leadership—10,000 striking shipyard workers occupied the Hyundai Heavy Industries Co. facility in Ulsan.

The sit-in came in response to a sweeping government crackdown on the union that resulted in the imprisonment of all but six of the 27 members of the union's executive committee.

Earlier, police arrested another 400 striking workers at the Daewoo group's auto plant in Pupyong.

South Korea has been rocked by thousands of strikes in the past two months, pressing the government of President Chun Doo Hwan to make good on its promise of democratic reforms, including greater labor freedom.

Meanwhile, hundreds of thousands of South Koreans gave a thundering welcome for Kim Dae Jung, leader of the opposition party, who returned to his native city of Kwangju after a 15-year absence that included imprisonment, exile abroad and frequent periods of house arrest. Kim will receive the George Meany Human Rights Award for 1987.

EDITORIALS

Spirit of Gompers

WE HAVE A LONG WAY to go in building a world of fairness, justice and opportunity that Samuel Gompers envisioned, but we have no less confidence than he did that we will prevail.

The hopes he expressed and the goals he pursued were never his alone. He became the leader of millions because he understood their deepest hopes and spoke for their highest aspirations. But he understood that the wellsprings of action lay in the men and women he spoke for, and not in himself.

He had no illusions about the perfectability of human nature or about the prospects for any sudden or violent readjustment of social order.

He said: "That is not the way that progress is made; that is not the way the interests of the human family are advanced."

He offered no blueprint for building a perfect society; only a program for improving it, one step at a time. And that is how trade unionists honor his memory: by doing what they to make life better for themselves and their children and fellow citizens in the workplace and in the community.

BUT ALWAYS, in encouraging men and women to strive for realistic gains here and now, Gompers urged them never to set limits on their larger goals, and never to bind themselves to any economic theory, political party or philosophical doctrine.

Americans have no greater need than to reaffirm the fact that our destiny is governed by our actions and that we are not helpless pawns of abstract market forces, as our ruling economic theorists assert.

Labor's goals for the 1980s still begin with the modest items listed by Sam Gompers in the 1890s:

"More schoolhouses and less jails; more books and less arsenals; more learning and less vice; more constant work and less crime; more leisure and less greed; more justice and less revenge; in fact more opportunities to cultivate our better natures, to make manhood more noble, womanhood more beautiful and childhood more happy and bright."

NO PROGRESS has been made toward those goals in recent years. When any of them has been embodied in legislation, the measure has been subjected to the threat or the execution of a presidential veto.

But we shall achieve them, all the same, no matter how long it takes. As Sam Gompers said, we will "work for the best conditions immediately attainable. When they are obtained, we will work for better.

"Working people will not stop when any particular point is reached; they will never stop in their efforts to obtain a better life for themselves, for their children and for all humanity."

—From an address by AFL-CIO President Lane Kirkland at the rededication of Samuel Gompers memorial, Sept. 3, 1987.

Double Standard

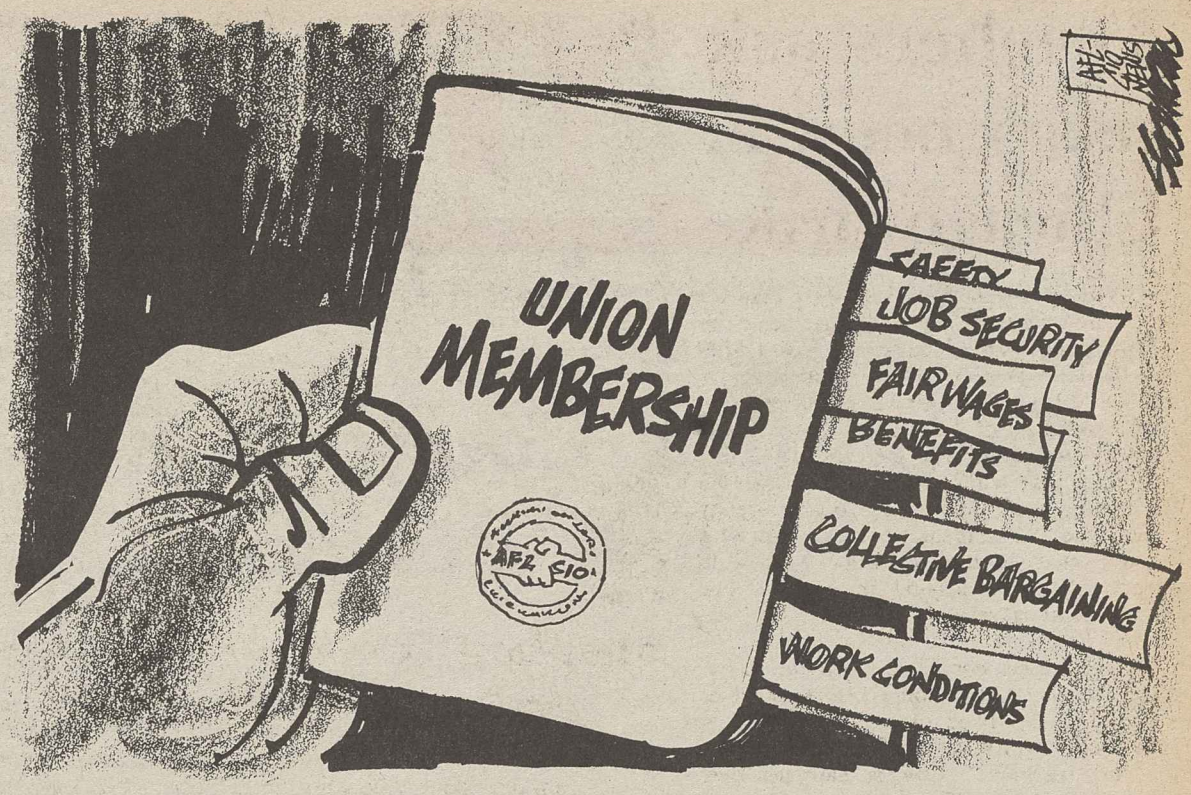
TO NO ONE'S SURPRISE, many Republicans on Capitol Hill adhere to a double standard—let the fat cats in the corporate board rooms belly up to the table, and let workers catch whatever crumbs fall to the floor.

A good case in point is the battle over legislation to mandate certain employee benefits—such as minimum health insurance, parental leave and a higher minimum wage.

"No!" cry these Republicans loudly. That would make it impossible for America to become "competitive" with the rest of the world. "Competitive," you understand, is a code word meaning "bring American wages and living standards down to the sweatshop levels of the less-developed countries."

While they recoil in mock horror, conservatives conveniently overlook the gravy train that management is riding. As an article elsewhere in this issue makes clear, the pay of top corporate bosses in America rose as much as 35 percent in the last two years. They earn more than any of their counterparts in 20 other industrialized countries—and twice as much as chief executives in nine of those nations.

So how come it's only workers who are expected to take it on the chin to make America "competitive" in the world market?



Washington Window

Welfare reform must meet test of compassion for poor

By Press Associates

Public assistance, or welfare, has been grist for heated debate, ambitious reform proposals, political demagoguery and numerous studies for the past two decades.

While it is commonly agreed that the welfare system is badly in need of repair, a consensus on how it should be fixed has been lacking. This has meant a lack of action at the federal level. However, state and local experimental programs in recent years have yielded results that have helped shape pending legislation.

This has been foreseen as the year of welfare reform. Legislation to overhaul the Aid to Families with Dependent Children program is given a good chance of enactment.

But what kind of a bill? The lines are drawn between a bill approved by the House Ways & Means Committee, a House Republican bill endorsed by President Reagan and a self-styled compromise by Sen. Daniel Moynihan (D-N.Y.).

All three are aimed at moving AFDC clients from welfare rolls to private-sector payrolls. To achieve this, all provide single parents some degree of support services such as remedial education, counseling, job training and child care.

They all provide tougher enforcement of child support payments to all single parents, not just those on welfare. The strongest is the Moynihan bill, which would require employers to withhold court-ordered child-support payments unless both parents agree to another arrangement.

Limited consensus

But here the consensus comes to a grinding halt. The House and Moynihan bills, unlike the House Republican bill, would mandate coverage of needy two-parent families under AFDC if the main breadwinner is unemployed.

Under existing law, states can choose whether to cover these families, and 26 states refuse to do so. Mandatory coverage helps prevent families from splitting up in order to receive aid.

To encourage welfare clients to seek jobs, both the House and Moynihan bills would continue Medicaid benefits for up to nine months after a client leaves AFDC. The Moynihan bill would continue day-care subsidies for a working parent for up to nine months and the House bill for up to six months. The GOP bill fails to provides either of these incentives.

Another work incentive in the Democratic House bill would permit welfare recipients to keep more of their benefits when they start work. For those forced to depend on welfare, states would be encouraged through increased federal "match" funds to raise AFDC benefits.

Benefit erosion

Inflation has shrunk AFDC's buying power by one-third over the past 10 years. About 3.8 million parents, nearly all women, and 7 million children depend on AFDC. Five million needy children receive no benefits, partly as a result of Reagan cutbacks Congress enacted in 1981.

Neither the GOP nor the Moynihan bill would restore that buying power.

A study of 100 state plans by the General Accounting Office concluded that welfare does not significantly reduce the incentive to work.

Further evidence has been coming in from the states. Massachusetts raised welfare benefits and made it easier to get them while its welfare rolls have declined. The state has been a leader in providing support services.

Another flaw in the House GOP bill is that it would not allow AFDC clients to refuse minimum wage jobs if pay scales are higher than benefits. And a welfare client couldn't turn down a job even if it means a net loss of income, including food stamps and Medicaid.

One shortcoming in the Democratic bill is that an earlier provision for a modest minimum benefit for AFDC recipients was dropped in a bid for bipartisan support. Yet on the whole, it is that bill which meets the test of compassion and effectiveness as shown by state results.

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AFL-CIO LEGISLATIVE
ALERT!

Several Labor-Backed Bills On The Table

Embattled Congress Returns From Recess To Face A Backlog Of Difficult Issues

Congress returned from its month long recess last week. They now face a chaotic fall session, filled with so many unresolved issues that it now seems possible that they may be held in Washington well into the winter.

Differences over taxes, trade policy, budget deficits, arms control and foreign policy all must be resolved many on urgent deadlines. On some issues, pre-existing battle-lines, between parties or with the White House, will have to be redrawn.

President Reagan's nomination of Robert H. Bork to the Supreme Court may also cause delay. The confirmation battle over this extremist nominee is sure to consume a great deal of the Senate's time and attention at a time when conservative intransigence has already weighted that chamber down with a backlog of unfinished business. On the Senate floor, the day before the August recess began, Senate Majority Leader Robert Byrd (D-WV) warned that he might delay consideration of the Bork nomination until Republicans "come to their senses" and allow the Senate to move on its legislative agenda.

Some of the labor-backed bills which may be completed this year are described below. Bills which are not completed this year will carry over into the 1988 session.

Trade

The conference nominees now number almost 150, 47 from the Senate and approximately 97 from the House. More are yet to be named. The administration of the conference has proven so complicated and unwieldy that discussions on the legislation may not begin until October.

Among other things, the AFL-CIO is urging conferees to: support provisions to halt unfair trading practices and reduce our massive trade deficit, preferably the Gephardt amendment; support the House version of workers rights provisions in Section 301; strengthen Section 201, the injury statute; support shifting authority from the President to USTR for 201 and 301 remedies; support a strengthening of the TAA program, including funding with a one percent import fee, and the inclusion of secondary workers; adopt the Senate's section on telecommunications trade; support Title X, the Buy America provision; and support the strongest possible language on advanced notification for plant closings.

If a strong and effective trade bill is adopted, it will run the risk of being vetoed, in which case, override votes would have to be taken.

Textiles

On September 16, the House is scheduled to vote on H.R. 1154. This bill and its Senate companion, S. 549, are simpler and more effective versions of the textile trade legislation which failed to survive a veto override vote last year. They provide the administration with considerable flexibility, are consistent with GATT agreements, are not inflationary, and will not result in higher consumer costs.

The Senate will take up S. 549 later in the session.

High-Risk

The high risk notification bill, H.R. 162, is expected to be one of the first labor-supported pieces of legislation considered by the full House this fall. The bill would require that employers or the federal government notify current and former workers who are at risk of developing diseases due to exposure to hazardous substances in the work place.

Senate action on its companion bill, S. 79, is also possible.

Double-Breasting

On June 17, the House voted 227 to 197 to pass H.R. 281, the anti-double-breasting bill. S. 492, the Senate version, is still in committee, but is expected to be considered by the full Senate this year.

If enacted, this legislation would halt construction firms' evasion of union contracts through the practice of setting up phoney, non-union alter-egos, and would also protect the longstanding practice of "pre-hire" agreements between contractors and construction unions.

Airline LPPs

On June 22, the House voted to approve H.R. 1101, a bill authorizing the Department of Transportation to impose labor protective provisions (LPPs) when airline employees are adversely affected by the merger or acquisition of a carrier. The bill passed easily by a voice vote, despite adamant opposition from the administration.

S. 724, a Senate bill which contains similar provisions, is expected to reach the floor within the next few weeks.

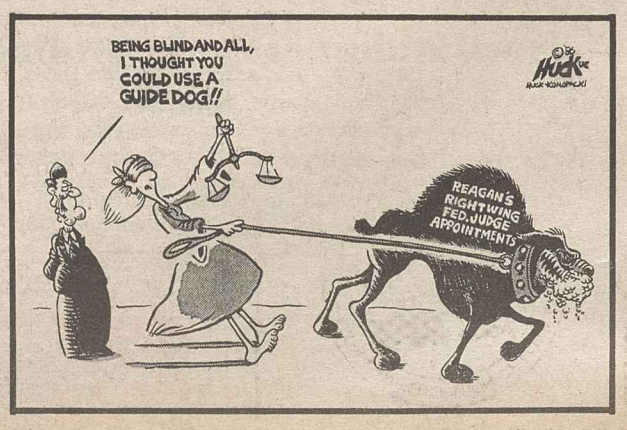
Retiree Bankruptcy Protections

On July 24, the Senate passed S. 548, a law which bars employers from declaring bankruptcy and unilaterally canceling retiree benefits. An extension of a temporary ban, which is now in place, is due to expire on October 15.

H.R. 1186 and H.R. 2269, two bills which address the problem, are now pending in the House. Action is expected before the October deadline.

Polygraphs

Last year, workers won a significant victory when the House passed a labor-supported bill restricting the use of polygraphs. H.R. 1212, a similar measure, was approved by the House Education and Labor Committee on June 10. House and Senate floor action are both possible before the end of the year.



Senate Finance Committee Set To Consider New Welfare Reform Bill

The Senate Finance Committee will soon consider S. 1511, the Family Security Act. The bill, which has many serious shortcomings, would have a significant impact on low-income workers and welfare recipients.

In an August 18 the policy statement, the AFL-CIO Executive Council outlined principles that a welfare reform package should encompass to receive labor support.

"Genuine reform of the nation's welfare system must provide for training and placement in decent jobs, along with necessary support for welfare recipients who are able to work outside the home, as well as adequate benefit levels for those unable to take or obtain paying jobs," said the Council. In fact, as presently drafted, the Senate bill would jeopardize federal leadership in setting employment and training policies or standards.

Except for uncertain funding levels, H.R. 1720 and H.R. 30, reported by the House Ways and Means and the Education and Labor Committees, meet all these standards. S. 1511 does not.

In a September 2nd letter to the Finance Committee, AFL-CIO Legislative Director Robert McGlotten called for the adoption of welfare reform legislation which would: adequately fund a welfare-to-work program, serve volunteers first, and assure recipients the education and training services they need to become self-sufficient. Senators were also asked to prohibit the placement of welfare recipients in work situations that displace currently employed workers, or that erode existing wage and benefit standards.

In addition, senators were called upon to design a work program with adequate support services, such as child care and medical leave and to stipulate that the 26 states which now refuse to provide assistance to two-parent families be required to do so.

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The Constitution of the United States of America

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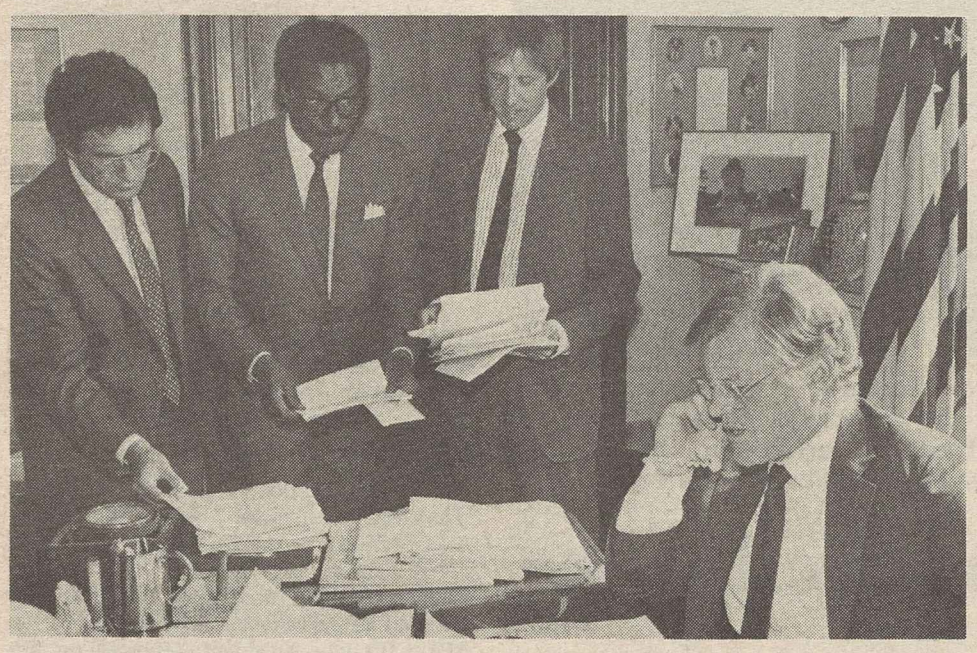
House votes to curb import glut



Sen. Edward Kennedy aids labor's campaign against confirmation of Judge Robert Bork to the Supreme Court with conference call to union leaders in 18 key states. At left, subcommittee counsel Tony Podesta, AFL-CIO Legislative Director Robert McGlotten and Legislative Rep. Ernest DuBester.

Reagan rails at bill for jobs in textiles, apparel, shoes

By David L. Perlman

The House voted by a decisive 263-156 majority to set a ceiling on imports of textiles, clothing and shoes in order to prevent a new round of job losses and plant closings.

Seventy Republicans broke with the Administration to join 193 Democrats in supporting a quota bill the AFL-CIO said is necessary to salvage import-battered industries that are principal sources of employment in hundreds of communities.

The figures that fueled the legislative campaign are grim.

Over the past seven years, more than 450,000 jobs have been washed away by the rising tide of imports. Some 1,000 textile and apparel plants have been forced to close, despite an international agreement that is supposed to stabilize trade.

The shoe industry is barely alive. Imports have taken over 81 percent of the U.S. market, forcing the closing of 308 factories—70 of them last year.

Just days before the House vote, new import figures showed the problem worsening. Clothing imports in July topped $2.3 billion and were $317 million higher than in June, $634 million above May—continuing a pattern of month-by-month increases. Footwear imports were up again; so were textile fabrics.

Facing reality

That was the backdrop to a renewed attempt by an industry-labor coalition to get the Administration to put aside its free-trade rhetoric and consider the realities of a one-sided flow of trade.

Directly affected unions—principally the Clothing & Textile Workers and the Ladies' Garment Workers—have brought delegations of members to Washington to press for congressional action.

A companion bill is before the Senate, with 49 cosponsors. But the real hurdle remains the White House.

President Reagan vetoed a similar bill in the last Congress, after it had passed the House 255-161 and the Senate by a 60-39 margin. An attempt to override the veto fell eight votes short in the House.

The strong vote for the bill was seen as a mandate for action by ILGWU President Jay Mazur and ACTWU President Jack Sheinkman.

Sheinkman said the House demonstrated "renewed support for American workers" and called on the Senate to follow through.

Clear message

Mazur said the victory margin was larger than anticipated, sending a clear message to President Reagan that "America can't afford to lose more jobs and industries."

Sponsors sought to offset some of the White House objections to the bill introduced this year. It provides for a global quota, leaving the President flexibility to adjust allocations among the various countries. Also, countries affected by the quota would receive the benefit of reduced tariffs on quota-affected exports to the United States.

The House-passed bill allows total textile and clothing imports to rise 1 percent a year but holds imports of nonrubber shoes to 1986 levels.

But the Administration has remained adamant. Despite the concessions, U.S. Trade Representative Clayton Yeutter termed the measure "totally unacceptable" to the Administration.

The House debate found members from districts that have experienced plant clos-

Continued on Page 2

Senate panel begins scrutiny of Bork's divisive positions

The battle over the future of the Supreme Court opened in the Senate Judiciary Committee, where Judge Robert H. Bork sought to convince his critics that the extreme positions he has taken on constitutional and legal issues don't put him outside the "mainstream" of judicial opinion.

His nomination has polarized the Senate, which has a constitutional duty to advise and consent to presidential appointments.

Bork's confirmation would tilt the closely balanced Supreme Court, enabling President Reagan to leave his ideological stamp on one of the three branches of government long after his term of office.

An AFL-CIO analysis of Bork's positions concluded that his talents have been devoted to "seeking to drain the Bill of Rights of most of its force," and "attempting to liberate big business" from restrictions of the antitrust laws.

It found Bork's record on the federal bench to be "far to the right of other Reagan-appointed judges."

At the Senate hearings, Bork insisted he had compelling legal reasons for his criticism of Supreme Court decisions invalidating restrictive racial covenants and overturning a state law forbidding the sale or

Continued on Page 14

Trade deficit takes another giant leap

By Gene Zack

The AFL-CIO urged House-Senate conferees to "get down to business" on trade reform legislation as the July foreign trade deficit shot through the ceiling to an all-time monthly peak of $16.5 billion.

Both bodies have passed measures aimed at stemming the corrosive effects of the import-export imbalance. The grim news about the Reagan Administration's continued failure to stem the tide of foreign-made goods is expected to give new impetus to conferees' efforts to hammer out a compromise.

Federation economist Mark Anderson warned that the unchecked deterioration in America's trade performance "poses a serious threat to the economic health of the nation."

The mounting trade deficit propelled the United States, already the world's most indebted nation, $41 billion deeper into hock with the rest of the world in the second quarter of 1987.

Sharp rise

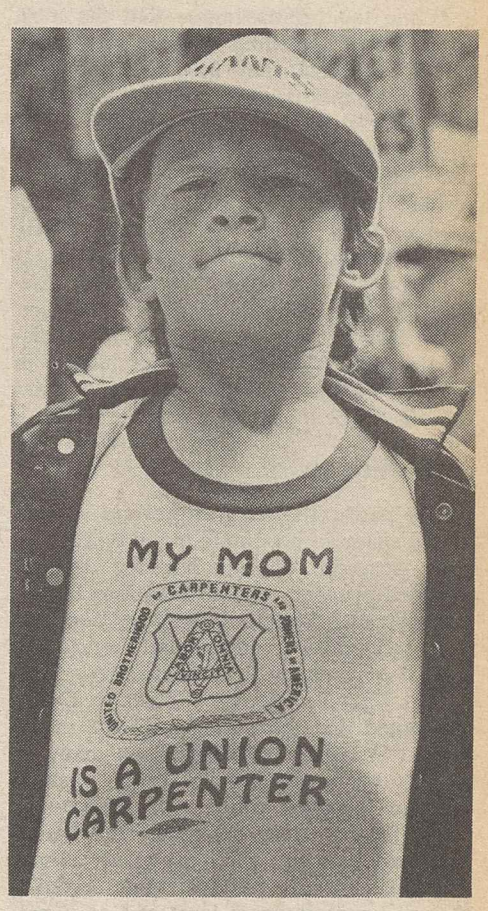
The Commerce Dept. reported that the deficit in the "current account"—which measures the difference between American and foreign trade in goods and services as well as investment incomes from abroad—is up sharply from the $36.8 billion racked up in the first quarter of this year.

To finance this deficit, the nation added $77.9 billion to the debt it owes foreigners in the first half of 1987. That's a crushing 25 percent increase over the $61.5 billion in debt incurred in the same six-month period last year.

The United States now owes the rest of the world $341.9 billion—nearly three and a half times the $108 billion owed by Brazil, which previously had held the dubious distinction of being the largest debtor nation on the planet.

The trade deficit clearly was at the root

Continued on Page 3



And proud

Young Jessi Koritz joins building crafts picket line at USX Corp. offices in San Francisco protesting the importation of scabs to rebuild an aging plant in Contra Costa County for a joint U.S.-Korean steel finishing operation. (Story on Page 13.)

UAW wins job guarantees in three-year Ford accord

Detroit—In a major victory in the drive to halt the export of auto industry jobs overseas, the Auto Workers reached tentative agreement with Ford Motor Co. on a three-year contract geared to job security.

Centerpiece of the new Ford pact is a plan to lock in current job levels at all of the company's facilities in this country and to prevent layoffs for virtually any reason except "carefully defined volume reductions linked to market conditions," the union emphasized.

Of primary importance, the UAW said, is that the union has achieved "protection against job loss resulting from the company's tendency to replace a domestic vehicle or component line with a 'transplant' vehicle or an outsourced component."

In addition, the contract ends a long period during which management failed to recognize workers' productivity gains by granting comparable pay increases, even though Ford chalked up a record $3.3-billion profit last year, outstripping General Motors Corp. for the first time since 1924.

The settlement provides a 3-percent general wage hike this year and lump-sum bonus payments of 3 percent each in the

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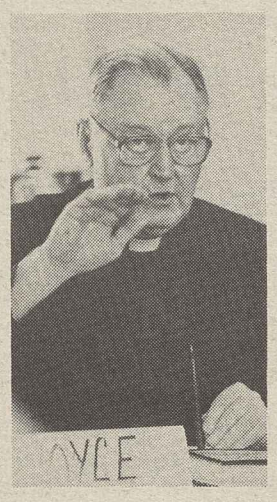
Federation Education Director Dorothy Shields parallels labor's goals with bishops' call for human dignity.

Rudy Oswald



Msgr. Higgins

AFL-CIO Sec.-Treas. Donahue at forum on economic justice. From left: Robert Hennemeyer of the Catholic Conference, Executive Director Dieter Dettke of the Friedrich-Ebert Stiftung, Donahue and Hermann Precht of the Baden-Wuerttemberg State Parliament.

Clergy, labor focus on economic justice

International seminar assesses U.S. bishops' pastoral letter

By Candice Johnson

A blue-ribbon panel of clergy and labor representatives from the United States and Germany met to explore the economic concerns and solutions raised by the National Conference of Catholic Bishops in their pastoral letter "Economic Justice for All: Catholic Social Teaching and the U.S. Economy."

The seminar was sponsored by the U.S. Catholic Conference, the Friedrich-Ebert Stiftung, a West German political and educational foundation, and the AFL-CIO. It reviewed the domestic concerns addressed by the bishops—including poverty and unemployment—and the international economic picture—foreign debt, monetary policies and poverty in developing nations.

Rev. David Hollenbach of the Woodstock Theological Center opened the two-day conference with an overview of the pastoral letter which was approved by a 225-9 vote of the bishops and issued last November.

While the bishops argue that the most urgent issue is dealing with an intolerable level of poverty, they hold that the chief defense against poverty is jobs—jobs with adequate pay and working conditions, Hollenback said. The bishops purposely did not focus on programs that aid the poor—welfare reform, for example—but took a broader view in the fight against poverty and economic vulnerability, he added.

"Economic decisions have human consequences and moral content," the bishops' letter declared, adding "every economic decision and institution must be judged in light of whether it protects or undermines the dignity of the human person."

Concrete proposals

The pastoral letter goes beyond a theoretical vision of economic morality, Hollenback stressed, noting that the bishops included concrete recommendations on unemployment, labor-management cooperation, job creation, agricultural policy, the role of government and other issues.

AFL-CIO Sec.-Treas. Thomas R. Donahue noted that the political climate in the United States makes dialogue on many issues raised by the pastoral letter—such as labor-management cooperation—difficult.

He responded to several of the letter's recommendations and expressed disappointment that the bishops, while declaring that an unemployment level of 6 to 7 percent "is neither inevitable or acceptable," did not specifically advocate that the nation work toward a "full employment" jobless rate of 3 to 4 percent.

Donahue called the nation's failure to provide unemployment benefits for jobless workers and their families "the fullest measure of our backwardness," stressing that restrictions and revisions adopted by the Reagan Administration have permitted benefits to be paid to less than one-third of the unemployed over the past six years.

Msgr George G. Higgins made an impassioned response to the letter's call for greater cooperation among labor, business and government, sadly observing that a "consensus for a strong labor movement" does not exist in the United States.

He cited his 30 years of contact with auto industry executives who privately supported labor law reform and the efforts of the trade union movement but who publicly were bound by both a "broad cultural unwillingness" to support labor and the solidarity of the business community.

Parity ridiculed

And in contract negotiations in the meat packing industry, the idea of across-the-board parity in sacrifices to be made by workers, managers and stockholders was ridiculed by management, Higgins said.

The creative approaches and recommendations of the bishops need to be viewed in a realistic way, Higgins continued, with the document serving not as a blueprint but as a starting point in public debate and the push for economic dignity.

Heinz Kluncker, former president of the German Public Service, Transport & Communications Workers and president of Public Services International, called unemployment a "poison" in society that holds political danger and cautioned that there are "some signs in Western Europe that mass unemployment weakens people's faith in a democratic state."

AFL-CIO Education Director Dorothy Shields applauded the bishops' recognition that women and their children are the primary victims of poverty, with half of all female-headed households in the United States eking it out on incomes below the poverty level.

Shields called for greater attention to the problems of working women, particularly pay equity, parental leave and dependent care, and stressed that these problems cannot be solved without government initiatives and attention.

She expressed disappointment that the document did not make a stronger case for child care, noting that 24 million children require some care while their parents work, but only 6 million child care spaces are available.

"Child care costs an average of $3,000 a year," Shields said, an overwhelming percentage of a minimum-wage worker's salary.

In discussions on international trade and foreign debt, AFL-CIO Economic Research Director Rudy Oswald said the union movement was seeking to tie workers' rights to trade policy in order to eliminate the exploitation of workers around the globe by multinational corporations seeking the lowest possible wages. Those rights include the right to unionize, bargain collectively and strike, as well as minimum wage, health and safety and child labor protections.

The AFL-CIO also supports a proposal by Sen. Bill Bradley (D-N.J.) to reduce the debt owed by developing nations and restructure those loans "away from the export-oriented philosophy of the International Monetary Fund which focuses on repayment to banks rather than growth within that country."

As a result of that philosophy, about 70 percent of goods produced in developing countries come to the United States, Oswald pointed out, urging that discussions of the bishops' letter also look at the impact of trade on American workers.

Rev. Andreas Mueller of the German Justice & Peace Commission paralleled the American bishops' document with a report issued by the Benzberger Circle—a Catholic educational and scientific organization—on the problems facing Germany's working population and the employment situation in western, developed nations.

'New' poverty

Germany has been experiencing mass unemployment—of 8 to 10 percent—for the past 10 years, Mueller said, with many households experiencing "new poverty" and no longer receiving any unemployment benefits.

The report advocated just tax reform, expansion of worker participation in the economy and greater balance between economic and ecological resources, he said.

Other participants in the two-day conference included: President John Joyce, Bricklayers; President John Sweeney, Service Employees; President Robert Harbrant, Food & Allied Service Trades Dept.; Sec.-Treas. John H. Dunne, Professional & Technical Engineers; Msgr. Jakob Aigner, general-secretary of the German Justice & Peace Commission; Friedrich Geisperger, deputy chair of the German Social Democratic Party, Bavarian State Parliament, Dr. Hermann Precht, Social Democratic Party member of the Baden-Wuerttemberg Parliament and Rev. John Langan of the Woodstock Theological Center.

Support plan outlined for NFL players

The AFL-CIO is mobilizing affiliated unions for support of the professional football players if they are forced to strike adamant team owners Sept. 22.

Steelworkers President Lynn Williams, chairman of the strategic approaches committee of the AFL-CIO Executive Council, announced that central labor councils in the 28 National Football League cities have already been alerted to a series of support events starting Sept. 23.

The players' strike deadline is the previous day, and NFL owners have said they will field teams of strikebreakers recruited among players released earlier this season. The owners have announced plans to field their scab teams for games on Oct. 4, skipping the games scheduled for Sept. 27-28.

Williams told reporters after a meeting at AFL-CIO headquarters that the federation efforts will follow the pattern of a similar program last winter in support of the strikers at USX, formerly U.S. Steel.

Negotiations report

The mobilization committee Williams chairs met with Gene Upshaw and Doug Allen, officers of the Federation of Professional Athletes, an AFL-CIO affiliate. Upshaw, executive director of the National Football League Players Association and an AFL-CIO vice president, reported on the total refusal to bargain by the NFL owners.

Williams, Upshaw and AFL-CIO Sec.-Treas. Thomas R. Donahue told reporters after the meeting that coordinators are being named by AFL-CIO central bodies in each NFL city and by national unions with substantial membership in each city. NFLPA player representatives will be the local contacts for each city.

Picket-line support from area trade unionists is planned on three separate occasions, the first two at the players' work-sites, where they will start picketing Sept. 23. Union families will be urged to attend events, including football clinics for youngsters, with the players Sunday, Sept. 27, the first date with no games.

In addition to Williams, other AFL-CIO Executive Council members and union officers attending the strategic approaches committee meeting were Charles B. Dale of the Newspaper Guild, Henry Duffy of the Air Line Pilots, Robert A. Georgine of the Building & Construction Trades Department, Gerald W. McEntee of AFSCME, John Sweeney of the Service Employees and William H. Wynn of the Food & Commercial Workers. Donahue chairs the AFL-CIO's Committee on the Evolution of Work, which created the strategic approaches unit.

Union TV crews

Also at the meeting were officers of the two unions representing TV technicians at NBC and CBS, the networks which televise Sunday games. The Broadcast Employees and Technicians are themselves on strike at NBC, and representatives of the Electrical Workers said difficult contract talks loom with CBS.

Upshaw told reporters that the NFLPA does not want to strike, but "management has forced us to this point. These guys want to play football but the owners won't come to the table to make that possible." Upshaw stressed that the management attitude made it impossible for the players to delay the strike deadline or accept mediation or anything that would allow the owners to get the players back on the field while continuing the stalling tactics that marked the previous weeks of negotiations.

House approves curbs on import glut

Continued from Page 1

ings and job losses strongly urging passage, and free traders sounding warning of "retaliation" against U.S. products.

Significantly, while some opponents of the bill said they feared retaliation against U.S. exports of agricultural products, most family farmer organizations joined labor in supporting the bill, including the American Agricultural Movement, the National Farmers Union and the National Farmers Organization.

The bill's supporters challenged the scare warnings of retaliation and higher prices

Countries that have been shipping textiles and clothing to the United States will be able to retain and even gradually expand their volume of imports, they noted. That's hardly grounds for retaliation.

While passage was never in doubt, both sides struggled for votes to expand or limit the margin. Rep. Butler Derrick (D-S.C.), the floor manager for the bill, had earlier set a target of 260 votes to "stay in the ball game" and be within striking distance of overriding a veto.

In the party breakdown, 193 Democrats voted for the bill, with 54 opposed. On the GOP side, 70 Republicans supported the bill and 102 voted against it.

Machinists get go-ahead for Coors organizing drive

The Machinists will launch an organizing campaign at the Adolph Coors Co. brewery in Golden, Colo., with the full support of the AFL-CIO and the good wishes of two other unions that had been prepared to take on the assignment.

Designation of a single AFL-CIO union to organize Coors brewery workers allows the federation to assist the Machinists in the campaign and averts a divisive conflict among affiliated unions.

The Steelworkers and the Auto Workers, as well as the IAM, had initiated organizing activities in the wake of the boycott-ending agreement reached last month by the AFL-CIO and Coors management. The issue was resolved by an impartial umpire under the procedure established by the AFL-CIO Executive Council last year to avoid organizing disputes.

Coors workers have been without union representation for more than 10 years, except for a small unit of Operating Engineers that was able to hold on during the long drought and will continue to represent its members.

The highly effective AFL-CIO boycott of Coors beer was ended when a new generation of management pledged not to interfere with union organizing activities and promised to respect the right of its workers to choose union representation.

Solidarity cited

AFL-CIO President Lane Kirkland thanked all three unions for their willingness to use the Organizing Responsibilities Procedure "and act in solidarity for the benefit of Coors brewery workers."

Machinists President William W. Winpisinger pledged the full resources of the IAM to help Coors workers "join the mainstream of the trade union movement."

IAM Vice President Jim Malott and Franz Ortloff, area coordinator for the union's Organizing Dept., will be in overall charge of the Coors campaign.

Auto Workers President Owen Bieber said, "Our primary concern is that Coors workers receive legitimate union representation as quickly as possible. The IAM has been making considerable progress in seeking to represent workers at the Golden, Colo., facility. Consistent with our primary concern, we have therefore withdrawn our organizing effort at Coors."

Steelworkers President Lynn Williams said, "We share the concern of the AFL-CIO—the UAW, IAM and all other affiliates—to provide the Coors brewery workers the opportunity to organize. Now that the AFL-CIO decision is made, the responsibility to organize rests with the Machinists, and we will do all that is possible to support them in that effort."

Glenn Watts, who retired earlier this year as an AFL-CIO vice president and as president of the Communications Workers, served as impartial umpire and met with all parties before handing down his decision.

Full-scale effort

His award, giving the go-ahead to the IAM to begin a full-scale organizing effort with the support of a united trade union federation, was based on Section 6 of the Organizing Responsibilities Procedures.

Section 6 provides for the selection of a union that has a full-fledged organizing drive under way significantly before another union enters the field, and which has a reasonable chance of succeeding.

When those circumstances aren't applicable, the test is whether "one affiliate is significantly more likely to obtain majority support."

Record trade deficit spurs House-Senate conference

Continued from Page 1

of the problem. Of the $41 billion added to the nation's world debt, $39.5 billion resulted from the imbalance between imports and exports.

Anderson pointed out that July's shortfall would have been even worse—nearly $17.5 billion—if the Commerce Dept. hadn't suddenly switched to using lower Canadian data, instead of U.S. Customs figures, on trade between the two countries. This tactic raised the value of American exports to its northern neighbor $958 million.

"Even using the 'funny numbers' on U.S.-Canadian trade," the federation said, "the trade gap for the first seven months of this year is $98.4 billion—4 percent higher than the $94.6-billion loss suffered in the same period in 1986." That was the year when the deficit, before downward revision based largely on changing the Canadian data, hit a historic $170-billion high—nearly five times greater than the $31.4-billion shortfall in 1980, just prior to the start of the Reagan Administration.

Anderson said that the failure to close the import-export gap is bad news for American workers, the industries they work for and the communities in which they live. Economists estimate that each $1 billion in imports destroys 22,500 jobs.

Record-shattering rate

The trade imbalance "shows no signs of abating," he emphasized, and the prospect is that the 1987 deficit will equal or exceed last year's record-shattering level.

"This proves the fallacy of the Administration's stubborn belief that we can somehow export our way out of trouble by relying on declining money exchange rates and exhortations to our trading partners for increased economic growth in their countries," the federation said.

The Administration has long predicted that the drop in the value of the dollar against foreign currencies would enhance exports by making the price of American goods more "competitive" overseas and would put a damper on imports by raising their costs in the domestic market.

"This passive approach hasn't worked and isn't going to work," Anderson said. "By enacting trade legislation in both the House and Senate, Congress made clear its realization that the Administration policy is doomed to failure. There has to be a significant change in America's trade policies if there's to be any reduction in these unacceptably high deficits."

On Capitol Hill, Senate Finance Committee Chairman Lloyd Bentsen (D-Tex.) said the latest figures "expose for all the world to see the glaring failure of this country's trade policy."

He pointed out that the deficit would have to average less than $11.6 billion a month for the remainder of the year to avert a new record trade loss. "That's not a realistic expectation," Bentsen said.

Bad to worse

Senate Majority Leader Robert C. Byrd (D-W.Va.) said that "after more than two years of a declining dollar and six years of Administration assurances that we have turned the corner, the trade deficit is a bigger problem than ever. We are in the sad situation of going from bad to worse."

Byrd expressed hope that the Administration would now realize the need for "effective cooperation" with Congress in fashioning a compromise trade bill. Reagan has threatened to veto the measure if it resembles either the House or Senate versions.

Although the White House tried to put a good face on the deficit figures, both U.S. Trade Representative Clayton Yeutter and Federal Reserve Board Gov. H. Robert Heller used the word "disappointing" to describe the July imbalance.

In the business community, Jerry Jasinowski, chief economist for the National Association of Manufacturers, called the figures "very bad news." And Allen Sinai, chief economist for the investment firm of Shearson Lehman Bros., described the unchecked trade deficit as "an incredible political and economic problem."

During the first seven months of this year, the nation's imports totaled $239.7 billion. That's 9 percent above the $220.3-billion level for the same period in 1986 and reflected an across-the-board surge in everything from petroleum and telecommunications equipment to clothing, textile products and footwear.

Export gain

Over that same period, exports totaled $141.3 billion, a 12-percent gain over the 1986 January-July level. The most significant components of America's sales abroad were agricultural products and aircraft.

Once again, the nation chalked up its biggest deficit with Japan, with a $5.1-billion shortfall in July. Japan accounts for 31 percent of the total U.S. trade gap.

The imbalance was $3.9 billion with Western Europe, $1.8 billion with Taiwan, $1.7 billion with the OPEC bloc, $700 million with Hong Kong and $600 million with Canada. The latter figure would have been twice that amount if the old policy of using U.S. Customs data was followed.

In other economic news, wholesale prices held steady in August—the first time since November 1986 that there was a breather in the upward price spiral. This put the annual rate of producer price inflation for the first eight months of this year at 3.6 percent.

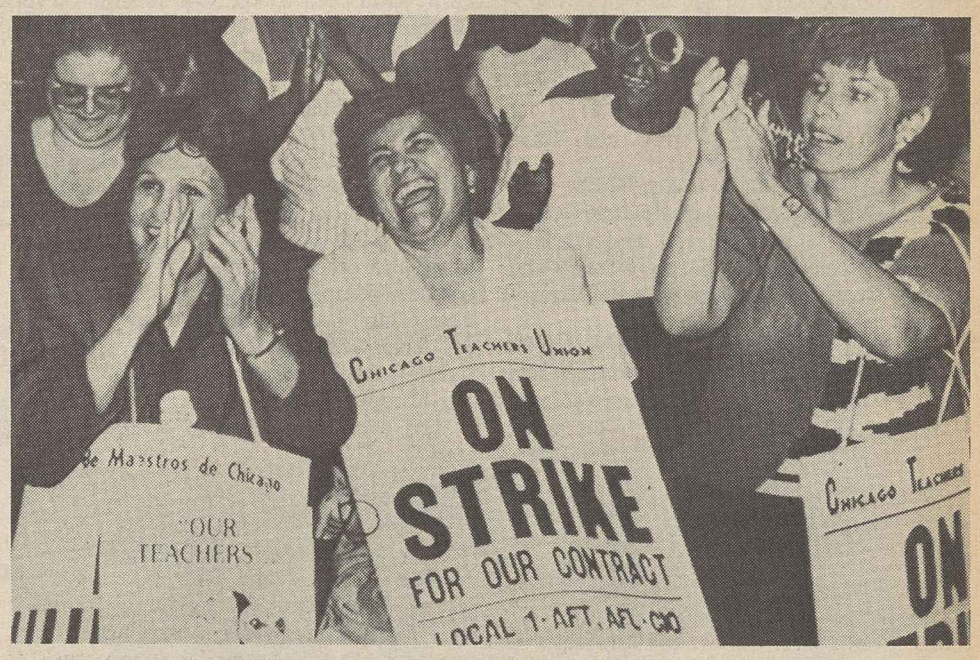
Producers raised their energy prices 1.5 percent. The impact hit hardest in the gasoline field, where prices shot up 4.2 percent.

Some tradeoff

Leave it to the U.S. Chamber of Commerce to find a silver lining in the news that the job-gutting trade deficit is the worst in the nation's history.

The runaway trade deficit reflects "renewed strength in the economy," according to Richard W. Rahn, the Chamber's chief economist. More imports, he said, reflect "rising demand."

But there was some tarnish on the Chamber's silver lining. Rahn mourned that the rising trade deficit will put the Reagan Administration "in a very difficult position" to veto trade legislation passed by Congress.



On the line

Striking Chicago Teachers whoop it up at a solidarity rally at Plumbers Local 130 union hall. Nearly 29,000 teachers walked off the job two weeks ago to protest wage cuts imposed by the school board. School employees from 20 unions are honoring AFT Local 1 picket lines and bargaining resumed this week. In Detroit, union and management negotiators are meeting daily in efforts to end a walkout by 11,500 members of AFT Local 231, while teachers in Pittsburgh's North Allegheny district settled their dispute.

Republican filibuster scuttles campaign finance reform bill

A filibuster by Senate Republicans thwarted a modest attempt to limit campaign spending and end an escalation of election costs that has distorted the political process.

Democratic leaders abandoned the attempt to bring the legislation to a vote after failing seven times to obtain the 60 votes needed to limit debate. The bill, which has 52 co-sponsors, had already been modified in a futile attempt to pick up significant bipartisan support.

As introduced by Sen. David L. Boren (D-Okla.), it would set voluntary spending limits for Senate contests, provide some public funding for candidates agreeing to abide by those limits, and restrict the total amount that Senate candidates could accept from political action committees.

The AFL-CIO has long urged spending limits and public financing of congressional campaigns. An Executive Council statement earlier this year termed the Senate bill "a sound beginning toward achieving congressional campaign financing reform."

Senate Majority Leader Robert C. Byrd (W.Va.), a leading supporter of the bill, has been trying since June to get it to a vote. But each cloture attempt fell at least seven votes short. A three-fifths majority of the full Senate—60 votes no matter how many senators are present—is needed to invoke cloture.

On the final try, three Republicans supported cloture—Senators John H. Chafee (R.I.), Nancy L. Kassebaum (Kan.) and Robert T. Stafford (Vt.).

Alabama's Democratic senators, Howell Heflin and Richard C. Shelby, opposed limiting debate.

Election year pressure

Byrd held out hope that the bill could be revived next year, in the second session of Congress, when he said election-year pressures could bring about some Republican switches. But Republican leaders see no prospect of action unless Democrats agree to drop the key public funding proposal.

A Supreme Court decision that Congress can't limit the amount of money a candidate can put into his or her own campaign has made the carrot-and-stick of public financing the only feasible way to encourage compliance with voluntary spending ceilings. A candidate who didn't agree to abide by the limits would not get any public funds, but his opponent would.

Kirkland hits Quebec police assault on union

AFL-CIO President Lane Kirkland joined with the Canadian Labor Congress in protesting "police abuse" in the Province of Quebec against the unaffiliated Confederation of National Trade Unions.

In a cable to Quebec Premier Robert Bourassa, Kirkland expressed solidarity with the CLC and its president, Shirley G.E. Carr, who called police harassment of the union an "abuse of the democratic system."

The protest came after 100 Quebec provincial police raided the CNTU offices and arrested union officials on charges that they were plotting to plant bombs in the hotel Manoir Richelieu where there's a labor dispute.

Carr denounced "police infiltration of this democratically established trade union," as "a move toward a totalitarian-style society" and declared that "the withholding of bail for leaders of the CNTU who have been arrested cuts at the underpinnings of our democracy."

Unions join in celebrating Constitution's birthday

Union members, students, teachers and citizens across the country began a five-year celebration of the 200th anniversary of the U.S. Constitution.

The special occasion was marked by speeches, parades and fireworks in Philadelphia and other communities designated as "Constitution cities." Other cities began their observances with festivals and historical programs, while students and teachers in classrooms nationwide discussed the rights and responsibilities of citizenship.

In Philadelphia, more than 5,000 members of the Philadelphia AFL-CIO and its affiliates gathered at Sheet Metal Workers Local 19 union hall before 9 a.m. on Constitution Day, Sept. 17, ready to join the six-hour march through the city and past Independence Hall where President Reagan watched from the reviewing stand.

Union members lined up behind banners and floats that told spectators of labor's role in the founding of the nation—from a display of Benjamin Franklin practicing his printing trade to reminders that democracy was born in historic Carpenters Hall, where the Constitution was drafted.

March re-enacted

The parade—with 30 floats, bands, military units and 20,000 participants—was a re-enactment of the "Grand Federal Procession," a celebration held by workers and citizens two centuries ago after the Constitution was signed.

Members of Bakery, Confectionery & Tobacco Workers Local 6 and Stoehman Brothers Bakery recreated a horse-drawn "bake house" that appeared in the 1787 parade, and distributed small breads and cakes to the crowd while Communications Workers handed out brochures on the Constitution.

Marching behind banners that proclaimed "Buy American" and "Made in the U.S.A." were Service Employees, Teachers, members of the building trades and other AFL-CIO union members. Picnics and rallies followed the parade and a fireworks finale ended the day-long celebration.

Nationwide 'teach-in'

The day before the historic Sept. 17 observance, students and educators participated in a giant "teach-in," focusing on the rights and responsibilities of citizenship and the protections afforded by the Constitution.

Nearly 110,000 schools were invited to join in a "celebration of citizenship," an effort sponsored by the Commission on the Bicentennial of the U.S. Constitution, the Teachers and other education organizations.

AFT President Albert Shanker called the Constitution the "backbone of this nation," and stressed that "if democracy is going to survive, it is important that our children learn about its beginning and evolution."

The AFT produced a series of lesson plans and other materials for its classroom teachers complementing the "celebration of citizenship" package, that prepared students to debate constitutional issues, study the lives of outstanding Americans and re-enact the historic signing.

The event also featured a simultaneous radio and television broadcast of citizens—including a group of New York building trades workers—who recited the Pledge of Allegiance led by the President from the steps of the Capitol.

In Boston, union members put the finishing touches on floats and banners that will celebrate the 200th anniversary of Constitution's signing and the 100th anniversary of Labor Day in the city with a giant parade Sept. 20.

AFL-CIO President Lane Kirkland will join Mayor Raymond Flynn and President Arthur Osbourne of the state federation in leading the 1.6 march along Boston's historic streets, marking labor's "century of struggle and pride" and the Constitution's bicentennial.

More than 20,000 trade unionists representing 65 unions will participate in the four-hour parade, accompanied by 25 marching bands and 11 floats.

Civic lessons

During the five-year observance of the Constitution's signing and ratification, the AFL-CIO will distribute discussion guides, lesson plans for educators and a speakers' bureau package—with historic information and other materials—that stress the ties between a free trade union movement and the right to freedom of association and other protections afforded by the Constitution and the Bill of Rights.

An article by Kirkland on citizens' rights and responsibilities under the First Amendment will be distributed to newspapers and other publications in cooperation with the Newspaper Guild.

The federation also has reprinted the text of the Constitution with copies included in this issue of the AFL-CIO News.

The federation also is participating in a series of seminars held by the Smithsonian Institution, on "Constitutional Roots, Rights & Responsibilities." At a recent session, AFL-CIO Sec.-Treas. Thomas R. Donahue pointed out that what the Constitution offers working people and ordinary citizens is "the right to establish democratic, representative instruments with which to meet the forces arrayed against them and through which to secure the 'blessings of liberty.' "

Rights protected

While the Constitution "has been of no immediate help in the long struggle of working people to create strong and independent organizations through which they can speak on more or less equal terms with their employers and their government, it has protected our ability to keep trying, and that makes all the difference," he said.

Union members and officials gathered for a "Jobs with Justice" rally at Carpenters Hall in Philadelphia, pressing their case for a workers' bill of rights that calls for job security, a fair standard of living and the right to unionize for all working men and women.

Rally participants included AFL-CIO Vice President Jack Sheinkman who heads the Clothing & Textile Workers; President Henry Nicholas, Hospital & Health Care Employees; President Charles Perlik, Newspaper Guild, and President Julius Uehlein of the Pennsylvania AFL-CIO.

Final step

Contract providing retroactive pay raises for nearly 600,000 members of the Postal Workers and Letter Carriers is signed following ratification by the two unions. From left, NALC President Vincent R. Sombrotto, APWU President Moe Biller and Postmaster Gen. Preston Tisch. A separate contract provides comparable benefits for workers represented by the Mail Handlers division of the Laborers.

UAW wins job guarantees in three-year Ford accord

Continued from Page 1

second and third years. The current cost-of-living formula is fully maintained, and 81 cents of the current COLA will be folded into base wages.

But the primary emphasis was on job security, and the agreement calls for a plant-closing moratorium, stronger prohibitions against contracting out work to non-union facilities, a new program to insure a higher level of union involvement in improving quality and commitments to new job opportunities at selected locations.

The settlement will affect 104,000 workers at Ford installations across the country and could serve as a pattern for a new contract covering 370,000 members at GM, where talks had been put on hold while the union concentrated on the Ford negotiations.

Although the union had set a Sept. 14 strike deadline at Ford, UAW members stayed on their jobs during the marathon negotiations—the first time in nearly two decades that the union extended its contract with one of the top domestic carmakers.

The new agreement is being presented to the union's 200-member National Ford Bargaining Council and must then be ratified by Ford workers in 53 UAW locals.

President Owen Bieber and Vice President Stephen P. Yokich, who directs the union's Ford department, said the tentative settlement "marks a giant stride forward in our ongoing efforts to secure the jobs of our members while making stable employment levels a routine part of doing business in this country."

The precedent-setting plan calls for establishing guaranteed employment levels for every UAW-Ford bargaining unit and for skilled and nonskilled workers within these units.

Bieber and Yokich said the required levels will "act as a powerful incentive for Ford to maintain or increase production in its U.S. facilities, since the company will be obligated to maintain full payrolls here as long as their products are selling at a constant or increasing rate."

The tentative pact also provides for upward adjustment in pension benefits to keep up with anticipated COLA increases for active workers.

The contract between the UAW and Chrysler Corp. has another year to run. The No. 3 carmaker's subsidiary in Canada was struck for three days by the unaffiliated Canadian Auto Workers before reaching agreement on a new pact geared to wage hikes for 10,000 employees in that country.

Bakery Workers win pay raises averaging 12% in Nabisco pact

What began as a confrontation over management's demands for a wage freeze and takebacks ended with an across-the-board pay increase of $1.50 an hour for more than 8,000 Bakery, Confectionery & Tobacco Workers at Nabisco Brands Inc. plants across the country.

In addition to wage gains averaging 12 percent over three years, the union won a $5-million company contribution to establish an innovative program providing training and job security in the face of technological change plus cash incentives for early retirement at the worker's request.

BCT President John DeConcini described the provision as a "silver parachute" for workers facing displacement, comparing it to the generous "golden parachutes" companies offer managers eased out in personnel shakeups.

"It is only just that working people receive comparable treatment," DeConcini said.

Attendance bonus

The three-year agreement also includes another innovation—monetary rewards for good attendance. Employees who haven't missed work begin to accumulate cash bonuses for each month of perfect attendance, payable Dec. 10 of each year. The bonus is $10 for the first month, with a progressive formula that makes it possible for an employee with a year's perfect attendance to receive a $500 payment at year's end.

The pension benefit level will rise from its present level of $650 a month to $700 on Dec. 1, and to $750 on Mar. 1, 1990. And management's contributions to health insurance were increased 25 cents an hour. Weekly sickness and accident benefits will go from $140 to $150 on Nov. 1 and to $160 in the third year. In addition, coverage for organ transplants becomes effective Nov. 1.

4-step increase

The contract provides for a four-step pay increase—50 cents retroactive to Sept. 1, 25 cents on Sept. 1, 1988, 25 cents on Mar. 1, 1989, and 50 cents on Sept. 11, 1989.

The negotiations opened Aug. 17 on a grim note, as management—despite rising profits—came to the bargaining table with a wage-freeze proposal and a laundry list of other concession demands.

The BCT recessed the talks on Aug. 28 and, following reports on the status of negotiations, strike authorization was voted by large majorities at each Nabisco plant. Full scale negotiations resumed Sept. 10 and agreement was reached after a marathon 21-hour bargaining session.

The agreement, ratified overwhelmingly by the membership, covers 13 Nabisco plants in Pittsburgh, Denver, Atlanta, Buffalo, Houston, Chicago, Philadelphia, Portland, Ore., Richmond, Va., Oakland and Buena Park, Calif., Niagara Falls, N.Y., and Fair Lawn, N.J.

Labor-backed coalition forged in drive for quality child care

A union-backed coalition is planning a major legislative campaign for federal grants to improve day care facilities for the children of working parents.

AFSCME President Gerald W. McEntee and Marian Wright Edelman, head of the Children's Defense Fund, announced the campaign on behalf of some 75 organizations joined in an Alliance for Better Child Care.

They stressed at a news conference, and in a half-page newspaper advertisement, that most working parents are unable to obtain adequate and affordable day care for their children.

"America has no child care policy," the AFSCME and Children's Defense Fund advertisement declared. It noted that only 3,000 of some 6 million private business firms help employees meet child care needs and "the record in government isn't much better."

McEntee told reporters that AFSCME intends to make affordable, quality child care "a major workplace issue of the 1980s and 1990s."

Legislation expected to be introduced soon in both the House and Senate would establish a $2.5-billion program of federal grants to states to train child care workers and provide referral services to parents seeking competent day care for their children.

McEntee and Edelman predicted strong public support for the legislation. They cited national opinion surveys showing that 71 percent of working Americans want the government to develop policies to make child care services more available and affordable.

The AFL-CIO American
Federationist
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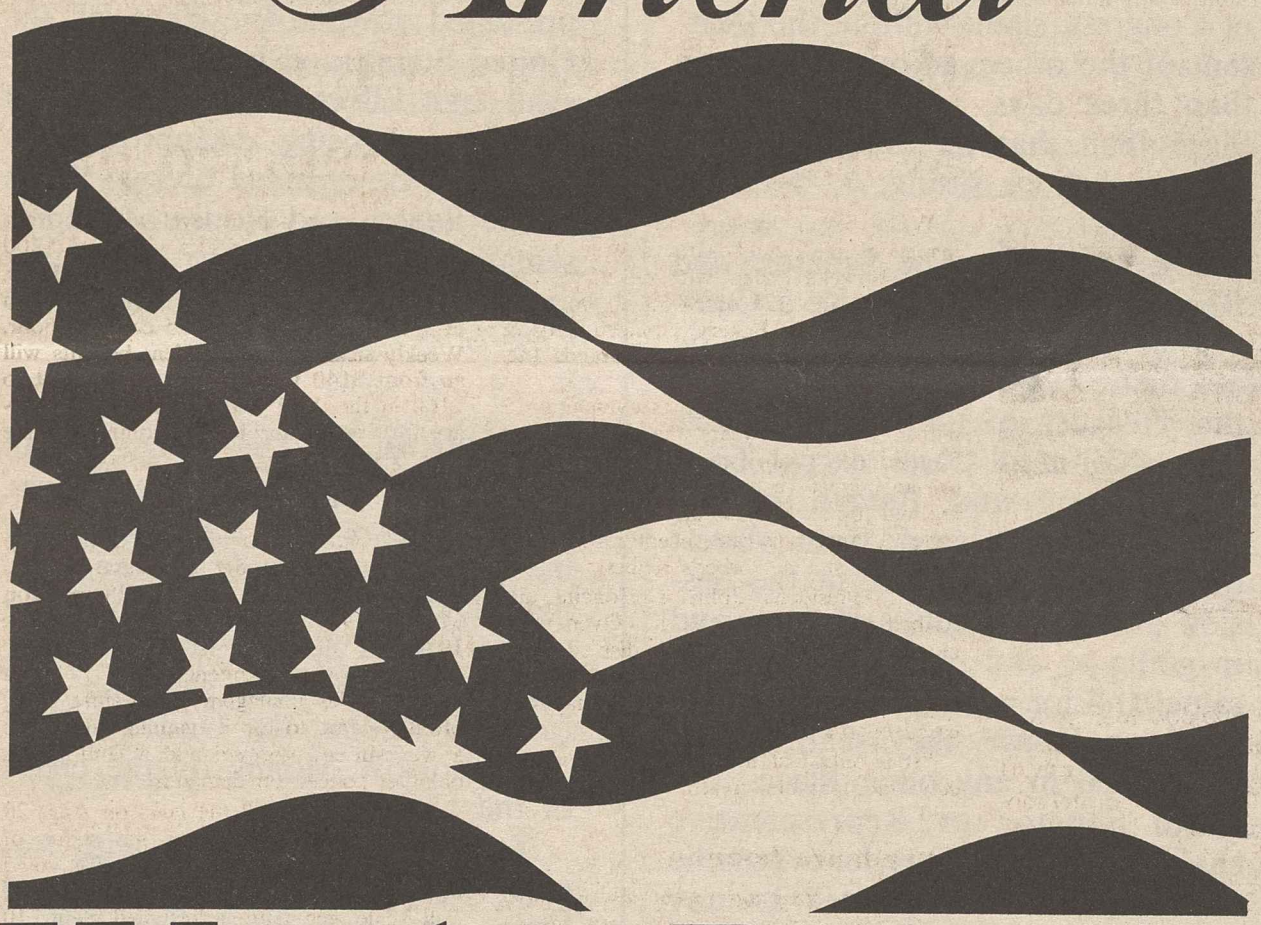
The Constitution of the United States of America



We the People

of the United States, in Order to form a more perfect Union, establish Justice, insure domestic Tranquility, provide for the common defence, promote the general Welfare, and secure the Blessings of Liberty to ourselves and our Posterity, do ordain and establish this Constitution for the United States of America.

Article. I.

Section. 1. All legislative Powers herein granted shall be vested in a Congress of the United States, which shall consist of a Senate and House of Representatives.

Section. 2. The House of Representatives shall be composed of Members chosen every second Year by the People of the several States, and the Electors in each State shall have the Qualifications requisite for Electors of the most numerous Branch of the State Legislature.

No Person shall be a Representative who shall not have attained to the Age of twenty five Years, and been seven Years a Citizen of the United States, and who shall not, when elected, be an Inhabitant of that State in which he shall be chosen.

[Representatives and direct Taxes shall be apportioned among the several States which may be included within this Union, according to their respective Numbers, which shall be determined by adding to the whole Number of free Persons, including those bound to Service for a Term of Years, and excluding Indians not taxed, three fifths of all other Persons.][1] The actual Enumeration shall be made within three Years after the first Meeting of the Congress of the United States, and within every subsequent Term of ten Years, in such Manner as they shall by Law direct. The number of Representatives shall not exceed one for every thirty Thousand, but each State shall have at Least one Representative; and until such enumeration shall be made, the State of New Hampshire shall be entitled to chuse three, Massachusetts eight, Rhode-Island and Providence Plantations one, Connecticut five, New York six, New Jersey four, Pennsylvania eight, Delaware one, Maryland six, Virginia ten, North Carolina five, South Carolina five, and Georgia three.

When vacancies happen in the Representation from any State, the Executive Authority thereof shall issue Writs of Election to fill such Vacancies.

The House of Representatives shall chuse their Speaker and other

Officers; and shall have the sole Power of Impeachment.

Section. 3. The Senate of the United States shall be composed of two Senators from each State, [chosen by the Legislature thereof,][2] for six Years; and each Senator shall have one Vote.

Immediately after they shall be assembled in Consequence of the first Election, they shall be divided as equally as may be into three Classes. The Seats of the Senators of the first Class shall be vacated at the Expiration of the second Year, of the second Class at the Expiration of the fourth Year, and of the third Class at the Expiration of the sixth Year, so that one third may be chosen every second Year; [and if Vacancies happen by Resignation, or otherwise, during the Recess of the Legislature of any State, the Executive thereof may make temporary Appointments until the next Meeting of the Legislature, which shall then fill such Vacancies.][3]

No Person shall be a Senator who shall not have attained to the Age of thirty Years, and been nine Years a Citizen of the United States, and who shall not, when elected, be an Inhabitant of that State for which he shall be chosen.

The Vice President of the United States shall be President of the Senate, but shall have no Vote, unless they be equally divided.

The Senate shall chuse their other Officers, and also a President pro tempore, in the Absence of the Vice President, or when he shall exercise the Office of President of the United States.

The Senate shall have the sole Power to try all Impeachments. When sitting for that Purpose, they shall be on Oath or Affirmation. When the President of the United States is tried, the Chief Justice shall preside: And no Person shall be convicted without the Concurrence of two thirds of the Members present.

Judgment in Cases of Impeachment shall not extend further than to removal from Office, and disqualification to hold and enjoy any Office of honor, Trust or Profit under the United States: but the Party convicted shall nevertheless be liable and subject to Indictment, Trial, Judgment and Punishment, according to Law.

Section. 4. The Times, Places and Manner of holding Elections for Senators and Representatives, shall be prescribed in each State by the Legislature thereof, but the Congress may at any time by Law make or alter such Regulations, except as to the Places of chusing Senators.

The Congress shall assemble at least once in every Year, and such Meeting shall be [on the first Monday in December,][4] unless they shall by Law appoint a different Day.

Section. 5. Each House shall be the Judge of the Elections, Returns and Qualifications of its own Members, and a Majority of each shall constitute a Quorum to do Business; but a smaller Number may adjourn from day to day, and may be authorized to compel the Attendance of absent Members, in such Manner, and under such Penalties as each House may provide.

Each House may determine the Rules of its Proceedings, punish its Members for disorderly Behaviour, and, with the Concurrence of two thirds, expel a Member.

Each House shall keep a Journal of its Proceedings, and from time to time publish the same, excepting such Parts as may in their Judgment require Secrecy; and the Yeas and Nays of the Members of either House on any question shall, at the Desire of one fifth of those Present, be entered on the Journal.

Neither House, during the Session of Congress, shall, without the Consent of the other, adjourn for more than three days, nor to any other Place than that in which the two Houses shall be sitting.

Section. 6. The Senators and Representatives shall receive a Compensation for their Services, to be ascertained by Law, and paid out of the Treasury of the United States. They shall in all Cases, except Treason, Felony and Breach of the Peace, be privileged from Arrest during their Attendance at the Session of their respective Houses, and in going to and returning from the same; and for any Speech or Debate in either House, they shall not be questioned in any other Place.

No Senator or Representative shall, during the Time for which he was elected, be appointed to any civil Office under the Authority of the United States, which shall have been created, or the Emoluments whereof shall have been encreased during such time; and no Person holding any Office under the United States, shall be a Member of either House during his Continuance in Office.

Section. 7. All Bills for raising Revenue shall originate in the House of Representatives; but the Senate may propose or concur with Amendments as on other Bills.

Every Bill which shall have passed the House of Representatives and the Senate, shall, before it becomes a Law, be presented to the President of the United States; If he approve he shall sign it, but if not he shall return it, with his Objections to that House in which it shall have originated, who shall enter the Objections at large on their Journal, and proceed to reconsider it. If after such Reconsideration two thirds of that House shall agree to pass the Bill, it shall be sent, together with the Objections, to the other House, by which it shall likewise be reconsidered, and if approved by two thirds of that House, it shall become a Law. But in all such Cases the Votes of both Houses shall be determined by yeas and Nays, and the Names of the Persons voting for and against the Bill shall be entered on the Journal of each House respectively. If any Bill shall not be returned by the President within ten Days (Sundays excepted) after it shall have been presented to him, the Same shall be a Law, in like Manner as if he had signed it, unless the Congress by their Adjournment prevent its Return, in which Case it shall not be a Law.

Every Order, Resolution, or Vote to which the Concurrence of the Senate and House of Representatives may be necessary (except on a question of Adjournment) shall be presented to the President of the United States; and before the Same shall take Effect, shall be approved by him, or being disapproved by him, shall be repassed by two thirds of the Senate and House of Representatives, according to the Rules and Limitations prescribed in the Case of a Bill.

Section. 8. The Congress shall have Power To lay and collect Taxes, Duties, Imposts and Excises, to pay the Debts and provide for the common Defence and general Welfare of the United States; but all Duties, Imposts and Excises shall be uniform throughout the United States;

To borrow Money on the credit of the United States;

To regulate Commerce with foreign Nations, and among the several States, and with the Indian Tribes;

To establish an uniform Rule of Naturalization, and uniform Laws on the subject of Bankruptcies throughout the United States;

To coin Money, regulate the Value thereof, and of foreign Coin, and fix the Standard of Weights and Measures;

To provide for the Punishment of counterfeiting the Securities and current Coin of the United States;

To establish Post Offices and post Roads;

To promote the Progress of Science and useful Arts, by securing for limited Times to Authors and Inventors the exclusive Right to their respective Writings and Discoveries;

To constitute Tribunals inferior to the supreme Court;

To define and punish Piracies and Felonies committed on the high

Seas, and Offenses against the Law of Nations;

To declare War, grant Letters of Marque and Reprisal, and make Rules concerning Captures on Land and Water;

To raise and support Armies, but no Appropriation of Money to that Use shall be for a longer Term than two Years;

To provide and maintain a Navy;

To make Rules for the Government and Regulation of the land and naval Forces;

To provide for calling forth the Militia to execute the Laws of the Union, suppress Insurrections and repel Invasions;

To provide for organizing, arming, and disciplining, the Militia, and for governing such Part of them as may be employed in the Service of the United States, reserving to the States respectively, the Appointment of the Officers, and the Authority of training the Militia according to the discipline prescribed by Congress;

To exercise exclusive Legislation in all Cases whatsoever, over such District (not exceeding ten Miles square) as may, by Cession of particular States, and the Acceptance of Congress, become the Seat of the Government of the United States, and to exercise like Authority over all Places purchased by the Consent of the Legislature of the State in which the Same shall be, for the Erection of Forts, Magazines, Arsenals, dock-Yards and other needful Buildings;—And

To make all Laws which shall be necessary and proper for carrying into Execution the foregoing Powers, and all other Powers vested by this Constitution in the Government of the United States, or in any Department or Officer thereof.

Section. 9. The Migration or Importation of such Persons as any of the States now existing shall think proper to admit, shall not be prohibited by the Congress prior to the Year one thousand eight hundred and eight, but a Tax or duty may be imposed on such Importation, not exceeding ten dollars for each Person.

The Privilege of the Writ of Habeas Corpus shall not be suspended, unless when in Cases of Rebellion or Invasion the public Safety may require it.

No Bill of Attainder or ex post facto Law shall be passed.

No Capitation, or other direct, Tax shall be laid, unless in Proportion to the Census or Enumeration herein before directed to be taken.

No Tax or Duty shall be laid on Articles exported from any State.

No Preference shall be given by any Regulation of Commerce or Revenue to the Ports of one State over those of another nor shall Vessels bound to, or from, one State, be obliged to enter, clear, or pay Duties in another.

No Money shall be drawn from the Treasury, but in Consequence of Appropriations made by Law; and a regular Statement and Account of the Receipts and Expenditures of all public Money shall be published from time to time.

No Title of Nobility shall be granted by the United States: And no Person holding any Office of Profit or Trust under them, shall, without the Consent of the Congress, accept of any present, Emolument, Office, or Title, of any kind whatever, from any King, Prince, or foreign State.

Section. 10. No State shall enter into any Treaty, Alliance, or Confederation; grant Letters of Marque and Reprisal; coin Money; emit Bills of Credit; make any Thing but gold and silver Coin a Tender in Payment of Debts; pass any Bill of Attainder, ex post facto Law, or Law impairing the Obligation of Contracts, or grant any Title of Nobility.

No State shall, without the Consent of the Congress, lay any Imposts or Duties on Imports or Exports, except what may be absolutely necessary for executing it's inspection Laws: and the net Produce of all Duties and Imposts, laid by any State on Imports or Exports, shall be for the Use of the Treasury of the United States; and all such Laws shall be subject to the Revision and Controul of the Congress.

No State shall, without the Consent of Congress, lay any Duty of Tonnage, keep Troops, or Ships of War in time of Peace, enter into any Agreement or Compact with another State, or with a foreign Power, or engage in War, unless actually invaded, or in such imminent Danger as will not admit of delay.

Article. II.

Section. 1. The executive Power shall be vested in a President of the United States of America. He shall hold his Office during the Term of four Years, and, together with the Vice President, chosen for the same Term, be elected, as follows

Each State shall appoint, in such Manner as the Legislature thereof may direct, a Number of Electors, equal to the whole Number of Senators and Representatives to which the State may be entitled in the Congress: but no Senator or Representative, or Person holding an Office of Trust or Profit under the United States, shall be appointed an Elector.

[The Electors shall meet in their respective States, and vote by Ballot for two Persons, of whom one at least shall not be an Inhabitant of the same State with themselves. And they shall make a List of all the Persons voted for, and of the Number of Votes for each; which List they shall sign and certify, and transmit sealed to the Seat of the Government of the United States, directed to the President of the Senate. The President of the Senate shall, in the Presence of the Senate and House of Representatives, open all the Certificates, and the Votes shall then be counted. The Person having the greatest Number of Votes shall be the President, if such Number be a Majority, of the whole Number of Electors appointed; and if there be more than one who have such Majority and have an equal Number of Votes, then the House of Representatives shall immediately chuse by Ballot one of them for President, and if no Person have a Majority, then from the five highest on the List the said House shall in like Manner chuse the President. But in chusing the President, the Votes shall be taken by States, the Representation from each State having one Vote; A quorum for this Purpose shall consist of a Member or Members from two thirds of the States, and a Majority of all the States shall be necessary to a Choice. In every Case, after the Choice of the President, the Person having the greatest Number of Votes of the Electors shall be the Vice President. But if there should remain two or more who have equal Votes, the Senate shall chuse from them by Ballot the Vice President.][5]

Time of chusing the Electors, and the Day on which they shall give their Votes; which Day shall be the same throughout the United States.

No Person except a natural born Citizen, or a Citizen of the United States, at the time of the Adoption of this Constitution, shall be eligible to the Office of the President; neither shall any person be eligible to that Office who shall not have attained to the Age of thirty five Years, and been fourteen Years a Resident within the United States.

[In Case of the Removal of the President from Office, or of his Death, Resignation, or Inability to discharge the Powers and Duties of the said Office, the Same shall devolve on the Vice President, and the Congress may by Law provide for the Case of Removal, Death, Resignation or Inability, both of the President and Vice President, declaring what Officer shall then act as President, and such Officer shall act accordingly, until the Disability be

removed, or a President shall be elected.][6]

The President shall, at stated Times, receive for his Services, a Compensation, which shall neither be increased nor diminished during the Period for which he shall have been elected, and he shall not receive within that Period any other Emolument from the United States, or any of them.

Before he enter on the Execution of his Office, he shall take the following Oath or Affirmation:—"I do solemnly swear (or affirm) that I will faithfully execute the Office of President of the United States, and will to the best of my Ability, preserve, protect and defend the Constitution of the United States."

Section. 2. The President shall be Commander in Chief of the Army and Navy of the United States, and of the Militia of the several States, when called into the actual Service of the United States; he may require the Opinion, in writing, of the principal Officer in each of the executive Departments, upon any Subject relating to the Duties of their respective Offices, and he shall have Power to grant Reprieves and Pardons for Offenses against the United States, except in Cases of Impeachment.

He shall have Power, by and with the Advice and Consent of the Senate, to make Treaties, provided two thirds of the Senators present concur; and he shall nominate, and by and with the Advice and Consent of the Senate, shall appoint Ambassadors, other public Ministers and Consuls, Judges of the supreme Court, and all other Officers of the United States, whose Appointments are not herein otherwise provided for, and which shall be established by Law: but the Congress may by Law vest the Appointment of such inferior Officers, as they think proper, in the President alone, in the Courts of Law, or in the Heads of Departments.

The President shall have Power to fill up all Vacancies that may happen during the Recess of the Senate, by granting Commissions which shall expire at the End of their next Session.

Section. 3. He shall from time to time give to the Congress Information of the State of the Union, and recommend to their Consideration such measures as he shall judge necessary and expedient; he may, on extraordinary Occasions, convene both Houses, or either of them, and in Case of Disagreement between them, with Respect to the Time of Adjournment, he may adjourn them to such Time as he shall think proper; he shall receive Ambassadors and other public Ministers; he shall take Care that the Laws be faithfully executed, and shall Commission all the Officers of the United States.

Section. 4. The President, Vice President and all civil Officers of the United States, shall be removed from Office on Impeachment for, and Conviction of, Treason, Bribery, or other high Crimes and Misdemeanors.

Article. III.

Section. 1. The judicial Power of the United States, shall be vested in one supreme Court, and in such inferior Courts as the Congress may from time to time ordain and establish. The Judges, both of the supreme and inferior Courts, shall hold their Offices during good Behaviour, and shall, at stated Times, receive for their Services, a Compensation, which shall not be diminished during their Continuance in Office.

Section. 2. The judicial Power shall extend to all Cases, in Law and Equity, arising under this Constitution, the Laws of the United States, and Treaties made, or which shall be made, under their Authority;—to all Cases affecting Ambassadors, other public Ministers and Consuls;—to all Cases of admiralty and maritime Jurisdiction;—to Controversies to which the United States shall be a Party;—to Controversies between two or more States; between a State and Citizens of another State;—between Citizens of different States—between Citizens of the same State claiming Lands under Grants of different States, and between a State, or the Citizens thereof, and foreign States, Citizens or Subjects.

In all Cases affecting Ambassadors, other public Ministers and Consuls, and those in which a State shall be Party, the supreme Court shall have original Jurisdiction. In all the other Cases before mentioned, the supreme Court shall have appellate Jurisdiction, both as to Law and Fact, with such Exceptions, and under such Regulations as the Congress shall make.

The Trial of all Crimes, except in Cases of Impeachment; shall be by Jury; and such Trial shall be held in the State where the said Crimes shall have been committed; but when not committed within any State, the Trial shall be at such Place or Places as the Congress may by Law have directed.

Section. 3. Treason against the United States, shall consist only in levying War against them, or in adhering to their Enemies, giving them Aid and Comfort. No Person shall be convicted of Treason unless on the Testimony of two Witnesses to the same overt Act, or on Confession in open Court.

The Congress shall have Power to declare the Punishment of Treason, but no Attainder of Treason shall work Corruption of Blood, or Forfeiture except during the Life of the Person attainted.

Article. IV.

Section. 1. Full Faith and Credit shall be given in each State to the public Acts, Records, and judicial Proceedings of every other State; And the Congress may by general Laws prescribe the Manner in which such Acts, Records and Proceedings shall be proved, and the Effect thereof.

Section. 2. The Citizens of each State shall be entitled to all Privileges and Immunities of Citizens in the several States.

A Person charged in any State with Treason, Felony, or other Crime, who shall flee from Justice, and be found in another State, shall on Demand of the executive Authority of the State from which he fled, be delivered up, to be removed to the State having Jurisdiction of the Crime.

[No Person held to Service or Labour in one State, under the Laws thereof, escaping into another, shall, in Consequence of any Law or Regulation therein, be discharged from such Service or Labour, but shall be delivered up on Claim of the Party to whom such Service or Labour may be due.][7]

Section. 3. New States may be admitted by the Congress into this Union; but no new State shall be formed or erected within the Jurisdiction of any other State; nor any State be formed by the Junction of two or more States, or Parts of States, without the Consent of the Legislatures of the States concerned as well as of the Congress.

The Congress shall have Power to dispose of and make all needful Rules and Regulations respecting the Territory or other Property belonging to the United States; and nothing in this Constitution shall be so construed as to the Prejudice any Claims of the United States, or of any particular State.

Section. 4. The United States shall guarantee to every state in this Union a Republican Form of Government, and shall protect each of them against Invasion; and on Application of the Legislature, or of the Executive (when the Legislature cannot

be convened) against domestic Violence.

Article. V.

The Congress, whenever two thirds of both Houses shall deem it necessary, shall propose Amendments to this Constitution, or, on the Application of the Legislatures of two thirds of the several States, shall call a Convention for Proposing Amendments, which, in either Case, shall be valid to all Intents and Purposes, as Part of this Constitution, when ratified by the Legislatures of three fourths of the several States, or by Conventions in three fourths thereof, as the one or the other Mode of Ratification may be proposed by the Congress; Provided that no Amendment which may be made prior to the Year One thousand eight hundred and eight shall in any Manner affect the first and fourth Clauses in the Ninth Section of the first Article; and that no State, without its Consent, shall be deprived of it's equal Suffrage in the Senate.

Article. VI.

All Debts contracted and Engagements entered into, before the Adoption of this Constitution, shall be as valid against the United States under this Constitution, as under the Confederation.

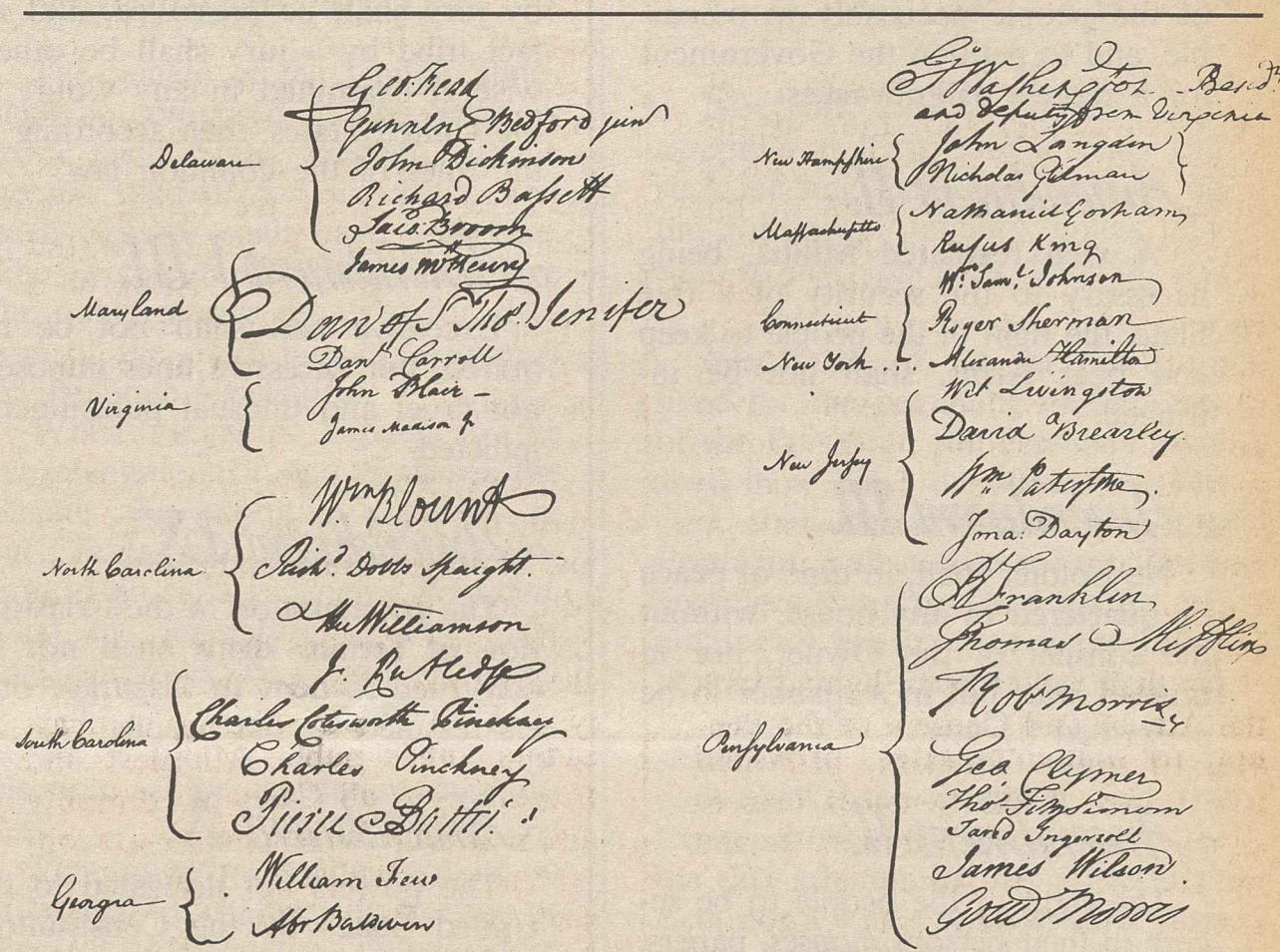
This Constitution, and the Laws of the United States which shall be made in Pursuance thereof; and all Treaties made, or which shall be made, under the Authority of the United States, shall be the supreme Law of the Land; and the Judges in every State shall be bound thereby, any Thing in the Constitution or Laws of any State to the Contrary notwithstanding.

The Senators and Representatives before mentioned, and the Members of the several State Legislatures, and all executive and judicial Officers, both of the United States and of the several States, shall be bound by Oath or Affirmation, to support this Constitution; but no religious Test shall ever be required as a Qualification to any Office or public Trust under the United States.

Article. VII.

The Ratification of the Conventions of nine States, shall be sufficient for the Establishment of this Constitution between the States so ratifying the Same.

done in Convention by the Unanimous Consent of the States present the Seventeenth Day of September in the Year of our Lord one thousand seven hundred and Eighty seven and of the Independence of the United States of America the Twelfth in Witness whereof We have hereunto subscribed our Names.



[1] Changed by section 2 of the Fourteenth Amendment.
[2] Changed by the Seventeenth Amendment.
[3] Changed by the Seventeenth Amendment.
[4] Changed by the Twentieth Amendment.
[5] Superseded by the Twelfth Amendment.
[6] Modified by the Twenty-Fifth Amendment.
[7] Superseded by the Thirteenth Amendment.

IN CONVENTION MONDAY SEPTEMBER 17, 1787.

Present
The States of

New Hampshire, Massachusetts, Connecticut, Mr. Hamilton from New York, New Jersey, Pennsylvania, Delaware, Maryland, Virginia, North Carolina, South Carolina and Georgia.

Resolved,

That the preceeding Constitution be laid before the United States in Congress assembled, and that it is the Opinion of this Convention, that it should afterwards be submitted to a Convention of Delegates, chosen in each State by the People thereof, under the Recommendation of its Legislature, for their Assent and Ratification; and that each Convention assenting to, and ratifying the Same, should give Notice thereof to the United States in Congress assembled. Resolved, That it is the Opinion of this Convention, that as soon as the Conventions of nine States shall have ratified this Constitution, the United States in Congress assembled should fix a Day on which Electors should be appointed by the States which shall have ratified the same, and a Day on which the Electors should assemble to vote for the President, and the Time and Place for commencing Proceedings under this Constitution.

That after such Publication the Electors should be appointed, and the Senators and Representatives elected: That the Electors should meet on the Day fixed for the Election of the President, and should transmit their Votes certified, signed, sealed and directed, as the Constitution requires, to the Secretary of the United States in Congress assembled, that the Senators and Representatives should convene at the Time and Place assigned; that the Senators should appoint a President of the Senate, for the sole Purpose of receiving, opening and counting the Votes for President; and, that after he shall be chosen, the Congress, together with the President, should, without Delay, proceed to execute this Constitution.

By the unanimous Order of the Convention

G. WASHINGTON—Presid.

W. JACKSON Secretary

Amendments to the Constitution of the United States of America

Amendment I.[1]

Congress shall make no law respecting an establishment of religion, or prohibiting the free exercise thereof; or abridging the freedom of speech, or of the press, or the right of the people peaceably to assemble, and to petition the Government for a redress of grievances.

Amendment II.

A well regulated Militia, being necessary to the security of a free State, the right of the people to keep and bear Arms, shall not be infringed.

Amendment III.

No Soldier shall, in time of peace be quartered in any house, without the consent of the Owner, nor in time of war, but in a manner to be prescribed by law.

Amendment IV.

The right of the people to be secure in their persons, houses, papers, and effects, against unreasonable searches and seizures, shall not be violated, and no Warrants shall issue, but upon probable cause, supported by Oath or affirmation, and particularly describing the place to be searched, and the persons or things to be seized.

Amendment V.

No person shall be held to answer for a capital, or otherwise infamous crime, unless on a presentment or indictment of a Grand Jury, except in cases arising in the land or naval forces, or in the Militia, when in actual service in time of War or public danger; nor shall any person be subject for the same offence to be twice put in jeopardy of life or limb, nor shall be compelled in any criminal case to be a witness against himself, nor be deprived of life, liberty, or property, without due process of law; nor shall private property be taken for public use without just compensation.

Amendment VI.

In all criminal prosecutions, the accused shall enjoy the right to a speedy and public trial, by an impartial jury of the State and district wherein the crime shall have been committed; which district shall have been previously ascertained by law, and to be informed of the nature and cause of the accusation; to be confronted with the witnesses against him; to have compulsory process for obtaining witnesses in his favor, and to have the assistance of counsel for his defence.

Amendment VII.

In Suits at common law, where the value in controversy shall exceed twenty dollars, the right of trial by jury shall be preserved, and no fact tried by a jury shall be otherwise re-examined in any Court of the United States, than according to the rules of the common law.

Amendment VIII.

Excessive bail shall not be required, nor excessive fines imposed, nor cruel and unusual punishments inflicted.

Amendment IX.

The enumeration in the Constitution of certain rights shall not be construed to deny or disparage others retained by the people.

Amendment X.

The powers not delegated to the United States by the Constitution, nor prohibited by it to the States, are reserved to the States respectively, or to the people.

Amendment XI.[2]

The Judicial power of the United States shall not be construed to extend to any suit in law or equity, commenced or prosecuted against one of the United States by Citizens of another State, or by Citizens or Subjects of any Foreign State.

Amendment XII.[3]

The Electors shall meet in their respective states, and vote by ballot for President and Vice President, one of whom, at least, shall not be an inhabitant of the same state with themselves; they shall name in their ballots the person voted for as President, and in distinct ballots the person voted for as Vice-President, and they shall make distinct lists of all persons voted for as President, and of all persons voted for as Vice-President, and of the number of votes for each, which lists they shall sign and certify, and transmit sealed to the seat of the government of the United States, directed to the President of the Senate;—The President of the Senate shall, in the presence of the Senate and House of Representatives, open all the certificates and the votes shall then be counted;—The person having the greatest number of votes for President shall be the President, if such number be a majority of the whole number of Electors appointed; and if no person have such majority, then from the persons having the highest numbers not exceeding three on the list of those voted for as President, the House of Representatives shall choose immediately, by ballot, the President. But in choosing the President, the votes shall be taken by states, the representation from each state having one vote; a quorum for this purpose shall consist of a member or members from two-thirds of the states, and a majority of all the states shall be necessary to a choice. [And if the House of Representatives shall not choose a President whenever the right of choice shall devolve upon them, before the fourth day of March next following, then the Vice-President shall act as President, as in the case of the death or other constitutional disability of the President—][4] The person having the greatest number of votes as Vice-President, shall be the Vice-President, if such number be a majority of the whole number of Electors appointed, and if no person have a majority, then from the two highest numbers on the list, the Senate shall choose the Vice-President; a quorum for the purpose shall consist of two-thirds of the whole number of Senators, and a majority of the whole number shall be necessary to a choice. But no person constitutionally ineligible to the office of President shall be eligible to that of Vice President of the United States.

Amendment XIII.[5]

Section. 1. Neither slavery nor involuntary servitude, except as a punishment for a crime whereof the party shall have been duly convicted, shall exist within the United States, or any place subject to their jurisdiction.

Section. 2. Congress shall have power to enforce this article by appropriate legislation.

Amendment XIV.[6]

Section. 1. All persons born or naturalized in the United States and subject to the jurisdiction thereof, are citizens of the United States and of the State wherein they reside. No State shall make or enforce any law which shall abridge the privileges or immunities of citizens of the United States; nor shall any

State deprive any person of life, liberty, or property, without due process of law; nor deny to any person within its jurisdiction the equal protection of the laws.

Section. 2. Representatives shall be apportioned among the several States according to their respective numbers, counting the whole number of persons in each State, excluding Indians not taxed. But when the right to vote at any election for the choice of electors for President and Vice President of the United States, Representatives in Congress, the Executive and Judicial officers of a State, or the members of the Legislature thereof, is denied to any of the male inhabitants of such State, being twenty-one years of age, and citizens of the United States, or in any way abridged, except for participation in rebellion, or other crime, the basis of representation therein shall be reduced in the proportion which the number of such male citizens shall bear to the whole number of male citizens twenty-one years of age in such State.

Section. 3. No person shall be a Senator or Representative in Congress, or elector of President and Vice President, or hold any office, civil or military, under the United States, or under any State, who, having previously taken an oath, as a member of Congress, or as an officer of the United States, or as a member of any State legislature, or as an executive or judicial officer of any State, to support the Constitution of the United States, shall have engaged in insurrection or rebellion against the same, or given aid or comfort to the enemies thereof. But Congress may by a vote of two-thirds of each House, remove such disability.

Section. 4. The validity of the public debt of the United States, authorized by law, including debts incurred for payment of pensions and bounties for services in suppressing insurrection or rebellion, shall not be questioned. But neither the United States nor any State shall assume or pay any debt or obligation incurred in aid of insurrection or rebellion against the United States, or any claim for the loss or emancipation of any slave; but all such debts, obligations and claims shall be held illegal and void.

Section. 5. The Congress shall have power to enforce, by appropriate legislation, the provisions of this article.

Amendment XV.[7]

Section. 1. The right of citizens of the United States to vote shall not be denied or abridged by the United States or by any State on account or race, color, or previous condition of servitude.

Section. 2. The Congress shall have power to enforce this article by appropriate legislation.

Amendment XVI.[8]

The Congress shall have power to lay and collect taxes on incomes, from whatever source derived, without apportionment among the several States, and without regard to any census or enumeration.

Amendment XVII.[9]

The Senate of the United States shall be composed of two Senators from each State, elected by the people thereof, for six years; and each Senator shall have one vote. The electors in each State shall have the qualifications requisite for electors of the most numerous branch of the State legislatures.

When vacancies happen in the representation of any State in the Senate, the executive authority of such State shall issue writs of election to fill such vacancies: *Provided,* That the legislature of any State may empower the executive thereof to make temporary appointments until the people fill the vacancies by election as the legislature may direct.

This amendment shall not be so construed as to affect the election or term of any Senator chosen before it becomes valid as part of the Constitution.

Amendment XVIII.[10]

[**Section. 1.** After one year from the ratification of this article the manufacture, sale, or transportation of intoxicating liquors within, the importation thereof into, or the exportation thereof from the United States and all territory subject to the jurisdiction thereof for beverage purposes is hereby prohibited.

Section. 2. The Congress and the several States shall have concurrent power to enforce this article by appropriate legislation.

Section. 3. This article shall be inoperative unless it shall have been ratified as an amendment to the Constitution by the legislatures of the several States, as provided in the Constitution, within seven years from the date of the submission hereof to the States by the Congress.]

Amendment XIX.[11]

The right of citizens of the United States to vote shall not be denied or abridged by the United States or by any State on account of sex.

Congress shall have power to enforce this article by appropriate legislation.

Amendment XX.[12]

Section. 1. The terms of the President and Vice President shall end at noon on the 20th day of January, and the terms of Senators and Representatives at noon on the 3rd day of January, of the years in which such terms would have ended if this article had not been ratified; and the terms of their successors shall then begin.

Section. 2. The Congress shall assemble at least once a year, and such meeting shall begin at noon on the 3rd day of January, unless they shall by law appoint a different day.

Section. 3. If, at the time fixed for the beginning of the term of the President, the President elect shall have died, the Vice President elect shall become President. If a President shall not have been chosen before the time fixed for the beginning of his term, or if the President elect shall have failed to qualify, then the Vice President elect shall act as President until a President shall have qualified; and the Congress may by law provide for the case wherein neither a President elect nor a Vice President elect shall have qualified, declaring who shall then act as President, or the manner in which one who is to act shall be selected, and such person shall act accordingly until a President or Vice President shall have qualified.

Section. 4. The Congress may by law provide for the case of the death of any of the persons from whom the House of Representatives may choose a President whenever the right of choice shall have devolved upon them, and for the case of the death of any of the persons from whom the Senate may choose a Vice President whenever the right of choice shall have devolved upon them.

Section. 5. Section 1 and 2 shall take effect on the 15th day of October following the ratification of this article.

Section. 6. This article shall be inoperative unless it shall have been ratified as an amendment to the Constitution by the legislatures of three-fourth of the several States within seven years from the date of its submission.

Amendment XXI.[13]

Section. 1. The eighteenth article of amendment to the Constitution of the United States is hereby repealed.

Section. 2. The transportation or importation into any State, Territory, or possession of the United States for delivery or use therein of intoxicating liquors, in violation of the laws thereof, is hereby prohibited.

Section. 3. This article shall be inoperative unless it shall have been ratified as an amendment to the Constitution by conventions in the several States, as Provided in the Constitution, within seven years from the date of the submission hereof to the States by the Congress.

Amendment XXII.[14]

Section. 1. No person shall be elected to the office of the President more than twice, and no person who has held the office of President, or acted as President, for more than two years of a term to which some other person was elected President shall be elected to the office of the President more than once. But this Article shall not aply to any person holding the office of President when this Article was proposed by the Congress, and shall not prevent any Person who may be holding the office of President or acting as President, during the term within which this Article becomes operative from holding the office of President or acting as President during the remainder of such term.

Section. 2. This article shall be inoperative unless it shall have been ratified as an amendment to the Constitution by the legislatures of three-fourth of the several States within seven years from the date of its submission to the States by the Congress.

Amendment XXIII.[15]

Section. 1. The District constituting the seat of Government of the United States shall appoint in such manner as the Congress may direct:

A number of electors of President and Vice President equal to the whole number of Senators and Representatives in Congress to which the District would be entitled if it were a State, but in no event more than the least populous State; they shall be in addition to those appointed by the States, but they shall be considered, for the purposes of the election of President and Vice President, to be electors appointed by a State; and they shall meet in the District and perform such duties as provided by the twelfth article of amendment.

Section. 2. The Congress shall have power to enforce this article by appropriate legislation.

Amendment XXIV.[16]

Section. 1. The right of citizens of the United States to vote in any primary or other election for President or Vice President, for electors for President or Vice President, or for Senator or Representative in Congress, shall not be denied or abridged by the United States or any State by reason of failure to pay any poll tax or other tax.

Section. 2. The Congress shall have power to enforce this article by appropriate legislation.

Amendment XXV.[17]

Section. 1. In case of the removal of the President from office or of his death or resignation, the Vice President shall become President.

Section. 2. Whenever there is a vacancy in the office of the Vice President, the President shall nominate a Vice President who shall take office upon confirmation by a majority vote of both Houses of Congress.

Section. 3. Whenever the President transmits to the President pro tempore of the Senate and the Speaker of the House of Representatives his written declaration that he is unable to discharge the powers and duties of his office, and until he transmits to them a written declaration to the contrary, such powers and duties shall be discharged by the Vice President as Acting President.

Section. 4. Whenever the Vice President and a majority of either the principal officers of the executive departments or of such other body as Congress may by law provide, transmit to the President pro tempore of the Senate and the Speaker of the House of Representatives their written declaration that the President is unable to discharge the powers and duties of his office, the Vice President shall immediately assume the powers and duties of the office as Acting President.

Thereafter, when the President transmits to the President pro tempore of the Senate and the Speaker of the House of Representatives his written declaration that no inability exists, he shall resume the powers and duties of his office unless the Vice President and a majority of either the principal officers of the executive department or of such other body as Congress may by law provide, transmit within four days to the President pro tempore of the Senate and the Speaker of the House of Representatives their written declaration that the President is unable to discharge the powers and duties of his office. Thereupon Congress shall decide the issue, assembling within forty-eight hours for that purpose if not in session. If the Congress, within twenty-one days after receipt of the latter written declaration, or, if Congress is not in session, within twenty-one days after Congress is required to assemble, determines by two-thirds vote of both Houses that the President is unable to discharge the powers and duties of his office, the Vice President shall continue to discharge the same as Acting President; otherwise, the President shall resume the powers and duties of his office.

Amendment XXVI.[18]

Section. 1. The right of citizens of the United States, who are eighteen years of age or older, to vote shall not be denied or abridged by the United States or by any State on account of age.

Section. 2. The Congress shall have power to enforce this article by appropriate legislation.

[1] The first ten Amendments (Bill of Rights) were ratified effective December 15, 1791.

[2] The Eleventh Amendment was ratified February 7, 1795.

[3] The Twelfth Amendment was ratified June 15, 1804.

[4] Superseded by section 3 of the Twentieth Amendment.

[5] The Thirteenth Amendment was ratified December 6, 1865.

[6] The Fourteenth Amendment was ratified July 9, 1868.

[7] The Fifteenth Amendment was ratified February 3, 1870.

[8] The Sixteenth Amendment was ratified February 3, 1913.

[9] The Seventeenth Amendment was ratified April 8, 1913.

[10] The Eighteenth Amendment was ratified January 16, 1919. It was repealed by the Twenty-First Amendment, December 5, 1933.

[11] The Nineteenth Amendment was ratified August 18, 1920.

[12] The Twentieth Amendment was ratified January 23, 1933.

[13] The Twenty-First Amendment was ratified December 5, 1933.

[14] The Twenty-Second Amendment was ratified February 27, 1951.

[15] The Twenty-Third Amendment was ratified March 29, 1961.

[16] The Twenty-Fourth Amendment was ratified January 23, 1964.

[17] The Twenty-Fifth Amendment was ratified February 10, 1967.

[18] The Twenty-Sixth Amendment was ratified July 1, 1971.

House votes reparations for internees

The House voted 243-141 for a labor-supported but veto-threatened bill that would provide compensation and an apology to Americans who were expelled from their homes during World War II solely because of their Japanese ancestry.

Some 77,000 U.S. citizens of Japanese origin and 43,000 resident aliens living in California, Oregon and Washington were forced to leave the West Coast under a 1942 presidential Executive Order. Most of them were confined until the end of World War II in evacuation camps established by the Army in inland states.

Despite the internment policy, many Nisei of military age enlisted in a combat unit of Japanese-Americans that fought with distinction in Europe.

The legislation, which now goes to the Senate provides $20,000 in cash compensation to persons who were confined or otherwise deprived of liberty or property as a result of the World War II internment program.

Compensation would be awarded only to persons still living, not to the heirs of those who died. An estimated 60,000 persons would be entitled to payments.

Apology for injustice

The legislation extends the nation's apologies for the injustices done to persons who were not charged with any wrongdoing, and who were interned solely because of their ethnic origin. It acknowledges that the security concerns expressed at the time were unjustified and were in part motivated by racial prejudice and wartime hysteria.

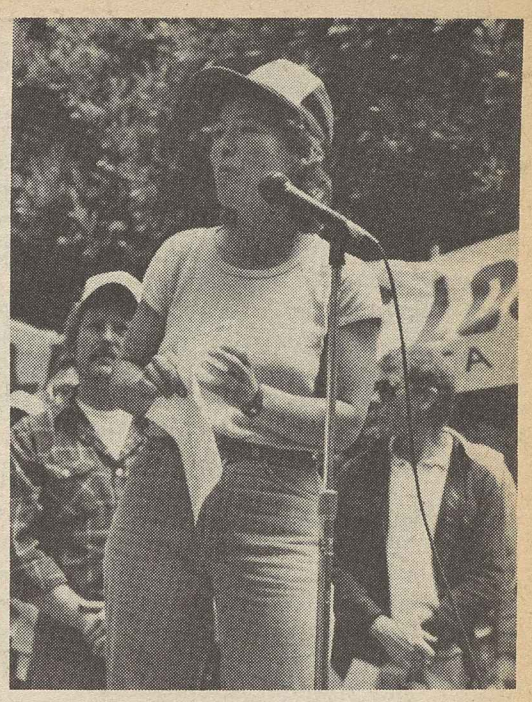
In a letter to House members, federation Legislative Director Robert M. McGlotten stressed that the Japanese-Americans had been driven from their homes and deprived of liberty without their right to due process.

"Our nation certainly has the moral strength and courage to acknowledge its own errors and symbolically compensate the victims of this injustice," he said.

House Speaker Jim Wright (D-Tex.) said the legislation seeks "to redress a long-standing wrong."

The Reagan Administration has taken the position that compensation is unwarranted and the Office of Management & Budget said it will recommend a veto if the bill reaches the President's desk without major changes.

Building crafts protest USX use of scabs to rebuild California steel mill.



Carpenter Donna Levitt addresses rally.

Crafts protest USX scab construction job

San Francisco—Hundreds of building trades craftsmen picketed the main offices of USX Corp. here, protesting the steel giant's decision to recruit non-union labor for a $350-million overhaul of an aging steel mill in Contra Costa County.

When it's completed, the plant will be used for a joint business venture involving Pohang Steel Corp., one of the burgeoning industries controlled by the South Korean government.

Also joining in the combine is ECI, a subsidiary of a Pennsylvania construction firm, Eichleay Inc., that has national contracts with the building trades. An arbitration board recently ruled that Eichleay couldn't use the subsidiary to evade union contracts.

The mill will serve as a finishing plant where steel produced by low-wage workers in Pohang's ultra-modern Korean facilities will be prepared for sale in the American market.

The San Francisco Building & Construction Trades Council branded the project the biggest scab job ever attempted in California.

Cut-rate pay

The council charged that the nonunion workers were being recruited in hard-pressed areas of the South. They'll be paid wages as low as $5 an hour—far below prevailing union wages in the Contra Costa area.

Charles D. Gray, executive director of the AFL-CIO's Asian-American Free Labor Institute, brought the issue of Pohang's involvement in the anti-union construction project to the attention of President Kim Dong-in of the Federation of Korean Trade Unions.

The South Korean union leader received assurances from the head of his country's economic planning ministry that it expects its firms to respect the practices of any nation in which they operate.

The California AFL-CIO and scores of unions in the state immediately deluged the South Korean embassy in Washington with letters, urging that Ambassador Jyung Won Kim press Pohang to take the lead in assuring that the multi-million-project goes ahead with union labor.

Reagan 'privatization' scheme rapped

Government employee unions sharply criticized President Reagan for creating a commission to help achieve the Administration's goal of turning federal government activities over to private industry.

AFSCME President Gerald W. McEntee and Government Employees President Kenneth T. Blaylock accused the White House of refusing to "acknowledge that privatization often results in higher costs, lower quality of services, loss of accountability," invites corruption and reduces job opportunities for women and minorities.

At the same time, they condemned the makeup of the new Commission on Privatization which, McEntee and Blaylock said, is "composed primarily of conservative politicians, academics and businessmen who share President Reagan's anti-public employee sentiments."

Stacked panel

The only "labor representative" on the panel, they pointed out, is the president of an unaffiliated private-sector union in the employee-owned Weirton Steel Co.

If President Reagan had "truly wanted" labor representation on the commission, McEntee and Blaylock said, he should have turned to someone in a public-sector union who's had experience with the effects of privatization.

The AFGE and AFSCME leaders cited these problems with contracting out to the private sector work historically handled by public employees:

- Costs are higher because of "hidden" charges for contract preparation, administering and monitoring contractors' performance, training and supervising contractor personnel, and often having to turn to government personnel to complete or correct work done by contractors.
- The quality of services is lower because in the pursuit of maximizing profits, contractors often cut corners by hiring inexperienced personnel at low wages, skimping on contract requirements or providing inadequate supervision.
- There's a lack of accountability when contractors fail to provide adequate service. "When citizens complain about a contracted service," the unions said, "the government becomes only a middleman who can often do little more than complain in turn to the contractor or enter into costly contract renegotiations or termination proceedings."
- The use of consultants and contractors to perform public services has frequently led to widespread corruption, they charged. This has included bribery, kickbacks, collusive bidding, conflicts of interest and charges for work never performed.
- Since women and minority workers rely to a great extent on public sector employment as an avenue to economic and social advancement, they're disproportionately affected by transferring public services to the private sector.

In addition, privatization leads to a lower economic living standard for both workers and communities "because the private sector scrimps on entry level wages, provides fewer benefits and offers less opportunity for advancement."

McEntee and Blaylock condemned the Administration's "rush" to privatization as "an abdication of responsibility rather than a commitment to better government."

Swedish study cites hazards for pregnant VDT operators

Claims that exposure to low-level radiation, like those emitted by video display terminals, may be harmful to pregnant women gained credibility from the results of a second Swedish study that found a significant increase in fetal deaths of mice exposed to such emissions.

These findings, said Newspaper Guild research director David J. Eisen, mean that results from initial experimentation with mice reported last year "can no longer be considered a possible aberration."

Eisen said the findings of researchers at the Swedish University of Agricultural Sciences in Uppsala dictate the need for immediate additional U.S. government-sponsored laboratory experiments and epidemiological studies of VDT operators, along with installation of effective shielding in all new VDTs and retrofitting of older units.

The Uppsala researchers reported that the fetal death rate in mice exposed to pulsed magnetic fields was 2.3 percent, but only 0.98 percent in a control group.

Likewise, miscarriages among the exposed group was 10.67 percent, compared to 5.55 percent in the control group, according to results published in the VDT News. The exposed group also had a higher incidence of malformations—1.05 percent compared to 0.72 percent in the control group—but this was not considered significant.

A study last year by the Karolinska Institute in Stockholm found a significant increase in external malformations among mice exposed to VDT-type radiation. Mice in each experiment were killed in the 19th day of the pregnancy, but those in the Karolinska study were exposed to low-level radiation for only the first 14 days of the pregnancy. A member of that research team suggested that the longer term of exposure in the Uppsala experiment result in the higher fetal death rate.

In a related development, two other Swedish researchers recently reported preliminary findings that VDT-type radiation can cause genetic aberrations in exposed tissue samples. The researchers said their study's "implications for human health were unclear," VDT News reported.

Foreign lobby linked to ex-U.S. officials

High-level U.S. officials should be barred from switching sides and representing foreign governments, Industrial Union Dept. President Howard D. Samuel said at House hearings.

Samuel expressed labor's concern at the large number of officials who supposedly represent the U.S. interest in trade dealings with other countries and then turn up after leaving government service as lobbyists or agents for foreign interests.

Existing conflict-of-interest law isn't strong enough, Samuel said. He urged a House Judiciary subcommittee to approve a bill cosponsored by Reps. Marcy Kaptur (D-Ohio) and Howard Wolpe (D-Mich.) to bar former U.S. government officials from representing other countries for three years.

Even that time span is "far too modest," Samuel said. Only in the United States, he noted, is it likely that senior government officials dealing with trade will end up working for foreign governments or foreign countries.

In countries such as Japan, Germany, South Korea or Brazil, Samuel said, "there would be an enormous scandal" if top government officials went to work promoting the trade interests of the United States or of American companies in dealings with their own nation.

Samuel noted that the problem of transferred interests predates the Reagan Administration.

It makes suspect the shaping and administration of U.S. trade policy by persons who are likely to end up representing other countries, he noted.

"It is a matter of record that our major international competitors, led by the Japanese, are investing millions of dollars annually for lobbyists and influential personages in Washington," Samuel testified.

Employer fined for attack on strikers

Gulfport, Miss.—Branding as "malicious" Turnbull Enterprise Inc.'s role in inciting violence against striking Sheet Metal Workers, a chancery court judge held the company in contempt and imposed a $2,000 fine.

The court ruled that management violated an earlier restraining order against violence. The ruling was based on two incidents. In one of them, one of the company's agents waved a pistol and shouted death threats at a union member. In the other instance, a Turnbull employee tried to run down pickets with a dump truck.

No action was taken on the union's other charges because the court found insufficient evidence to link the company to such alleged acts of violence as arson, attempted arson, damage to property and death threats.

Bork on workers Guardian of management's rights

American workers achieved the highest standard of living in the history of the world by working within a system which has assured them, among other rights held by all Americans, the right to band together to advance their own cause.

Working people have reason to fear that those rights will be limited if Judge Robert Bork wins confirmation to the Supreme Court. They fear he will be a throwback to the earlier American days when workers' rights were compromised in the interest of supposed overriding property rights, contract rights or the simple desire for cheap and tranquil labor. That feat begins from, but does not end with, Bork's condemnation of the basic guarantee of human dignity centered in the minimum wage laws.

Bork's record on economic issues, in both his writing and his actions as a judge, reveals a consistent and overriding commitment to the interests of the wealthy and powerful in our society.

As a judge, Bork upheld the policy of American Cyanamid Co. that women aged 16 to 50 could not work in one of its plants unless they were sterilized. The plant contained dangerous levels of lead in the air, and the company called its practice a "fetal protection policy." Under it, female employees were "offered" a choice: provide "proof of surgical sterilization" or be fired.

In another case, Bork agreed that a trucking company could fire a trucker who had refused to drive an unsafe rig and who had instead asked the state police to perform a safety inspection.

In a case involving rate regulations, Bork ordered the Federal Energy Regulatory Commission to allow a utility to charge its consumers enough to cover not only the costs of building a nuclear power plant it had abandoned, but also to cover a profit for its investors as well.

These decisions, along with Bork's academic writing, show his hostility to the basic regulatory functions of government—functions that assure that our food is safe and free from disease, that the workplace is not hazardous to workers, that consumers are not unfairly gouged or not victimized by false advertising, and other regulations designed to protect the public interest.

> ***"Judge Bork voted against consumers, environmental groups and workers almost 100 percent of the time and for business in every such case."***

According to one analysis, in cases where the decision was not unanimous, "Judge Bork voted against consumers, environmental groups and workers almost 100 percent of the time, and for business in every such case."

It is also clear that Bork would do little on the Supreme Court to stop the wave of corporate mergers that have wreaked havoc on airline travel and devastated scores of communities through plant closings.

As a law school professor, Bork specialized in antitrust law, and wrote several books on the subject. In one of them, he wrote that "antitrust should never interfere with any conglomerate merger." Robert Pitofsky, dean of the Georgetown Law School, warned that if Bork's writings "are a fair guide," he would vote to overrule "about 90 percent" of the Supreme Court's antitrust decisions.

Anyone concerned about concentrating economic power in the hands of the few, or about the role of the courts in guaranteeing that economic rights are respected, should be doubly concerned about what Bork might do on the Supreme Court.

It's true that the Constitution contains no mention of environmental protection, consumer protection, occupational safety, or the right to form unions. But the Constitution provides working people with freedom of association—a framework and a vehicle to accomplish those goals, and that is the genius of the document.

Robert Bork has made it clear that he thinks those basic protections should take a back seat to the interests of private business. That alone is reason enough for the Senate to reject his nomination.

Bork on privacy *Sees no safeguard in Constitution*

For years, radical right-wingers who used to chant "Impeach Earl Warren" loudly urged Robert Bork's nomination to the Supreme Court as the last, best hope of reversing decades of progress toward equal rights, equal justice and equal opportunity.

When President Reagan announced the nomination ("Conservatives have waited more than 30 years for this day," said Richard Viguerie), Bork's cheerleaders abruptly stopped praising him as one of their own and tried instead to repackage him for public consumption as a "centrist," "moderate," "mainstream," "open-minded" jurist, a scholar faithful to the "original intent" of the framers of the Constitution, an opponent of "judicial advocacy" and a practitioner of "judicial restraint."

But Bork is none of these things; the record is too massive for shredding, and it shows, as the AFL-CIO said, that "his agenda is the agenda of the right wing, and he has given a lifetime of zeal to publicizing that agenda; that is the stuff from which his nomination was made, and that is what requires the Senate to refuse its consent."

> ***From the day he stepped forward to carry out President Nixon's command to fire Special Prosecutor Archibald Cox in a last-ditch effort to derail the investigation of the Watergate scandal, Bork was perceived on all sides as a supporter of an "imperial presidency."***

From the day he stepped forward to carry out President Nixon's command to fire Special Prosecutor Archibald Cox in a last-ditch effort to derail the investigation of the Watergate scandal, Bork was perceived on all sides as a supporter of an "imperial presidency." Over the next two decades, as a professor, judge, writer and speechmaker, he revealed himself—again in the words of the AFL-CIO—as "a man moved not by deference to the democratic process, nor by an allegiance to any recognized theory of jurisprudence, but by an overriding commitment to the interests of the wealthy and powerful in our society."

Narrowing individual rights

Bork's attacks on a long list of Supreme Court decisions and established constitutional principles make it clear that if he has his way, constitutional limits on executive power will be loosened and the rights and protections of individuals will be narrowed.

Bork has repeatedly argued that landmark civil rights decisions protecting minorities "undemocratically" restrict the power of majorities.

He insists that the right of free speech applies only to the realm of politics, not to art, literature or other areas of discourse, all of which are subject to government regulation. Even in politics he rejects as "unprincipled" the doctrine that it takes a "clear and present danger" to justify silencing free speech: a doctrine on which the Supreme Court has relied since 1925. Under the Bork doctrine, anything that could be construed as "advocating violation of the law," such as the protest marches of the 1960s against Jim Crow laws, would invite criminal prosecution.

Bork has charged that any assumption that individuals have such a thing as a right to privacy is "unconstitutional."

In his five years on the U.S. Court of Appeals for the District of Columbia Circuit, in cases in which the decision was not unanimous, Bork voted:

- Against civil rights claimants in 18 out of a total of 20 cases.
- To deny or limit access to the federal courts in all 17 cases.
- To uphold government actions in all nine cases involving the Freedom of Information Act, the Sunshine Act or the Privacy Act.
- Against defendants in all three criminal procedure cases.

> ***Bork has charged that any assumption that individuals have such a thing as a right to privacy is "unconstitutional."***

- In favor of the employer in five of seven labor cases, including all cases involving business interests.
- In favor of business in all 10 consumer or rate-regulation cases and in both cases involving environmental issues.

There is nothing new in American history about judicial bias in favor of big business, property owners and executive power against working people, minorities and individuals seeking the protection of the law against entrenched economic and political power.

What is different about Judge Bork is the degree of his dissent from the historic view that the Constitution was designed to limit the power of government and to protect the rights of those governed.

What is most radical, and most ominous for the future of American democracy, is Bork's insistence on so extreme a separation of powers among the three branches of government. He holds the Executive wields nearly absolute power, and he is endlessly inventive of ways to prevent the Legislative from asserting its will and to limit the Judiciary's ability to hear cases challenging executive action.

Senators who want to see the Constitution interpreted right side up should not give their consent to the appointment of an associate justice so ready to turn it upside down.

Confirmation fight underway in divided Senate

Continued from Page 1

use of contraceptives, even in a marriage relationship.

Such restrictions may be wrong, he said, but they are not forbidden by the Constitution.

And while Bork said he has no objection to a state basing representation in its legislature solely on population, he disagrees with the Supreme Court decision requiring states and localities to abide by one-man, one-vote standards.

The Senate's right wing lined up solidly behind Bork's nomination, and the conflicting statements of supporters and critics provided much of the spark at the opening of the Senate hearings.

To Sen. Orrin G. Hatch (R-Utah), Bork is "an eminent scholar, with a great mind, in the judicial mainstream of the country."

Bork, himself, couldn't have put it any better.

By contrast, Sen. Edward M. Kennedy (D-Mass.) told Bork bluntly that he regards him as "hostile to the rule of law and the role of the courts in protecting individual liberty," and "itching" to overturn Supreme Court decisions.

Kennedy said Bork's published views indicate that he considers women and blacks "second-class citizens under the Constitution."

The division within the committee is reflected in the Senate as a whole, which is expected to take up the nomination in October.

Bork's supporters are hopeful that his mild, unperturbed behavior on the witness stand during the nationally televised hearings will dispel public concerns over the Reagan Administration's attempt at ideological court packing.

Before his nomination, Bork was known to non-lawyers principally as the Justice Dept. official who carried out President Nixon's order to fire a special prosecutor whose investigation of the Watergate break-in was coming dangerously close to the White House inner circle. Bork wielded the axe after both the Attorney General and his deputy resigned rather than do so.

Prominent attorneys have been on both sides of the confirmation battle, praising and criticizing positions Bork has taken as a law professor at Yale University and as an early Reagan appointee to the U.S. Court of Appeals for the District of Columbia Circuit. The AFL-CIO analysis concluded that Bork's proper role is "on the lawyers side of the bar, openly arguing for the privileged," rather than sitting in judgment on the nation's highest court.

AFL-CIO President Lane Kirkland is tentatively scheduled to testify in opposition to Bork's confirmation at Sept. 23 hearings by the Judiciary Committee.

EDITORIALS

Motivating Congress

THE CHAMBER of Commerce mourns that the latest surge in the trade deficit will provide "greater motivation" for Congress to complete action on trade legislation. It fears that it will "put the Reagan Administration in a very difficult position to oppose a bill Congress passes."

But the Chamber expresses no concern for the inevitable fallout from ever-increasing trade deficits—the jobs and job opportunities lost, the plants closed, the huge but necessary cost of helping displaced workers find a niche in a service economy.

Most members of Congress already have the "motivation" to pass legislation intended to bring exports and imports into better balance and stop the bleeding of the U.S. economy. And they have done so.

Earlier this year, both the House and Senate passed comprehensive trade bills that move responsibly in this direction. The House-Senate conferees would really have to torture the two versions out of context to come up with a toothless "compromise" tailored to the Administration's measure.

NOW THE House has passed a modest and needed bill to hold the line against further decimation of the nation's textile, apparel and shoe industries.

If enacted into law, it would make it possible to achieve the goal of the international agreements that were supposed to control the growth of textile imports into industrialized countries so as to avoid economic disruption. If those loophole-ridden accords had achieved their purpose, there would be no need for further legislation.

Because they haven't, an impressive bipartisan majority of the House has passed a bill that would hold the increase in textile and clothing imports to 1 percent a year. It would also permit the survival of a once-flourishing U.S. shoe industry.

The Administration trumpets as a victory the fact that the bipartisan 263-156 vote for the legislation is not enough to override a presidential veto. A more responsible reaction would be to consider such a vote a bipartisan congressional demand for a change in course.

It's long overdue. How many more months of record trade deficits will it take to "motivate" this Administration?

The Living Constitution

THIS BICENTENNIAL year of the Constitution has been, properly, a learning experience for millions of Americans in and out of schools.

You don't have to be a constitutional scholar to realize that the document signed in Philadelphia on Sept. 17, 1787, was less than perfect.

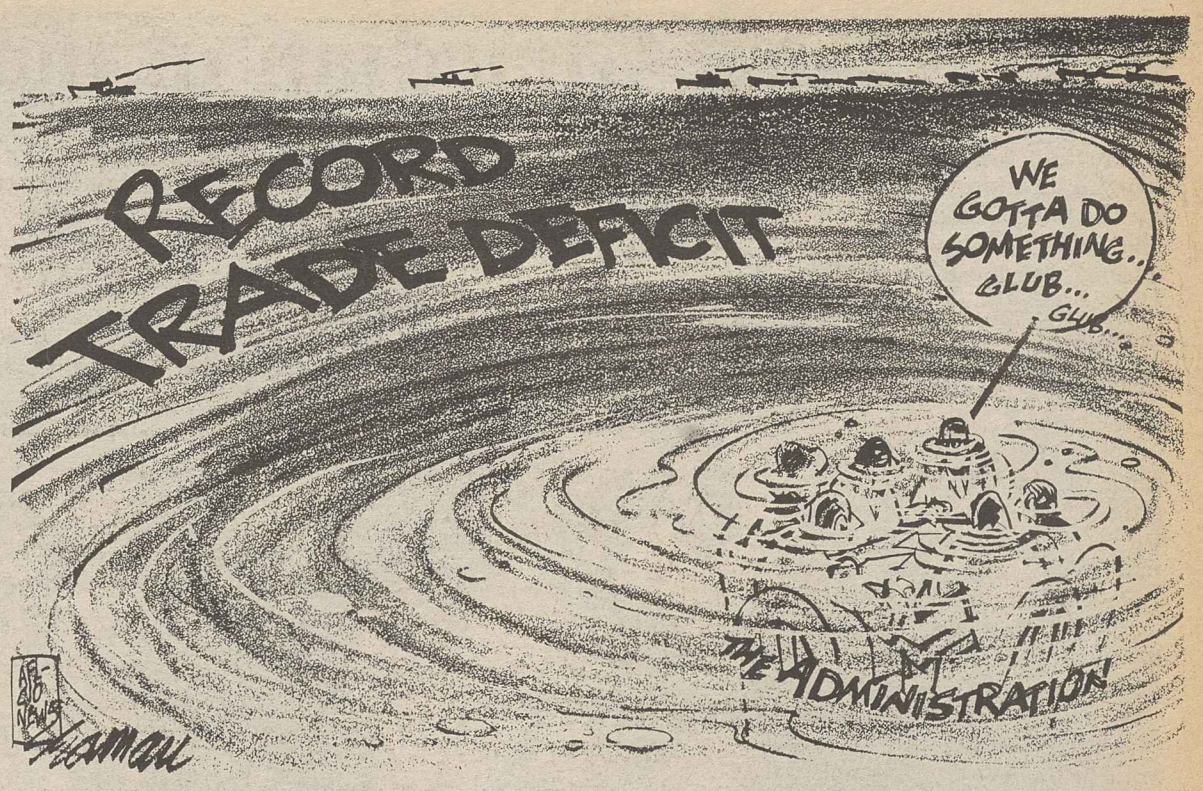
For a variety of reasons, only 39 of the 55 delegates who participated in its drafting signed the document. In state ratification conventions, Massachusetts accepted the Constitution by only a 187-168 vote. It took effect when the ninth state, New Hampshire, ratified it by a 57-46 vote on June 21, 1788. Virginia followed with an 89-79 vote, even though both the chief author, James Madison, and the presiding officer of the constitutional convention, George Washington, were native sons. New York's 30-27 vote was hardly a mandate.

RESPONDING TO concerns expressed at these conventions, the first session of the new Congress adopted and submitted to the states the Bill of Rights amendments that are at the heart of individual liberties.

But it would be another three-quarters of a century before the evil of slavery would be eradicated. Even then, the judgment that segregated schools flouted constitutional rights had to wait for a Supreme Court that was able and willing to relate the Constitution to the times in which we live.

If that were not so, the Constitution would be a barrier rather than a protection for the rights of Americans. And that, we fear, is what it would be if the views of Judge Bork became the majority opinions of the Supreme Court.

Because the Constitution gives the Senate the right and duty to advise and consent on Supreme Court nominations, that danger can yet be averted.



Tribute to Bayard Rustin

Labor, civil rights allies lose a tireless warrior

By Norman Hill

Normal Hill is president of the A. Philip Randolph Institute, which Rustin chaired. A memorial service will be held Oct. 1 at 2 p.m. at the Community Church of New York, 40 East 35th St.

When Bayard Rustin died on Aug. 24, the black community lost a legendary and tenacious tactician and organizer whose fearless devotion to principle and direct action laid the building blocks that made the civil rights movement the powerful moral bastion that changed the nation.

American workers lost a tireless warrior for social and economic justice.

And the world lost a passionate and outspoken advocate of freedom and democracy who, at an age when most men would have retired, crisscrossed the globe to confront injustice and defend the oppressed, be it in South Africa, Haiti, Poland or Chile.

The contributions and sacrifices of this often misunderstood, controversial and fiercely intellectual man are enough to fill two lifetimes.

There wasn't a major civil rights battle in the last four decades in which he did not play a significant role. In the 1940s, he helped organize the Congress of Racial Equality and worked closely with his mentor, A. Philip Randolph, to end hiring discrimination in the defense industry and eliminate segregation in the armed forces.

He took part in a "journey of reconciliation" to test enforcement of the 1946 decision outlawing discrimination in interstate travel, a protest that was a model of the "freedom rides" of the 1960s. Arrested in North Carolina, he served 30 days in a chain gang, one of over 20 times he was to be arrested for his protest activities.

Nonviolent tactics

In the 1950s, Bayard organized several prayer pilgrimages and marches, and assisted Dr. Martin Luther King Jr. in the early days of the Montgomery bus boycott. His background in the theories, strategies and tactics of nonviolent action—confirmed by his work with Gandhi during India's struggle for independence—proved invaluable in his activities with Dr. King.

And Bayard was the logistical coordinator and point-man for the triumphant 1963 March on Washington, which saw 250,000 people peacefully demonstrate for jobs and freedom in the civil rights movement's finest hour.

He was committed to labor's program for social and economic justice and walked many a picket line to defend workers' rights.

Yet some would minimize Rustin's accomplishments and influence, insisting he was no longer relevant, that his rejection of violent militancy and his steadfast commitment to labor showed that he was out of touch with the black community.

Strong labor ties

It is nonsense to argue that labor and the black community are somehow incompatible or mutually exclusive. Rustin, like Randolph, understood that most blacks are workers and therefore have a stake in a strong and vibrant labor movement. He understood that after the legislative and judicial victories of the 1960s knocked down the legal barriers barring blacks from full participation in American life, the next phase would entail the fight for political empowerment and economic rights.

He had the ability to articulate the need for direct action and how it could be used to highlight a problem, involve the right people to deal with the problem, and bring about change.

He was intensely proud of his blackness and had a keen interest in black American and African culture.

He had an infinite capacity to respond to human suffering in a human manner and that generosity of spirit was even extended to many who had publicly rebuked him and later came to him for aid and advice.

I have lost a good friend, but am richer for having known him. Because of him, the world is a better place.

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Solidarity march for 200 striking members of the Operating Engineers.

Coshocton unions rally behind strikers

Solidarity still flourishes in William Green's birthplace

Coshocton, Ohio—Union solidarity is a way of life in this small industrial community. A historical marker by the county courthouse proudly identifies Coshocton as the home town of William Green, who worked in its coal mines, represented the area in the state legislature, and succeeded Samuel Gompers as president of the American Federation of Labor.

When the 200 workers at the Stone Container Corp. paper mill were forced on strike Aug. 17—by a management that demanded contract givebacks that would amount to a yearly pay cut of $4,800—they were not alone.

The strikers are members of Locals 544 and 589 of the Operating Engineers. But they have been joined in marches and rallies by members of other unions that have made this county seat of some 13,400 people a union stronghold.

Before, during and after a Labor Day confrontation that shook Coshocton to its trade union roots, Steelworkers, Rubber Workers, Electrical Workers and Food & Commercial Workers have marched alongside the strikers. So have members of the unaffiliated Mine Workers, the union 16-year-old Bill Green joined when he followed his father into the coal pits.

On Labor Day, a small army of sheriff's deputies in riot gear appeared in the streets of Coshocton—provocatively, in the opinion of union leaders who had planned a family-oriented rally with speeches and refreshments.

Cloud of tear gas

To avoid a confrontation, union leaders routed the march away from the plant gate and then back to the rally site. But tensions built and sheriff's deputies responded to taunts with a barrage of rubber bullets and a tear gas attack on the crowd at the rally site.

Five persons—all strikers, supporters or members of their families—needed hospitalization, including a youngster caught in a cloud of tear gas.

Authorities clamped a curfew on the neighborhoods in the vicinity of the plant, and followed through with a raid on the house used as strike headquarters, making arrests at apparent random.

An angered trade union community responded two days later with another multi-union march in solidarity with the strikers. This time, the streets were empty of riot police and there were no incidents. Again, on Sept. 13, the unions of Coshocton turned out for a solidarity march.

Management is still trying to recruit strikebreakers. But not a single union member has broken ranks.

The giveback demands that triggered the strike closely parallel demands that have forced members of the Paperworkers out on strike at the International Paper Co., one of the industry's giants.

Both companies insist that their workers give up the right to premium pay for working Saturdays, Sundays and most holidays. Stone Container says it is willing to pay a holiday premium for work on Christmas Eve and Christmas Day, but only to employees who work those days. Employees who don't work on Christmas wouldn't be paid for the holiday.

Auto Workers win election at Mazda plant

Flat Rock, Mich.—In the first victory for the Auto Workers at a U.S. plant operated entirely by a Japanese automaker, workers at Mazda Motor Corp.'s new manufacturing facility voted for UAW representation by a nearly 9-1 margin.

With 94 percent of eligible workers casting ballots in an election conducted by the American Arbitration Association, the vote for the UAW was 717-92.

UAW President Owen Bieber said the outcome "demonstrates that American workers recognize the need for union representation, whether the employer is Japanese, American or European," and that U.S. trade unionism is "fully compatible" with launching successful operations in this country by foreign firms.

At the same time, Bieber expressed satisfaction that Mazda management demonstrated "consistent respect" toward the UAW and "toward the right of American workers to have union representation."

Road to victory

The road to the election victory was paved as far back as 1984, the union said, when Mazda and the UAW joined forces in developing company plans to set up operations in this country and even to some extent deciding where the plant would be built.

The plant began operations Sept. 1 with 1,700 employees, 1,000 of them in the bargaining unit—in stamping, body assembly, painting, plastics molding and trim, and final assembly operations. Negotiations on a first contract are expected to begin within a week.

Although this was the UAW's first representation victory at a fully owned Japanese auto plant, it already represents workers at New United Motor Manufacturing Inc. in Fremont, Calif., a General Motors Corp.-Toyota joint venture..

The union is also conducting organizing efforts at Honda Motor Co. in Marysville, Ohio, and the Nissan Motor Corp. plant in Smyrna, Tenn.

AFTRA boosts pay for recording artists

New York—Members of the Television & Radio Artists will receive a 9-percent increase in fees for performance schedules under a tentative three-year agreement with 400 recording industry companies.

The pact, pending ratification at membership meetings in cities where recording work is performed, runs to Apr. 30, 1990. It provides an immediate 3-percent increase, with similar boosts due on May 1, 1988, and May 1, 1989.

Foreign arms merchants drive up trade deficit

The Reagan Administration came under fire from Machinists President William W. Winpisinger for giving away $9 billion in defense contracts to foreign arms merchants last year at a time when America is "losing the trade war."

Testifying before the House Economic Stabilization Subcommittee, Winpisinger assailed the growing trend toward offshore military procurement which is eroding the nation's industrial base.

Rep. Mary Rose Oakar (D-Ohio), who chairs the subcommittee, expressed concern about the decline of the nation's manufacturing capacity and the increasing dependence on overseas sources for both military hardware and civilian goods. She noted that 85 percent of last years' $170-billion trade deficit was in manufacturing.

Winpisinger cited over 100 "co-production" agreements with Japan under which firms like Mitsubishi and Kawasaki join with American companies in building defense-related items, with the lion's share of the production and jobs going abroad.

By 1990, the IAM president warned, Japan could be the fourth largest military goods producer in the world. "Not bad for a country whose national budget limits military expenditures to 1 percent of gross national product," he told the subcommittee. "How does Japan do it? By producing for the U.S. military and using U.S. taxpayer dollars."

Winpisinger reported on a recent Defense Dept. solicitation of bids for equipment to be used on six AWACs for England. The Pentagon required the winning bidder, Boeing Corp., to give away $1.6 billion worth of civilian business to British firms to obtain the $1.3-billion contract.

"Offsets" demanded

Twenty of this nation's allies—most of them part of NATO—are now demanding similar "offsets" as a condition for purchasing weapons from this country. "Offsets mean the export of jobs whether from the military sector or some other sector," Winpisinger emphasized.

While expressing concern over the decline of the U.S. military industrial base, in which the IAM has more production workers than any other union, Winpisinger made clear that the union has an even deeper concern about preserving the civilian industrial base.

Acknowledging that military spending "does create jobs," he emphasized that the same dollars spent in the civilian sector would generate even more employment opportunity.

Between 1981 and 1985, the $190 billion in excess government spending that accompanied the Reagan defense buildup generated 7.2 million jobs, Winpisinger said. He cited a study by Employment Research Associates of Lansing, Mich., showing that the same sum spent on "normal economic activities" would have provided more than 8.3 million jobs—an employment increase of over 1.1 million.

"Excessive military spending comes at the expense of employment opportunities in the civilian side of the economy," the IAM official told the subcommittee. "Since a healthy and viable civilian manufacturing and industrial base is critical to our military industrial base, then anything that erodes that base also undermines the military industrial base. The one cannot be strengthened and preserved without tending to the other."

Winpisinger proposed enactment of an Economic Conversion Program that would require defense contractors to have contingency plans in place in the event that military production ceases. Such a program would include education, training and retraining programs for displaced workers plus alternative plans for civilian production.

This would "keep impacted workers and their local communities economically viable and whole in the event they lose their military contract work," he emphasized. Such a plan "would surely be more satisfying to the American taxpayer than the current trend toward export of tax dollars, technology, capital and jobs overseas."

N.Y. state employees win $69-million award

Albany, N.Y.—The September paychecks of 47,000 state employees included pay equity and hazardous duty raises, part of a $69-million wage adjustment adopted by the state legislature.

Nearly 42,000 AFSCME members—mostly women and minority workers—in 239 job classifications received salary upgrades averaging $800 a year.

Another 4,800 workers represented by the Public Employees Federation—a joint affiliate of the Teachers and Service Employees—will receive average annual pay equity increases of $1,000.

PEF had claimed that the pay equity plan adopted by the governor's employee relations office would have downgraded some of its members' jobs and filed a grievance to force the state to revise the plan.

Instead, PEF and the governor's office continued to negotiate, reaching agreement over the equity raises and an annual hazardous duty pay differential of $750 for an additional 6,000 PEF members.

The $69 million in wage adjustments was won in negotiations between the state and the union for the 1985-88 contract period. The wage adjustments are based on a report by the New York State Center for Women in Government.

Trade bill vital to industrial base

Conferees urged to reject Reagan 'do-nothing' approach

A House-Senate conference on trade legislation should insist on effective measures to reduce the massive trade deficit that has cost the nation "millions of well-paying manufacturing jobs and devastated the agricultural sector," the AFL-CIO said.

A "do-nothing" trade bill, tailored to the specifications of the Reagan Administration, would be a "travesty," Legislative Director Robert M. McGlotten wrote conferees.

His letter, outlining labor's positions on many of the issues to be resolved in conference, went to the 130 House members and 47 senators on the mammoth conference committee.

They will divide up into 71 subcommittees, made up of members who serve on congressional committees with jurisdiction over the subject matter, and meetings are expected to run through October.

Labor's "first and foremost" concern, McGlotten said, is to bring down the trade deficit.

Blunting unfair tactics

While the Senate-passed provision "also has merit," he said the federation considers the House-passed Gephardt amendment the most effective approach.

That amendment would require nations that use unfair tactics to achieve a large surplus in trade with the United States to trim back the imbalance by 10 percent a year.

While both the House and Senate bills make violations of internationally recognized worker rights grounds for trade sanctions, a labor-backed House provision is "a more workable and effective approach," McGlotten said.

Both bills seek to assure financing of trade adjustment assistance, which McGlotten noted is a program that has had to fight for funding every year. He termed the self-funding mechanism of the Senate bill, through a 1-percent fee on imports, "the most reasonable and reliable source of funding."

In other areas, the AFL-CIO urged conferees to approve:

- A new "Buy American" provision in

Continued on Page 3

Any year, now

Detroit—Cheer up, America, a foreign trade surplus is just around the corner after six years of record-breaking deficits the Reagan Administration piled up.

Well, maybe not just around the corner. But only ten years down the road. That's what U.S. Trade Rep. Clayton K. Yeutter told the Economic Club of Detroit.

"No doubt we are going to be in a trade surplus in a decade," Yeutter said. "We're going to have to be because of our foreign debt load." That's a reference to the dilemma that America faces as the world's largest debtor nation.

Unfortunately, he provided no details on the Administration's plans to reverse the imbalance.

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AFL-CIO LEGISLATIVE ALERT!

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Striking Washington Redskins linebacker Rich Milot signs autographs for supporters on the picket line. The NFL players walked out Sept. 22.

Players scrimmage owners in move to end football strike

Philadelphia—The National Football League Players and team owners remained locked in marathon contract negotiations aimed at taking the athletes off picket lines and putting them back on the playing fields.

Resumption of contract talks followed the intervention of NFL Commissioner Pete Rozelle, who held individual and joint meetings with union and management representatives in an effort to resolve the knotty problem of free agency—one of the stumbling blocks in earlier negotiations.

But there are other items on the NFLPA's roster of grievances—including pension and pay issues—that still have to be addressed.

The league called off games scheduled for Sept. 27 and 28 as talks dragged on.

Meanwhile, players mounted picket lines around training fields as scabs began arriving in response to management's scheme to create teams composed of strikebreakers who would take the field Oct. 4 if the dispute isn't settled by then.

But major television sponsors such as Chrysler Corp. expressed doubts about bankrolling the scab setup. Chrysler pointed out that it had contracted to advertise on a game involving professionals, "not the cookie monsters." Ford Motor Co. said it would also reassess its advertising commit-

Continued on Page 2

Consumer price surge undercuts real earnings

Buying power slips 10.5% below 1978

A sharp five-tenths of 1 percent jump in the consumer price index in August left workers grappling with living costs that have shot up 4.3 percent in the past 12 months.

At the same time, workers' purchasing power was running eight-tenths of 1 percent below a year ago despite an increase of nine-tenths of 1 percent in real earnings last month. And their paychecks now buy 10.5 percent less than they did in August 1978.

Once again, inflation was at the root of the erosion of purchasing power. Average weekly earnings rose 3.5 percent in the 12-month period and average weekly hours improved six-tenths of 1 percent. But the 4.3-percent rise in the CPI during that time more than offset these gains.

In finance, insurance and real estate, real earnings advanced three-tenths of 1 percent over the year ago level.

But purchasing power was down in every other sector of the economy declining 4.1 percent in mining, 3 percent in construction, 2.7 percent in manufacturing, 2.2 percent in retail trade, 1.1 percent in transportation and public utilities, 1 percent in wholesale trade and two-tenths of 1 percent in services.

Energy prices surge

The Bureau of Labor Statistics reported that energy prices accelerated sharply in August, with the cost of gasoline shooting up 3 percent, home heating oil prices up 1.5 percent, and gas and electricity costs advancing seven-tenths of 1 percent.

Although the cost of medical care rose only four-tenths of 1 percent in August—the slowest increase since winter—its 6.5-percent jump in the past 12 months still made it the fastest rising component of the market basket of goods and services that make up the consumer price index.

In other developments:

- Orders to factories for "big ticket" durable goods—those expected to last three years or longer—fell 3.1 percent in August. It was the first decline in seven months. Allen Sinai, chief economist for the investment firm of Shearson Lehman Brothers said the figures show "the economy will be significantly weaker in the fourth quarter" than had been expected. Analysts are now talking about a growth rate of only 2 percent in the last three months of the year.
- Housing starts fell 1.5 percent in August, the fifth decline in six months, as rising mortgage rates continued to dampen demand for new homes. The Commerce Dept. said new homes and apartments were built at a seasonally adjusted annual

Continued on Page 3

Detroit Teachers win pay increases

Detroit Teachers ended their 20-day strike after winning a wage increase and resolving classroom concerns in a new three-year contract.

The agreement covering 11,500 members of AFT Local 231 calls for a first-year wage increase of 6.5 percent, retroactive to July 1, a 7-percent raise in the second year and a 6-percent increase in the third year.

The second-year increase is subject to binding arbitration if the school district notifies the union that it cannot pay the new salaries. In that case, negotiations for a new contract will begin in the third year.

Currently, new teachers earn just over

Continued on Page 5

Bork nomination threatens equal rights

Critics of Judge Robert H. Bork told the Senate Judiciary Committee that his confirmation as a Supreme Court justice would send a message to blacks and women that a generation of progress toward equal rights was in danger of being reversed.

During five days of questioning, Bork softened some of his harsh criticism of landmark court decisions that have advanced the frontiers of individual and human rights. But senators not already in his corner were skeptical of the depth of Bork's "confirmation hearing conversion" to the judicial mainstream.

One senator who wasn't convinced was Bob Packwood (R-Ore.) He became the first Republican to declare his intention to vote against Bork's confirmation—despite strong White House pressure to support President Reagan's choice.

More opposition

A prominent black Republican, former Transportation Sec. William T. Coleman Jr., testified in opposition to Bork as the committee began hearing from public witnesses on both sides of the issue.

Coleman, a corporate lawyer who served in the Ford Administration and is chairman of the NAACP Legal Defense Fund, said Bork "has criticized and rejected" almost every landmark civil rights decision by the Supreme Court.

Other distinguished black Americans on the opening panel of Bork critics were Barbara C. Jordon, a former member of Congress and now a University of Texas professor, and Atlanta Mayor Andrew Young.

More is at stake than the appointment of a judge, Young stressed. "We have an attempt to transform the court."

Burke Marshall, who headed the Justice Dept.'s civil rights division in the Kennedy Administration, was another witness against Bork. Marshall is a professor at Yale Law School, where Bork also taught, and his verdict on his former colleague was damning.

He said Bork showed himself, "over and

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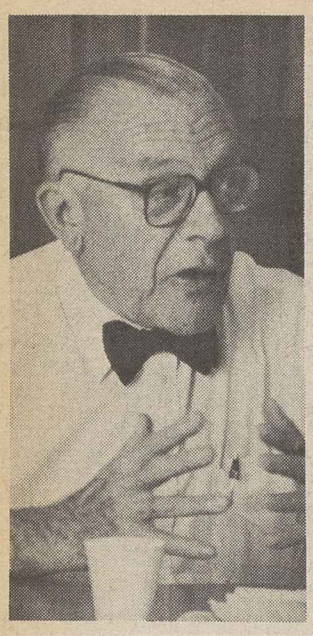
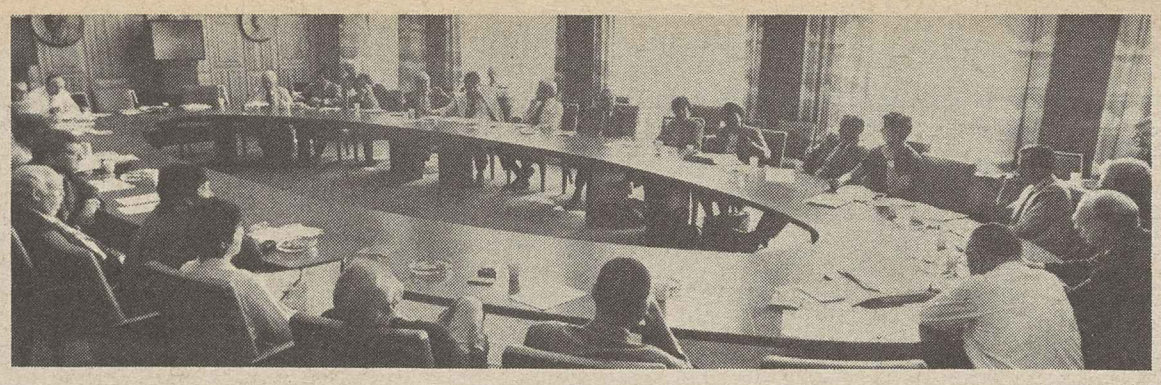




Meeting challenges head-on

Unions have to overcome numerous obstacles to organizing and collective bargaining caused by the right-wing bent of President Reagan's appointees on the National Labor Relations Board and lengthy case delays, the Executive Council's Committee on the Evolution of Work concluded at a session at AFL-CIO headquarters. John Dunlop, left, former Labor Secretary and a renowned union arbitrator, explored new avenues of approach with union representatives attending the meeting.

IBP confesses cooking books on job injuries

Officials of IBP Inc., the nation's largest meatpacking firm, admitted using a dual system of keeping occupational injury records, despite earlier denials that it engaged in such practices to underreport injuries—a clear violation of the federal job safety law.

Testifying before a House Government Operations subcommittee chaired by Rep. Tom Lantos (D-Calif.), IBP Board Chairman Robert Peterson, Vice President Daniel Foley and former medical director Jerry Simpson conceded that testimony four months ago contained "inaccuracies."

Last May, the same IBP witnesses denied the practice. Two months later, the Occupational Safety & Health Administration levied a record $2.6-million fine on the company for underreporting injuries in order to avoid OSHA inspections.

Lantos indicated that the subcommittee might ask the Justice Dept. to investigate the possibility of perjury at the earlier hearing based on IBP's admissions at the current round of hearings that it made "misstatements" about record-keeping practices.

Watered-down records

The company officials conceded that the double bookkeeping practice existed from 1982 to 1986 at its flagship plant at Dakota City, Neb. One set of books was kept for all dispensary visits while a watered-down record of occupational injuries was provided to OSHA.

When the Labor Dept. levied the fine on IBP, in response to charges brought by the Food & Commercial Workers, it said there were 1,038 instances in which the company willfully failed to report job-related injuries and illnesses at Dakota City in 1985 and 1986. It said 832 of the unreported injuries were added to the logs while federal inspectors were in the process of getting a subpoena to inspect the company's books.

Two months ago, UFCW Local 222 won a greatly enhanced safety program as part of a settlement ending a lockout and strike that began last December.

Government tells LTV to resume pension funding

The Pension Benefit Guaranty Corp. wants LTV Corp. to resume funding three pension plans that were taken over by the federal agency after the steel and aerospace firm declared bankruptcy in 1986.

The PBGC action would affect 100,000 active and retired workers at LTV steel operations, including 15,400 salaried employees.

The federal pension insurance agency had protested a collective bargaining agreement between the Steelworkers and LTV that restored 92 to 100 percent of a $400 monthly supplemental benefit for 8,000 retirees that was lost when PBGC assumed trusteeship of the plans last January. The contract also set up a new defined benefit pension plan for active workers and continued health and life insurance coverage for active and retired workers.

The settlement was approved by U.S. Bankruptcy Court Judge Burton Lifland over the objections of the PBGC, and the pension agency has appealed the judge's ruling.

The PBGC accused the giant steelmaker of abusing the pension insurance system by creating new pension plans that parallel the terminated plans.

Profits cited

When LTV's pension obligations were taken over by the PBGC last January, the plans had unfunded liabilities of $2.3 billion, said PBGC Executive Director Kathleen Utgoff. But "LTV is now reporting profits" of $252 million for the first half of the year, she added.

The PBGC maintained that the company gained an illegal subsidy by foisting most of its pension obligations onto the federal insurance agency.

But LTV called the agency's action "unlawful" and noted that it seeks to override a stay ordered by the federal bankruptcy court. The company will continue to make pension payments at levels agreed to under the collective bargaining agreement.

USWA President Lynn Williams said protecting members' benefits was the union's first concern and added that the USWA will closely monitor the litigation.

In a separate development, Judge Lifland authorized LTV to continue paying health and life insurance benefits for 6,400 retirees of the company's aerospace, defense, energy products and corporate units.

Players, owners scrimmage in move to end football strike

Continued from Page 1

ment if the season goes forward without the NFLPA members.

Team owners pocket some $475 million each season just from the networks that televise the NFL games.

The Philadelphia city council indicated it would seek a court injunction to prevent the Eagles from putting a scab team on the field in the city-owned stadium.

The walkout marked the second time in six years that the NLPA blew the whistle on management for unsportsmanlike conduct at the bargaining table.

Players walked off the job shortly after midnight on Sept. 22.

Although the question of free agency—the right of players to exercise the option as to which team they want to play for—was seen as the pivotal issue, it was far from being the NFLPA's only concern.

In the past five years, owners of the lucrative football franchises saw their profits double. Yet they've held back $18 million in pension money that the players won in contract negotiations in 1982, the union pointed out. And management put on the table demands for $90 million in compensation takebacks over the next three years.

Team owners proposed only modest increases in severance and pension benefit levels and wanted to deny pensions to any players who currently aren't in their fourth playing season. This would adversely affect hundreds of players, whose average gridiron career usually runs only three and one-half years.

Pension shortfall

This was a far cry from the union's proposal that owners come up with the $18 million they already owe the pension fund and add another $25 million to it each year for the next three years. And the players asked for substantial increases in severance pay that would hit a $200,000 ceiling for 11-year veterans.

On the salary front, team owners want to establish an entry-level pay ceiling for first- and second-year players. The NFLPA opposed this on the ground that a two-tier pay system could jeopardize the jobs of more seasoned players, warning that management would try to field teams on the cheap.

Other issues on which both sides were sharply divided as the strike began were:

- Management's demand for mandatory, unscheduled drug testing to replace the present one mandatory pre-season test with additional tests linked to probable cause as determined by an independent physician.
- The union's proposal to protect player representatives, many of whom have been either cut or traded in what the NFLPA regarded as retaliation for union activites.
- The players' proposal for contract guarantees for those who make the active roster in their second season. But management insisted that full salaries go only to vested veteran players who survive through the third game of the season.

The AFL-CIO put into motion a full-scale effort to support the players, utilizing the Executive Council's strategic approaches committee headed by Steelworkers President Lynn Williams.

The committee met with federation Vice President Gene Upshaw, president of the Federation of Professional Athletes, an AFL-CIO affiliate, and executive director of the NFLPA, to coordinate the activities of national unions and state and local central bodies in the 28 NFL cities.

Bork seen threat to equal rights gains

Continued from Page 1

over again, to be adamantly opposed to the long and well-established judicial role of protecting individual liberty and disadvantaged and unpopular minority groups against government coercion."

During his five days before the committee, Bork sought to allay fears that he would turn the clock back. He assured the panel of his respect for the tradition of accepting previous decisions of the nation's highest court as "settled law."

The committee heard a tape of a 1985 speech in which Bork said he doesn't consider Supreme Court precedents "all that important" in the field of constitutional law. But Bork insisted that senators accept his "more considered responses" to their questions as counting for more than mere "after-dinner comments."

He declined, however to rule out overturning a prior decision that he thought was "really wrong in terms of constitutional principle."

Sen. Howard M. Metzenbaum (D-Ohio) questioned Bork sharply about a 1984 decision he had written as an appellate court judge rejecting a challenge by the Oil, Chemical & Atomic Workers to the "fetal protection policy" of the American Cyanamid Co.

Under that policy, women could be fired from certain jobs exposing them to toxic substances unless they had been surgically sterilized. Metzenbaum said the policy amounted to "forced sterilization."

Such positions, he told Bork, make women "terribly apprehensive" about his nomination. "You are a man with frightening views."

Not so, Bork insisted. He assured the committee that "there is no basis for concern among women and blacks . . . I have never said anything to frighten women."

WE'RE DISAPPOINTED, TOO.

We want to watch our NFL Players Association members play football, not walk picket lines.

But they can't play without a contract. All union members understand that. And that's why we are supporting them.

Some of our NFLPA brothers make good money. But all 1,600 of them live with the fact that their average career length is only 3½ years, and their careers could end with their next block or tackle.

The owners' gross revenue has risen 100 percent since 1982. All the NFLPA is asking for is a fair agreement. Clubs have withheld $18 million in pension money that the players won in 1982. And the NFL owners are proposing cutbacks in compensation totalling $90 million in the next three years.

Our brothers and sisters across the country have a message for the owners: we want football back, but we can't have it unless you compromise. Enthusiastic community support for NFL teams is based on trust—and you're throwing it away.

The AFL-CIO backs the players 100 percent.

Lane Kirkland
President

Thomas R. Donahue
Secretary-Treasurer

Lynn R. Williams
President, United Steelworkers of America
Chairman, AFL-CIO Strategic Approaches Committee

William W. Winpisinger
International Association of Machinists

John J. Sweeney
Service Employees International Union

William H. Wynn
United Food and Commercial Workers International Union

Gerald W. McEntee
American Federation of State, County and Municipal Employees

Labor movement's wholehearted support for striking professional football players was spelled out in this full-page ad that appeared in USA Today.

Public Employee Dept. approves restructuring with full-time officers

AFL-CIO Public Employee Dept. convention delegates approved a constitutional restructuring of the department to create the offices of a full-time president and secretary-treasurer and double the number of vice presidents to eight. The changes, which become effective next February, will end the PED's twin directorships.

Outgoing President Gerald W. McEntee called it a "historic" step that will structure the PED similar to other federation departments. The PED has been under co-directorship since 1983 with John F. Leyden heading as executive director of the federal/postal division and Al Bilik directing the state/local division.

Government Employees President Kenneth T. Blaylock was elected interim PED president and AFSCME President McEntee was elected secretary-treasurer. Blaylock previously held the secretary-treasurer post.

Re-elected as vice presidents were Service Employees President John J. Sweeney, Laborers President Angelo Fosco, Teachers President Albert Shanker and Letter Carriers President Vincent Sombrotto.

In February, the executive committee will elect the full-time president and secretary-treasurer as well as four more vice presidents to fill out the two-year period until the next convention.

AFL-CIO President Lane Kirkland told the 80 delegates that "it is simply scandalous that 24 states lack even the most minimal collective bargaining laws for state and local employees, effectively denying 4 million workers the chance to meet with their employer on an equal footing." He pledged the continued "unwavering support" of all of labor until these workers "gain their right to exercise their freedom of association."

Reagan denounced

Keying on the convention theme taken from the U.S. Constitution, Kirkland said that the message that "providing for the general welfare is a noble endeavor has not, even after six years, sunk in at the White House. After six years of running the government, the President is still campaigning against it."

Kirkland declared that the prevailing attitude in the Reagan Administration is that "a term in public service is just another way to get rich off your connections once you're back in the private sector." He emphasized that "it wasn't a career civil servant that came up with the bright idea to ship arms to the Ayatollah. Nor did career government employees decide to let polluters write their own tickets, or let companies keep their own haphazard records on workplace safety."

All of these cases, he said, "show what happens when those responsible for running government are contemptuous of it. We are going to do everything within our power to change that situation."

McEntee, in his report to the convention, pointed out that the PED is the federation's fastest growing department. Some 72 percent of the federal workforce and 90 percent of the postal service are represented by public employee unions, he said. And nearly half the state and local government employees have union representation, even though 24 states lack strong collective bargaining laws for public workers.

He said that since the last convention, the department had established public employee committees in 11 states in cooperation with the state central bodies, with a half-dozen more schedule to be added.

Membership growth

Professor Richard B. Freeman of Harvard University told delegates that public employee union membership has grown sharply over the past two decades while the unionized private sector declined.

The PED called for enactment of major legislation covering a variety of work and family issues. It urged establishment of minimum parental and dependent care leave standards, greater funding for and development of decent child care services, and guaranteed health care services for all workers and their families. It also supported the concept of pay equity and elimination of all forms of job discrimination.

Delegates endorsed the labor-backed welfare reform measure before Congress and called for an adequately funded welfare-to-work program, augmented by education, training, child care and medical care services. They also urged improved welfare benefit levels.

The convention condemned inadequate workplace health and safety protection provided public employees and called for legislation to insure they get the same legal rights guaranteed other workers. It also pressed for a federal measure to eradicate asbestos hazards in all public buildings and urged unions to bargain on-the-job protections for video display terminal operators and office air quality.

In other actions, the convention:

- Backed the raising of federal revenues by preserving corporate tax rates and closing loopholes and freezing or increasing the top income tax rate at 38.5 percent. State income tax rates should be made more progressive and local property tax rates should make sure commercial and industrial properties pay their fair share.
- Urged full restoration of the minimum wage purchasing power.
- Opposed all budget cutting mechanisms including the balanced budget amendment, line-item veto, Gramm-Rudman Act and state tax limitation initiatives.

Trade conferees urged to rescue industrial jobs

Continued from Page 1

the House bill prohibiting government agencies from purchasing goods from countries that discriminate against the purchase of U.S. products for their own needs.

- A Senate provision allowing the U.S. Trade Representative to impose steel quotas on countries not covered by a voluntary restraint agreement.
- Proposals to deny Toshiba products access to the U.S. market and bar defense contracts with Toshiba and Kongsberg, the Norwegian firm that also served as a transmission belt to sell restricted U.S. defense technology to the Soviet Union.
- A plant-closing provision in the Senate bill that "is a modest beginning" and necessary for effective assistance to displaced workers.
- A Senate provision barring importation of goods produced by forced labor in the Soviet Union.

The AFL-CIO letter also expressed "reservations" about new "political risk insurance" for U.S. investments abroad and said the Virgin Islands should not be excluded from voluntary restraint agreements on tubular steel.

McGlotten urged the conferees not to be cowed by Reagan Administration threats to veto a trade bill that doesn't meet narrow White House specifications. He said labor looks to Congress to fashion an effective response to an "unprecedented trade deficit."

Harmonica-playing AFL-CIO President Lane Kirkland teams up with Gen. Sec. Ray Buckton of Britain's Locomotive Engineers & Firemen in serenading reception guests at the TUC convention. TUC Gen. Sec. Norman Willis, left, belts out the words to "Michael, Row the Boat Ashore."

Britain's unions look ahead to new organizing mission

Blackpool, England—Undaunted by the continued decline of manufacturing and the assaults from the right-wing Conservative government, the British Trades Union Congress vowed to intensify its drive to bring labor protections to economically beleaguered workers.

Meeting in their 119th convention, TUC delegates voted to step up organizing of women and part-time workers who need collective strength to repel management's efforts to consign them to low-paid, insecure jobs.

Despite the adverse economic and political blows unions have suffered since the Thatcher government came to power, the TUC still speaks for 9 million members—37 percent of the workforce—Gen. Sec. Norman Willis emphasized in his keynote address.

Britain's newspaper barons editorially dismiss the TUC as "irrelevant," Willis pointed out. But, he asked, "what would any one of the newspapers . . . give to have 9 million regular subscribers?"

Premature obituary

AFL-CIO President Lane Kirkland, who came here as the fraternal delegate from the American labor movement, voiced the same theme. In both Britain and the United States, he said, editorialists, politicians and pundits describe unions as "a special interest" and seek to consign them "to the ash heap of history."

But organized labor represents "the full range and variety of the workforce," Kirkland said, and merges "the interests of men and women, blacks and whites, immigrants and native-born, Jews and Gentiles, Catholics and Protestants."

If that's a "special interest," the AFL-CIO president said, "then it is the very special interest of democracy itself."

Kirkland stressed the solidarity between the labor movements in the two countries, pointing out that in addition to having English as their common language, they hold in common "the language of collective bargaining and, when necessary, of strikes, picket lines, boycotts and demonstrations."

That same language of freedom of association, he emphasized, is spoken by Polish workers in Solidarnosc, by courageous black South African mineworkers, by South Korean workers, by those "struggling against despots of the right and left in Central America," and by Philippine workers "who are now building a new democracy under perilous circumstances."

The TUC and the AFL-CIO, Kirkland said, "are engaged in the world in behalf of free unions and democratic societies because we know that economic and social progress can only be secured by lifting the standard of the many, that lasting peace can only be built on a foundation of trust, and that governments that are not responsive to their own people cannot be trusted."

In key resolutions, the 1,000 delegates endorsed the TUC organizing initiative, condemned the Thatcher government's attempts at privatization of industry, reaffirmed their commitment to rebuild Britain's tottering industrial base and strongly backed a campaign for women's rights.

Clive Jenkins, general secretary of the Scientific, Technical & Managers union, was elected chairman of the general council. He succeeds Fred Jarvis who will become vice chairman. Five women were also elected to seats on the general council.

Morrell, Cudahy meatpackers put on 'don't buy' list

Two large meatpacking firms, John Morrell Co. and Patrick Cudahy Co., have been added to the AFL-CIO's national boycott list at the request of the Food & Commercial Workers.

At Morrell's plant in Sioux City, Iowa, some 900 UFCW Local 1142 members have been on strike since last Mar. 9, when management unilaterally imposed wage cuts of $1.25 an hour. The workers had accepted a $3.22 an hour pay cut in the last agreement in 1983. The new pay cut came after the firm, a subsidiary of United Brands Co., posted 1986 profits of $28 million.

Since last May 1, more than 2,800 UFCW Local 304A members have conducted a sympathy strike at Morrell's flagship plant in Sioux Falls, S.D.

The boycotted Morrell products—hams, bacon, franks, sausage, and luncheon meats—are sold under these labels: John Morrell, Nathan's Famous, Tobin's First, Rath Black Hawk, Hunter, Krey, Peyton, Partridge and Rodeo.

At Cudahy, a subsidiary of Smithfield Foods Inc., 800 UFCW Local P-40 members in Cudahy, Wis., walked out in January. Using threats of a plant closing and layoffs, Cudahy slashed wages from $10.69 an hour to $6 to force the strike, UFCW President William H. Wynn noted. A National Labor Relations Board ruling that Cudahy has failed to bargain in good faith is being appealed by the company.

The boycotted Cudahy products include ham, bacon, sausage and luncheon meats sold under these labels: DAK, Patrick Cudahy, Gwaltney, Milano's, Smithfield, Tanada, and Deli-Fresh. Also canned hams labeled Agar, A&P, DAK, Jewel, Lancaster, Plymouth Rock, Shur-Fine, Smoke-A-Rama, Windmill, Emge, Pathmark, Safeway, IGA, Apple Blossom, Circle A and Country Club.

Rising prices erode wages as economy mixes signals

Continued from Page 1

rate of 1.58 million units last month. That's the slowest pace since April 1983.

- Factory output inched up just three-tenths of 1 percent in August. The Federal Reserve Board said it was the smallest increase in seven months and indicated sluggish production of consumer goods was to blame.
- The government reported that America's factories, mines and utilities operated at 81 percent of capacity in August. That's a one-tenth of 1 percent improvement over the previous month and the highest operating rate since it hit the same figure in November 1984.
- The U.S. banking industry is losing money for the first time since the Great Depression, spurring fears of layoffs and other cost-cutting measures at major lending institutions. The Federal Deposit Insurance Corp. said the nation's 13,397 federally insured commercial banks reported a second quarter loss of $10.6 billion. It was the first red ink for the industry as a whole since the FDIC began operating in 1934.
- Bolstered by brisk end-of-the-model-year automobile sales, consumer spending rose 1.5 percent in August. But to finance this biggest increase in retail sales in six months, Americans dipped deeper into savings. The ratio of savings to after-tax incomes fell to 1.8 percent in August from 2.9 percent the previous month. It was the lowest rate since April's 1.4 percent, when final income tax bills fell due.

SEIU's clean sweep

San Francisco—The "fastest brooms in the West" belong to the hundreds of volunteers from Service Employees Local 87, who tackled tons of trash left behind by a crowd of 80,000 at Candlestick Park for the visit of Pope John Paul II on Sept. 15.

The mammoth cleanup by the union janitors took less than 50 minutes. It normally takes the stadium's regular crew of 45 eight hours for the job.

Local 87 President Wray R. Jacobs said the union volunteered for the cleanup because it has a large Catholic membership and to acknowledge the Pope's worldwide support for the rights of working people. "We had hoped to have 1,000 of our members there," but stringent security measures and the crush of 80,000 people leaving the stadium delayed several hundred from getting inside immediately following the papal mass, Jacobs said.

The volunteers sacked up more than 600 32-gallon trash bags in their sweep of the stadium. Most of them left there to report to their regular night-shift janitorial jobs. The union held a drawing for tickets to the mass and 300 members attended in near front row seats.

Japanese union joins CWA to fight worker exploitation

The Communications Workers and Zendentsu, Japan's largest union in the telecommunications industry, resolved to fight the exploitation of workers by multinational corporations and called for international labor standards to protect workers around the world and achieve fair trade.

Top officials of the two unions met in Washington for their second dialogue on mutual concerns. At their first meeting last fall in Japan, the union leaders began their review of deregulation in the U.S. telecommunications industry and privatization efforts underway at Nippon Telegraph & Telephone, trade and the need for international labor standards.

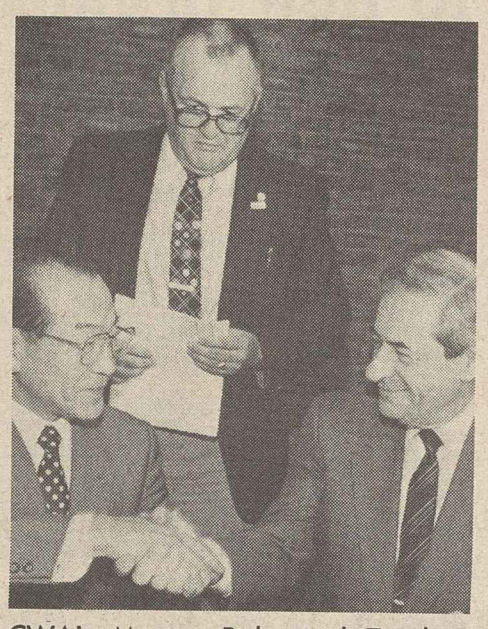
Workers exploited

In a joint statement, CWA President Morton Bahr and Zendentsu President Akira Yamagishi agreed that multinational corporations "entertain no national loyalty or commitment" and exploit workers "in the name of greed and profit."

"Their record shows that they will drop any country and the workers involved if they find that they can make a greater profit elsewhere," the statement continued. "Workers in all countries, unionized or not, are at risk as long as multinational enterprises operate in this manner."

Both unions pledged to "pursue these objectives by all means possible."

Bahr and Yamagishi also noted that the trade imbalance between the United States and Japan is a "source of irritation" between the two countries. They called for elimination of "all barriers to free and open trade" and measures by Japan to ease the deficit.



CWA's Morton Bahr and Zendentsu's Akira Yamagishi. Center is CWA Sec.-Treas. James Booe.

Those include redirecting the Japanese economy from exports to internal consumption and increased Japanese assistance to developing nations.

Yamagishi added that the statement commits both unions to working toward eliminating protectionism and trade barriers and toward achieving "free and fair" trade.

Zendentsu represents about 280,000 telecommunications workers in Japan, while CWA represents 700,000 workers in the United States and Canada.

14% raise won by Korean strikers

Seoul—A negotiated 14-percent wage increase for 24,000 workers at South Korea's largest shipyard ended one of the largest strikes in nearly three months of labor turmoil that has begun to change the face of labor-management relations.

But while union members returned to their jobs at Hyundai Heavy Industry Co.'s shipyard in Ulsan, management was still trying to use provisions of existing law to destroy the independent union despite government promises of labor reform.

Hyundai went back to the bargaining table reluctantly, protesting a government decision to allow a new election at the shipbuilding facility in which 24 union leaders, jailed after clashes with police, will be allowed to stand for office.

In addition to the use of goons to beat up workers during the strike, Hyundai was accused of attempting to kidnap members who assumed leadership roles following the imprisonment of top union officials.

Since the ruling party's July announcement of labor reforms in anticipation of December's elections, 1,200 new unions have been formed. They have won wage increases averaging 13.8 percent.

National forum slated on occupational safety

The AFL-CIO will hold a two-day national occupational safety and health conference to explore new initiatives to protect workers on the job, Federation President Lane Kirkland announced.

This year's conference, "Looking Toward the Future: Protecting Workers on the Job," will be held Nov. 16-17 in Nashville, Tenn.

In a letter to union officials nationwide, Kirkland stressed that "as we approach a new Administration and a new decade, it is important to plan for the future" in winning safety and health protections.

The conference will feature two workshops. One will cover job sectors and the other will focus on issues—health and safety as an organizing tool, new laws and worker rights, state and local initiatives, right-to-know laws and other concerns.

Technology study finds Big Brother is listening

Employer use of computers and other electronic technology to monitor workers' activities raises vital issues of fairness, privacy and workplace stress, the congressional Office of Technology Assessment found.

Its report was compiled at the request of two House committees considering whether legislation is needed to curb employer eavesdropping and surveillance.

Rep. Don Edwards (D-Calif.), chairman of a Judiciary subcommittee, said the study makes clear that "we are becoming a surveillance society."

Edwards, who requested the study along with Government Operations Committee Chairman Jack Brooks (D-Tex.), said "people shouldn't have to surrender their privacy and dignity when they go to work." Congress and the state legislatures should set boundaries on technological intrusions "before we have 1984 in the workplace," he urged.

Two unions that have been actively pressing for congressional action agreed.

Communications Workers President Morton Bahr said the OTA report "documents the fact that too many employers have used technological advancement to create an environment more like a prison than a work site."

Bahr noted that most CWA members work at video display terminals that can be monitored and use telephones that can be and often are bugged. It's time for legislation "to insure that Americans don't lose their basic rights upon entering the workplace," he said.

The Service Employees and its affiliated 9-to-5 National Association of Working Women pressed Congress to follow up the report by setting federal policy on workplace monitoring.

"In increasing numbers," the union charged, "employers are managing their clerical workforce by counting every keystroke and timing every phone call."

Workplace stress

The SEIU and CWA welcomed the report's suggestion of an occupational health study on the effects of workplace stress caused by electronic monitoring. The unions also urged immediate action on pending legislation to make it unlawful for an employer to listen in on a worker's phone calls unless parties to the conversation are alerted by a "beep."

The congressional report noted that the concept of a right to workplace privacy has been furthered by court decisions in recent years. At one time, it noted, employers were presumed to have virtually unrestricted rights to regulate the lives of their workers, off the job as well as during working hours.

Even early in this century, it observed, Ford Motor Co. employed investigators to look into the neighborhoods where their employees lived and probe their home conditions, finances and personal habits.

The OTA report also noted other issues of workplace privacy that have caused concern, including polygraph examinations and drug testing.

Rights of unions explored in El Salvador, Nicaragua

A delegation of AFL-CIO Executive Council members and labor representatives toured El Salvador and Nicaragua for a first-hand look at the trade union situation and the potential for economic and political freedom in those countries.

The labor group focused on economic, political, trade union and human rights—key conditions under the Central American peace accord endorsed by the leaders of five countries in the region.

Sec.-Treas. Thomas R. Donahue, top union officers and representatives of the American Institute for Free Labor Development—the federation's educational institute for Latin America—met with government leaders, opposition groups, Catholic church officials, trade union leaders and representatives of the armed resistance in both countries during their week tour.

The U.S. labor delegation included Presidents Edward Hanley, Hotel Employees & Restaurant Employees; William C. Wynn, Food & Commercial Workers; John J. Sweeney, Service Employees; John T. Joyce, Bricklayers, and Robert A. Georgine, Building & Construction Trades Dept., AFL-CIO International Affairs Director Tom Kahn, David Jessup of AIFLD and Joel R. Freedman of the Bricklayers.

The peace accord calls for complete democratic freedoms—including trade union rights, full political freedom and open and honest elections—to be in place by Nov. 7, accompanied by an end to the fighting that has scarred the region.

In Nicaragua, the labor representatives met with Vice President Sergio Ramirez as well as opposition leaders from the National Assembly. The group held dialogues with several union associations, including the Confederation of Trade Union Unity, an affiliate of the International Confederation of Free Trade Unions, the Independent Confederation of Nicaraguan Workers and the Sandinista Workers Central.

Opposition paper

While in Nicaragua the delegation also met with Violeta Barrios de Chamorro, publisher of the opposition newspaper, La Prensa. Although the paper initially supported the 1979 revolution against the Somoza regime, La Prensa was subject to growing government censorship and was shut down by the Sandinista government in June 1986. Chamorro's husband, La Prensa's former editor, was assassinated in 1978 because of his opposition to Somoza.

Last week, however, the Sandinista government agreed that La Prensa can resume operations, "without any restrictions other than those imposed by the responsible exercise of journalism," Chamorro said, adding that publication will begin Oct. 1.

In a separate annoucement, the government also lifted a nearly two-year ban on the broadcast operations of Radio Catolica, a church-owned radio station.

In El Salvador, the delegation met with President Jose Duarte, church officials, opposition political leaders, representatives of the National Union of Workers & Campesinos and other labor officials.

AFL-CIO delegation and officers of Nicaragua's trade union confederation with La Prensa publisher Violeta Chamorro.

Unions condemn Pentagon 'buy foreign' policy

Under "misguided" Reagan Administration policies, Defense Dept. overseas weapons purchases have doubled since 1981, while foreign military sales by American companies have been cut in half, Steelworkers President Lynn R. Williams told Congress.

The figures disprove Administration claims that it's necessary to procure military hardware overseas in order to provide "reciprocity for American arms sales abroad," Williams emphasized.

The upsurge in foreign arms purchases is damaging defense-related industries in this country, the USWA president said in testimony before the House Economic Stabilization subcommittee. And, he added, it's helping overseas firms undercut American producers in the domestic market.

"A number of these foreign governments subsidize their military contractors to underbid U.S. firms in order to develop their own industries and make them strong competitors," Williams said. He charged that foreign firms use American military dollars to do research and "then commercialize this research and produce products that compete with" U.S. made goods.

The USWA president emphasized that a sound industrial base is vital to national security, which is "embedded in the health of the vast network of workers, managers, technologies, machinery and the other elements that make up the goods-producing sectors of the American economy."

Williams called for a national strategy to rescue the nation's industrial base from its serious decline and charged that, under the Reagan Administration, "there is nothing in place that even resembles such a policy."

Paul J. Burnsky, president of the AFL-CIO Metal Trades Dept., was sharply critical of Administration policies that have eroded the nation's shipbuilding capability. Except for Navy combat vessels, he said, virtually all shipbuilding has been "contracted out" to foreign shipyards "with a limitless supply of exploited workers and government-financed subsidies that make it impossible for U.S. yards to compete."

$1-trillion bust

Since Reagan came to office, Burnsky pointed out, the government has spent well over $1 trillion on national defense. But, he stressed, "we have fewer ships to deliver troops, weapons and ammunition" to such troubled areas as the Persian Gulf, and "less capability to make the weapons we require to defend ourselves" because so many components would have to come from other nations.

Burnsky said one of the problems with the sale of U.S.-made weapons abroad is their insistence on "offsets"—the requirement by foreign governments that American firms must make equal, and sometimes greater, purchases abroad before the sale is consummated.

He cited these examples:

- When Turkey bought F-16 fighter planes from General Dynamics Corp., the company had to agree to invest $800 million in such projects as four hotels, a power plant and a fruit-exporting company.
- In order for Raytheon Corp. to sell Patriot missiles to Japan, it had to agree to share the production, selling some of its technology to Japanese companies and requiring U.S. subcontractors to license their technology to Japan.
- Boeing Corp.'s sale of AWACS aircraft to England and France involved a "package of offset goodies" that totalled 130 percent of the amount of the AWACS sale. U.S. subcontractors are being asked to "do their part" in meeting Boeing's offset equipment by buying goods from British and French companies as part of the deal.

The question of how to maximize these "offsets" is one that Burnsky said will be explored by foreign arms merchants and Defense Dept. procurement officers at a lavish three-day exposition in October at a Northern Virginia hotel just two minutes from the Pentagon.

The AFL-CIO Executive Council and the MTD have registered a strong protest over the participation of top Administration officials—including Defense Sec. Caspar W. Weinberger and National Security Adviser Frank Carlucci—in a show from which American firms are excluded.

Withdrawal urged

Burnsky has written all the top Administration officials and members of Congress listed as "invited speakers," urging them to bow out of the show. Thus far, Sen. Armed Services Committee Chairman Sam Nunn, Finance Committee Chairman Lloyd Bentsen, Under Sec. of State Edward Derwinski and Deputy U.S. Trade Rep. Alan Woods have all indicated they either weren't actually asked to attend or had declined before show sponsors announced they would be involved in the exposition.

Sen. Dan Quayle (R-Ind.), a member of the Armed Services Committee, and Under Sec. of State Richard Godwin indicated they will go ahead with their plans to meet with the foreign arms merchants.

The MTD and "Jobs with Justice" plan a joint demonstration outside the hotel when the show opens Oct. 7, and Burnsky promised House and Senate members he would "reserve" a place for them on the picket line.

Pay equity gains end state workers strike in Oregon

Salem, Ore.—State employees won a major pay equity victory plus significant wage and fringe benefit gains to end the first strike by a major union against the state government.

The eight-day walkout of 16,500 members of Service Employees Local 3 was triggered primarily by disagreement on how to implement the $22.6-million pay equity program the legislature funded earlier this year.

Although full details of the settlement were not available, the SEIU said it obtained raises for workers in the underpaid classifications. The women and minorities affected make up roughly half the local's total membership.

The union had also sought upgrading of underpaid workers to put them into classifications that will give them the opportunity for higher earnings in the future.

In addition to settling the pay equity issue, the state agreed to add $8.4 million to its original offer to fund wage and fringe benefit gains.

Under the agreement, the SEIU members will receive a 2-percent raise retroactive to July 1 with an additional pay hike of 4 percent effective next Jan. 1. The state had wanted to limit pay increases to 3 percent in each of the next two years, with the added pay showing up for the first time in January 1988 pay envelopes.

On the benefit front, the union beat back a management effort to cap contributions to the medical and dental insurance program. The SEIU had warned this would increase workers' out-of-pocket medical costs.

Some 25,000 state workers are represented by nine unions, most of whose contracts expired at the end of the biennial budget period. Some smaller units had already settled on new labor agreements prior to the SEIU walkout.

Detroit Teachers win pay increase

Continued from Page 1

$19,000 a year, while top-ranked teachers draw salaries capped at $36,222.

Other gains include a pilot program with bonuses based on attendance, agreement by the school board to "downsize" administrative expenditures and direct more of the district's budget toward instruction and salary step increases for teachers in adult education programs.

A one-day walkout by members of AFT Local 3391 in Monroe, N.J. and a strike by nearly 430 AFT Local 3097 members in North Allegheny, Pa., also were settled.

In Chicago, AFT Local 1 members remained on the picket lines, as union and school board negotiators met with federal mediators to end the three-week-old dispute.

Birthday celebrations

Labor steps out in Boston to celebrate the 200th anniversary of the U.S. Constitution and "a century of struggle and pride" by American unions. Despite a steady rain, nearly 10,000 trade unionists from 65 locals participated in the 1.6-mile march on Sept. 20. After the parade, Federation President Lane Kirkland and Massachusetts AFL-CIO President Arthur Osborn accepted a plaque from Mayor Raymond Flynn commemorating workers' contributions to the quality of life in the city over the past 100 years. Marching behind the banner are the parade's grand marshals, Osborn, Flynn and Kirkland.

Congress adopts Gramm-Rudman II

Rider on spending bill extends timetable for deficit reduction

Congress approved a modification of the Gramm-Rudman-Hollings deficit reduction law that stretches out the timetable for achieving a balanced budget and requires automatic spending cuts when the deficit ceiling is exceeded.

The compromise, to repair the unworkable and unenforceable law now in effect, was adopted without much enthusiasm by votes of 236-176 in the House and 64-34 in the Senate. It was attached to legislation that allows the federal government to borrow the money it needs to pay its bills.

By postponing the balanced-budget deadline from 1990 to 1993, the new plan lessens the tax increases and spending cuts that Congress would have to impose in order to comply with the original Gramm-Rudman deficit-reduction goal for the fiscal year that starts Oct. 1. It would also postpone the toughest budget crunch until after President Reagan leaves office.

The immediate effect would be to reduce—but not eliminate—the conflict between a congressional budget resolution that called for new taxes as part of the deficit-reduction process and a President who had vowed to veto any tax increase.

The budget adopted by Congress last June called for $19.3 billion in new revenues. The amount required to meet the new deficit reduction goals has been estimated at about $12 billion.

But the big difference is that the new deficit ceiling is enforceable, repairing the constitutional flaws the Supreme Court found in the original Gramm-Rudman law.

One byproduct would be pressure on Reagan to agree to revenue increases or face cutbacks in military spending. He would, however, have greater flexibility than in the original law to allocate spending cuts within the defense budget. And half of any mandated cutbacks would be in domestic programs.

The White House expressed unhappiness with the prospect of choosing between defense cuts or tax increases, and did not rule out the possibility of a Reagan veto.

Earlier bill flawed

The Supreme Court last year invalidated the automatic sequestering provision of the original law because the order for spending cuts was to have come from the General Accounting Office, an agency of Congress, rather than an Executive Branch agency.

The court ruling left on the statute books a directive to Congress to meet stiff deficit reduction goals but no means of enforcing it. The new legislation requires the Office of Management & Budget and the President to put the automatic cuts into effect if the deficit ceiling is exceeded.

Both party lines and usual liberal-conservative divisions were split on the new legislation. Some opponents objected to any form of automatic spending cuts to meet inflexible deficit reduction goals. And others objected to softening the timetable of existing law.

After disposing of the deficit issue, the Senate moved towards completing action on a long-stalled defense authorization bill it has been considering on-and-off since last May. A chief point of controversy has been the level of spending for the Strategic Defense Initiative, which the Administration has been pushing. The compromise adopted was less than the President sought and more than many of SDI's critics wanted.

The Senate's anti-labor bloc was expected to offer an amendment to the bill eliminating most military contracts from coverage of the Davis-Bacon Act, which sets prevailing wages and benefits for construction contracts, and the Service Contract Act, which provides comparable protection for workers employed by service contractors.

AFL-CIO Legislative Director Robert M. McGlotten urged senators to oppose the anti-worker amendments.

Both were previously rejected by the Senate Armed Services Committee, McGlotten noted.

If adopted, he said, 95 percent of construction contracts and nearly 90 percent of service contracts would be excluded from prevailing wage coverage.

House rollcall on textile import curbs

The House on Sept. 16 voted 263-156 for a labor-supported bill to set limits on imports of textiles, clothing and shoes.

Voting right (R) were 193 Democrats and 70 Republicans. Wrong votes (W) against the bill were cast by 54 Democrats and 102 Republicans. A—absent and not paired. PR—paired right. PW—paired wrong. P—present but not voting. Numerals show congressional districts.

ALABAMA
1. Callahan (R) R
2. Dickinson (R) R
3. Nichols (D) R
4. Bevill (D) R
5. Flippo (D) R
6. Erdreich (D) R
7. Harris (D) R

ALASKA
AL Young (R) R

ARIZONA
1. Rhodes (R) W
2. Udall (D) W
3. Stump (R) W
4. Kyl (R) W
5. Kolbe (R) W

ARKANSAS
1. Alexander (D) R
2. Robinson (D) R
3. Hammerschmidt (R) R
4. Anthony (D) R

CALIFORNIA
1. Bosco (D) W
2. Herger (R) W
3. Matsui (D) W
4. Fazio (D) R
5. Pelosi (D) R
6. Boxer (D) W
7. Miller (D) W
8. Dellums (D) R
9. Stark (D) W
10. Edwards (D) R
11. Lantos (D) R
12. Konnyu (R) W
13. Mineta (D) R
14. Shumway (R) W
15. Coelho (D) R
16. Panetta (D) W
17. Pashayan (R) R
18. Lehman (D) R
19. Lagomarsino (R) W
20. Thomas (R) R
21. Gallegly (R) W
22. Moorhead (R) W
23. Beilenson (D) W
24. Waxman (D) W
25. Roybal (D) W
26. Berman (D) W
27. Levine (D) W
28. Dixon (D) R
29. Hawkins (D) R
30. Martinez (D) PR
31. Dymally (D) R
32. Anderson (D) W
33. Dreier (R) W
34. Torres (D) R
35. Lewis (R) W
36. Brown (D) R
37. McCandless (R) W
38. Dornan (R) W
39. Dannemeyer (R) W
40. Badham (R) W
41. Lowery (R) W
42. Lungren (R) W
43. Packard (R) W
44. Bates (D) W
45. Hunter (R) R

COLORADO
1. Schroeder (D) A
2. Skaggs (D) W
3. Campbell (D) R
4. Brown (R) W
5. Hefley (R) W
6. Schaefer (R) W

CONNECTICUT
1. Kennelly (D) W
2. Gejdenson (D) R
3. Morrison (D) R
4. Shays (R) R
5. Rowland (R) W
6. Johnson (R) W

DELAWARE
AL Carper (D) R

FLORIDA
1. Hutto (D) R
2. Grant (D) R
3. Bennett (D) W
4. Chappell (D) R
5. McCollum (R) W
6. MacKay (D) W
7. Gibbons (D) W
8. Young (R) W
9. Bilirakis (R) W
10. Ireland (R) W
11. Nelson (D) W
12. Lewis (R) W
13. Mack (R) W
14. Mica (D) W
15. Shaw (R) W
16. Smith (D) R
17. Lehman (D) R
18. Pepper (D) R
19. Fascell (D) R

GEORGIA
1. Thomas (D) R
2. Hatcher (D) R
3. Ray (D) R
4. Swindall (R) R
5. Lewis (D) R
6. Gingrich (R) R
7. Darden (D) R
8. Rowland (D) R
9. Jenkins (D) R
10. Barnard (D) R

HAWAII
1. Saiki (R) W
2. Akaka (D) W

IDAHO
1. Craig (R) W
2. Stallings (D) W

ILLINOIS
1. Hayes (D) R
2. Savage (D) R
3. Russo (D) R
4. Davis (R) R
5. Lipinski (D) R
6. Hyde (R) W
7. Collins (D) A
8. Rostenkowski (D) W
9. Yates (D) R
10. Porter (R) W
11. Annunzio (D) R
12. Crane (R) W
13. Fawell (R) W
14. Hastert (R) W
15. Madigan (R) R
16. Martin (R) W
17. Evans (D) R
18. Michel (R) W
19. Bruce (D) R
20. Durbin (D) R
21. Price (D) R
22. Gray (D) R

INDIANA
1. Visclosky (D) R
2. Sharp (D) R
3. Hiler (R) W
4. Coats (R) W
5. Jontz (D) R
6. Burton (R) W
7. Myers (R) W
8. McCloskey (D) R
9. Hamilton (D) R
10. Jacobs (D) R

IOWA
1. Leach (R) W
2. Tauke (R) W
3. Nagle (D) R
4. Smith (D) W
5. Lightfoot (R) W
6. Grandy (R) W

KANSAS
1. Roberts (R) W
2. Slattery (D) W
3. Meyers (R) W
4. Glickman (D) W
5. Whittaker (R) W

KENTUCKY
1. Hubbard (D) R
2. Natcher (D) R
3. Mazzoli (D) W
4. Bunning (R) W
5. Rogers (R) R
6. Hopkins (R) R
7. Perkins (D) R

LOUISIANA
1. Livingston (R) W
2. Boggs (D) R
3. Tauzin (D) A
4. Roemer (D) A
5. Huckaby (D) R
6. Baker (R) R
7. Hayes (D) R
8. Holloway (R) R

MAINE
1. Brennan (D) R
2. Snowe (R) R

MARYLAND
1. Dyson (D) R
2. Bentley (R) R
3. Cardin (D) R
4. McMillen (D) R
5. Hoyer (D) R
6. Byron (D) R
7. Mfume (D) R
8. Morella (R) W

MASSACHUSETTS
1. Conte (R) R
2. Boland (D) R
3. Early (D) R
4. Frank (D) R
5. Atkins (D) R
6. Mavroules (D) R
7. Markey (D) R
8. Kennedy (D) R
9. Moakley (D) R
10. Studds (D) R
11. Donnelly (D) R

MICHIGAN
1. Conyers (D) R
2. Pursell (R) W
3. Wolpe (D) R
4. Upton (R) W
5. Henry (R) R
6. Carr (D) R
7. Kildee (D) R
8. Traxler (D) R
9. Vander Jagt (R) W
10. Schuette (R) R
11. Davis (R) R
12. Bonior (D) R
13. Crockett (D) W
14. Hertel (D) R
15. Ford (D) R
16. Dingell (D) R
17. Levin (D) R
18. Broomfield (R) W

MINNESOTA
1. Penny (D) W
2. Weber (R) W
3. Frenzel (R) W
4. Vento (D) R
5. Sabo (D) R
6. Sikorski (D) R
7. Stangeland (R) W
8. Oberstar (D) R

MISSISSIPPI
1. Whitten (D) R
2. Espy (D) R
3. Montgomery (D) R
4. Dowdy (D) R
5. Lott (R) R

MISSOURI
1. Clay (D) A
2. Buechner (R) R
3. Gephardt (D) R
4. Skelton (D) A
5. Wheat (D) R
6. Coleman (R) R
7. Taylor (R) R
8. Emerson (R) R
9. Volkmer (D) R

MONTANA
1. Williams (D) R
2. Marlenee (R) W

NEBRASKA
1. Bereuter (R) W
2. Daub (R) W
3. Smith (R) W

NEVADA
1. Bilbray (D) R
2. Vucanovich (R) W

NEW HAMPSHIRE
1. Smith (R) R
2. Gregg (R) R

NEW JERSEY
1. Florio (D) R
2. Hughes (D) R
3. Howard (D) R
4. Smith (R) R
5. Roukema (R) R
6. Dwyer (D) R
7. Rinaldo (R) R
8. Roe (D) R
9. Torricelli (D) R
10. Rodino (D) R
11. Gallo (R) W
12. Courter (R) PW
13. Saxton (R) W
14. Guarini (D) R

NEW MEXICO
1. Lujan (R) W
2. Skeen (R) R
3. Richardson (D) R

NEW YORK
1. Hochbrueckner (D) R
2. Downey (D) W
3. Mrazek (D) R
4. Lent (R) W
5. McGrath (R) R
6. Flake (D) R
7. Ackerman (D) R
8. Scheuer (D) W
9. Manton (D) R
10. Schumer (D) W
11. Towns (D) R
12. Owens (D) R
13. Solarz (D) W
14. Molinari (R) W
15. Green (R) W
16. Rangel (D) A
17. Weiss (D) R
18. Garcia (D) R
19. Biaggi (D) A
20. DioGuardi (R) R
21. Fish (R) R
22. Gilman (R) R
23. Stratton (D) R
24. Solomon (R) R
25. Boehlert (R) R
26. Martin (R) R
27. Wortley (R) W
28. McHugh (D) W
29. Horton (R) R
30. Slaughter (D) R
31. Kemp (R) A
32. LaFalce (D) W
33. Nowak (D) R
34. Houghton (R) R

NORTH CAROLINA
1. Jones (D) R
2. Valentine (D) R
3. Lancaster (D) R
4. Price (D) R
5. Neal (D) R
6. Coble (R) R
7. Rose (D) R
8. Hefner (D) R
9. McMillan (R) R
10. Ballenger (R) R
11. Clarke (D) R

NORTH DAKOTA
AL Dorgan (D) W

OHIO
1. Luken (D) W
2. Gradison (R) W
3. Hall (D) R
4. Oxley (R) W
5. Latta (R) A
6. McEwen (R) W
7. DeWine (R) W
8. Lukens (R) W
9. Kaptur (D) R
10. Miller (R) R
11. Eckart (D) R
12. Kasich (R) W
13. Pease (D) W
14. Sawyer (D) W
15. Wylie (R) W
16. Regula (R) R
17. Traficant (D) R
18. Applegate (D) R
19. Feighan (D) R
20. Oakar (D) R
21. Stokes (D) R

OKLAHOMA
1. Inhofe (R) W
2. Synar (D) W
3. Watkins (D) R
4. McCurdy (D) W
5. Edwards (R) W
6. English (D) W

OREGON
1. AuCoin (D) W
2. Smith (R) W
3. Wyden (D) W
4. DeFazio (D) W
5. Smith (R) R

PENNSYLVANIA
1. Foglietta (D) R
2. Gray (D) R
3. Borski (D) R
4. Kolter (D) R
5. Schulze (R) W
6. Yatron (D) R
7. Weldon (R) A
8. Kostmayer (D) R
9. Shuster (R) R
10. McDade (R) R
11. Kanjorski (D) R
12. Murtha (D) R
13. Coughlin (R) R
14. Coyne (D) R
15. Ritter (R) R
16. Walker (R) W
17. Gekas (R) R
18. Walgren (D) R
19. Goodling (R) R
20. Gaydos (D) R
21. Ridge (R) R
22. Murphy (D) R
23. Clinger (R) R

RHODE ISLAND
1. St Germain (D) R
2. Schneider (R) R

SOUTH CAROLINA
1. Ravenel (R) R
2. Spence (R) PR
3. Derrick (D) R
4. Patterson (D) R
5. Spratt (D) R
6. Tallon (D) R

SOUTH DAKOTA
AL Johnson (D) R

TENNESSEE
1. Quillen (R) R
2. Duncan (R) R
3. Lloyd (D) A
4. Cooper (D) R
5. Boner (D) R
6. Gordon (D) R
7. Sundquist (R) R
8. Jones (D) R
9. Ford (D) R

TEXAS
1. Chapman (D) R
2. Wilson (D) R
3. Bartlett (R) W
4. Hall (D) R
5. Bryant (D) R
6. Barton (R) W
7. Archer (R) W
8. Fields (R) W
9. Brooks (D) R
10. Pickle (D) W
11. Leath (D) R
12. Wright (D) R
13. Boulter (R) W
14. Sweeny (R) R
15. de la Garza (D) R
16. Coleman (D) A
17. Stenholm (D) R
18. Leland (D) R
19. Combest (R) R
20. Gonzalez (D) R
21. Smith (R) R
22. DeLay (R) W
23. Bustamante (D) R
24. Frost (D) R
25. Andrews (D) R
26. Armey (R) W
27. Ortiz (D) R

UTAH
1. Hansen (R) W
2. Owens (D) W
3. Nielson (R) W

VERMONT
AL Jeffords (R) R

VIRGINIA
1. Bateman (R) R
2. Pickett (D) R
3. Bliley Jr. (R) R
4. Sisisky (D) R
5. Daniel (D) R
6. Olin (D) R
7. Slaughter (R) R
8. Parris (R) R
9. Boucher (D) R
10. Wolf (R) W

WASHINGTON
1. Miller (R) W
2. Swift (D) W
3. Bonker (D) W
4. Morrison (R) W
5. Foley (D) W
6. Dicks (D) W
7. Lowry (D) W
8. Chandler (R) W

WEST VIRGINIA
1. Mollohan (D) R
2. Staggers (D) R
3. Wise (D) R
4. Rahall (D) R

WISCONSIN
1. Aspin (D) R
2. Kastenmeier (D) R
3. Gunderson (R) R
4. Kleczka (D) W
5. Moody (D) R
6. Petri (R) W
7. Obey (D) R
8. Roth (R) W
9. Sensenbrenner (R) W

WYOMING
AL Cheney (R) W

EDITORIALS

The Litmus Test

GIVEN THE ideological bent of this Administration, it is unlikely that Judge Bork would have been nominated for the Supreme Court if his views were as firmly in the legal mainstream as he would now have us believe.

Was the Reagan White House somehow misled? Not likely.

Bork is obviously an intellectual cut above Daniel Manion, the right-wing ideologue whose nomination to the Court of Appeals last year was so outrageous that it took White House horse-trading and the tie-breaking vote of Vice President Bush to get him confirmed. And that was when the Republicans had a Senate majority.

But the goal is the same. Through lifetime appointments to the federal courts, the Reagan Administration seeks to leave its footprints on government long after its lease on the White House has expired.

Retroactively, it could achieve through the courts an ideological agenda it has been unable to persuade Congress to adopt.

A Common Language

Lane Kirkland was the AFL-CIO's fraternal delegate to the British Trades Union Congress, carrying on a relationship nearly 100 years old. These are some of the things he said:

DESPITE OCCASIONAL differences over the facts of international life and their meaning, our solidarity endures.

In our many years of joint endeavor, we have had the advantage of a more-or-less common language which we in America still call English. There is another language we hold in common. It is the language of collective bargaining and, when necessary, of strikes, pickets, boycotts and demonstrations.

We speak the workers' language, the language of trade unionism.

Today, trade unionism is a language that is spoken proudly by Polish workers united in Solidarnosc, by the courageous black South African mine workers and by South Korean workers who only yesterday, we were told, delighted in working a 60-hour week.

Trade unionism is also the language spoken by workers struggling against despots of the right and left, in Central and South America; by Philippine workers who are now building a new democracy under perilous circumstances, and by would-be free trade unionists in the gulags of the east. No other force has been more effective in marshalling the power of the people.

We hold to a single standard—that workers everywhere and at all times have the right to associate freely, to choose their own representatives, and to use their collective power in the pursuit of justice on the job.

We shall not abandon it.

Frontiers of Science

EMPLOYERS ARE increasingly turning to computer monitoring and telephone eavesdropping to check up on the performance and work habits of their workers.

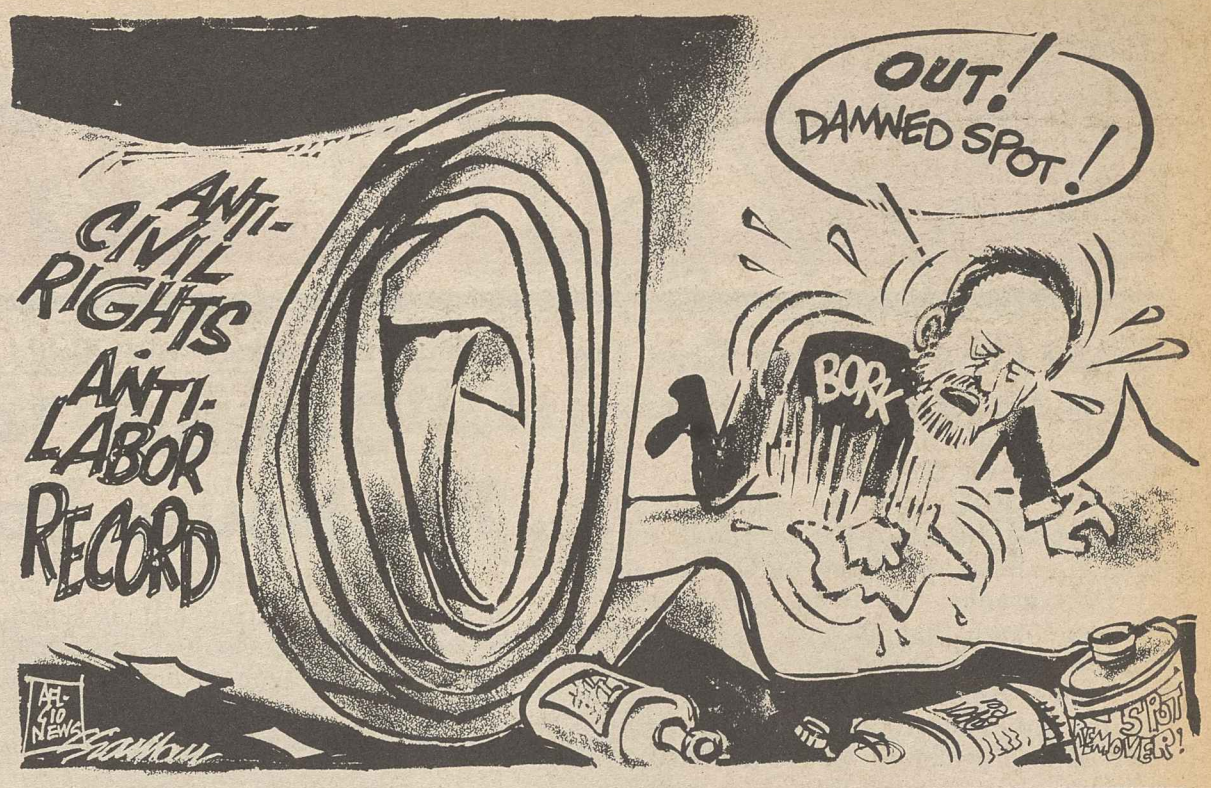
But while unions seek to put reasonable limits on such invasions of privacy, as well as trying to deal with polygraph and urine testing, science is continuing to advance the frontiers of Big Brotherism.

A study by the congressional Office of Technology Assessment notes that some employers have found a way to use genetic screening to cut employment costs. "It would be to an employer's advantage to identify and eliminate unhealthy or potentially unhealthy employees" in order to keep group health insurance rates low, the report suggests.

For coming attractions, the study points to research on brain wave testing that could lead to "new means of measuring or pacing work."

It could mean, the report suggests, that "in the case of workload measurement, the distinction between monitoring the work and monitoring the worker completely disappears. In the case of something like an improved lie detector, such technology might actually give the ability to 'read the mind,' removing all possibility of a person's keeping information private."

What more could a nosy boss ask for?



Washington Window

Workplace deaths mount as safety enforcement lags

By Press Associates

On June 4, 1986, in Charlotte, N.C., two young workers died almost instantly after descending into a 6,500-gallon trailer truck tank to clean it.

The two workers, age 18 and 23, were poisoned by a potent, widely used industrial solvent, methylene chloride. Their employer was fined by the state's Labor Dept. in 1978 for failure to have a respiratory protection program and in 1982 for failure to provide adequate respiratory protection for workers in the tanks.

The deaths brought fines of $1,800 for "willful" violations, including the lack of adequate training, atmospheric testing, ventilation and standby rescue capability.

These two youths were among 5,790 workers in high-risk industries who would still be alive if workplace fatality trends during the 1970s had continued into the 1980s, according to the National Safe Workplace Institute.

In "The Rising Wave: Death and Injury Among High Risk Workers in the 1980s," Joseph A. Kinney and Rosalie R. Day document the increasing toll of workplace deaths during the Reagan Administration and zero in on weak enforcement policies.

Kinney founded the worker safety organization after his brother was killed in a fall from a scaffold in 1986.

OSHA weakness

The death of Kinney's brother illustrates how weak job safety and health standards, low fines, underfunded and understaffed OSHA inspection offices, the failure to levy fines, the failure to inspect and follow up on citations, and the lack of criminal prosecution encourage employers to ignore safety and health rules.

Paul Kinney was 27 years old when the 35-foot-high scaffold from which he was stringing electrical wires in Colorado collapsed. Austin Fireworks, Inc. of Wichita, Kan., ultimately paid an $800 fine to settle federal citations for eight health and safety violations.

According to the National Safety Council, scaffolding deaths accounted for 10 percent of the 2,200 estimated worker deaths in the U.S. construction industry in 1985.

In contrast, Japan requires nets to be strung under scaffolding, and hasn't had a single scaffold-related death in more than 10 years. Most European countries require scaffolds to be constructed by licensed technicians.

Reagan budget cuts

The report stressed that Reagan budget cuts have reduced the OSHA staff in Colorado to 50 percent below what is needed to adequately enforce safety and health standards in the state.

J.T. Smith worked on the "Deep Tunnel" public works construction project in La Grange, Ill. Overcome by leaking gas, Smith fell out of a makeshift elevator to his death—one of ten worker deaths on the $3.7-billion project.

Smith's employer, Kenny Construction Co., had been cited for safety violations 13 times, including one for a prior death at the project, the report said. OSHA job inspectors said Kenny failed to use the required oxygen monitors, according to the report. The company is under criminal investigation.

On Jan. 27, 1986, Raul Lopaz Diaz, a worker at Cal Pacific Poultry Inc. in Los Angeles, fell into the chicken scraps processing machine he was cleaning and was crushed to death by the agitators.

The company method of cleaning the machine violated two California safety regulations requiring a device to keep the machine from turning on when the cover is not in place and cutting equipment off from its power source during cleaning. The company and five individuals face four counts of labor code violations.

These are just a few stories behind the statistics. But they illustrate, as Kinney and Day said, "a form of legalized butchery and homicide" resulting in thousands of needless workplace deaths every year.

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Joyce D. Miller
James E. Hatfield
Vincent R. Sombrotto
Marvin J. Boede
John T. Joyce
Larry Dugan Jr.
Gene Upshaw
Jack Sheinkman

AFL-CIO LEGISLATIVE ALERT!

What One Worker Can Do

Textile Trade: Write to your senators and urge that they vote for S.549 when it reaches the floor.

High Risk: Contact your representative. Ask him/her to vote for H.R. 162 when it reaches the floor on Oct. 14.

Polygraphs: Write to your representative and urge that on Nov. 4, he/she vote for H.R. 1212 on the floor.

Bork Nomination: Members of the Senate Judiciary Committee and both of your senators should be contacted. Tell them that you would like them to oppose the confirmation of Robert Bork as a Justice of the Supreme Court.

Millions Of Workers' Lives Could Be Saved

October 14th Floor Date Set For House Vote On High-Risk Bill

H.R. 162, the House of Representatives' high-risk notification bill, is scheduled for a floor vote on October 14th. If passed, the legislation would represent a huge step forward in government efforts to protect the health and safety of American workers.

Workplace exposures to toxic substances have been linked with disease in a wide number and range of occupational groups. Approximately 11 million workers come into contact with known carcinogens. Each year, an estimated 100,000 of these workers die and another 240,000 are disabled because of these exposures. In many cases, early detection and medical treatment could mean the difference between life and death. This legislation would ensure that this type of early action is possible.

H.R. 162 and S. 79, its Senate counterpart, would:

* Establish a Risk Assessment Board in the Department of Health and Human Services (HHS) to identify and notify individual workers who are at risk, and to counsel them on medical surveillance procedures,
* Authorize and direct the certification of occupational and environmental health centers among existing health-care facilities and provide for ongoing medical monitoring of workers,
* Expand federal research, training and education programs on workplace hazards, and
* Establish discrimination protections for workers who have been identified as belonging to the high-risk category.

In addition to the AFL-CIO, H.R. 162 has been endorsed by virtually all of the major public health, public interest and environmental organizations, as well as by 27 major corporations and trade associations. These include the Chemical Manufacturers Association, ARCO, W.R. Grace, General Electric, American Electronics Association, Digital Equipment, Occidental Petroleum, Eastman Kodak Chemicals Division and IBM.

First In A Series: Judging A Judge

Robert H. Bork And The Myth Of Moderation: Privacy Rights Of Americans Threatened By Nominee

The deceptive White House public relations campaign to portray Robert Bork as a moderate constitutional scholar has now been augmented by Judge Bork's testimony before the Senate Judiciary Committee. In a dramatic "confirmation conversion," television viewers were able to witness the nominee step around (or back down from) many positions he has held for over 20 years, a few of which he was repeating as late as six months ago.

We contend that the Judge's record speaks even more eloquently than the man himself. In the interest of clarity, we though it might be a good idea to review some of the highlights of the Judge's record. In addition to Bork's judicial decisions, there are also over two decades of articles on legal issues in which his views are recorded.

For this *Alert* issue, Judge Bork's opinions on privacy rights will be examined. "Moderate" is one of the last words that could legitimately be used to describe them.

Supreme Court Justice Brandeis once described privacy as "the right to be let alone -- the most comprehensive of rights and the right most valued by civilized men." Now, at a time when workers find themselves battling to protect themselves from unlawful invasions of their personal privacy (from employer administered polygraph, genetic and drug testing to telephone monitoring and electronic surveillance in break areas and bathrooms), they must also face the nomination of a Supreme Court Justice who does not even believe that there is a constitutional right to privacy.

During this month's confirmation hearings, Robert Bork reaffirmed his opposition to a landmark 1965 Supreme Court case, which upheld the right to privacy for married couples' sexual lives. In 1971 Bork wrote that in this case, *Griswold v. Connecticut*, the court was "unprincipled" because it struck down a state law making it a crime for couples to use contraceptives.

In 1981, Bork wrote that *Roe v. Wade*, the Supreme Court's 1973 decision legalizing abortion, was an "unconstitutional decision, a serious and wholly unjustifiable usurpation of state legislative authority." If Bork is confirmed, the case could well be over-turned. The Court's most recent ruling striking down restrictions on abortion was a 5 to 4 decision, with Justice Powell --the man Bork is to replace-- casting the decisive fifth vote.

Judge Bork's denial of individual privacy rights also helps explain his opposition to restrictions on "search and seizures" during police actions and his 1978 testimony against legislation which required a court order to authorize the Executive Branch's use of wiretapping and eavesdropping devices.

Article IX of the Bill of Rights states that, "The enumeration in the Constitution of certain rights, shall not be construed to deny or disparage others retained by the people." In his defense of "the majority's legitimate right to govern," Robert Bork has suggested that judges might give this part of the Constitution all the consideration of "an inkblot." In other words, because the right to privacy is not mentioned by name in the document, Robert Bork maintains that it is invalid as a constitutional argument.

In a country which must rely on the Supreme Court to defend pluralism through its defense of the individual's rights and liberties, "extremist" is the only fitting description of Robert Bork's views.

Next issue: Bork's Big Business Bias.

House Will Vote On Polygraphs Next Month

With increasing frequency, employers are using advances in electronic technology to pry into the private lives of their employees. One of the devices with which workers are most often abused is the polygraph or "lie detector" test.

Although polygraphs are notorious for their inaccuracy, many private employers are using the routine administration of these tests to interrogate job applicants and current employees about their union sympathies, political beliefs, lifestyles, health, financial status and personal habits.

To put an end to this alarming invasion of privacy, the House of Representatives is considering a bill, H.R. 1212, which would outlaw the use of polygraphs in private-sector workplaces. A floor vote is scheduled for November 4th.

Private-sector employers are responsible for more "lie detector" examinations every year than criminal justice investigators and the federal government combined. Although proven unreliable, workers are subjected to more than two million polygraph tests every year, more than four times the number given just ten years ago. Even supporters of these tests admit that results are false at least ten percent of the time. This means that every year at least 200,000 Americans lose jobs or are denied employment solely because of inaccurate "lie detector" tests.

Last year, the House passed a bill similar to H.R. 1212, but the Senate took no action. In February, Reps. Pat Williams (D-MT) and Jim Jeffords (R-VT) reintroduced the measure.

In his floor remarks, Rep. Williams pointed out that, "The courts in this country refuse to admit polygraph results as evidence in trials because of the documented inaccuracies of these gadgets. It is sadly ironic that criminals are protected from polygraphs while American workers are not!" This bill would put an end to this practice in the private sector.

AFL-CIO news

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Kirkland asks ratification of ILO treaties

AFL-CIO President Lane Kirkland asked the Senate to ratify two long-pending conventions of the International Labor Organization and take an important step in ending U.S. isolation from other nations that share its commitment to human rights.

The next big step, he urged, should be ratification of ILO human rights conventions which deal with such issues as freedom of association and forced labor. The United States has been embarrassed in the international community by its failure to ratify them.

ILO conventions are treaties establishing minimum world standards for working conditions and worker rights. They are shaped by government, worker and employer delegates under the ILO's unique tripartite structure, and are submitted to member nations for ratification only after a two-thirds vote of an ILO conference.

50-year lag

U.S. delegations helped shape the conventions and the United States has long complied with their provisions. But except for a minor procedural convention, the only ILO conventions ever ratified by the United States were a group of maritime standards mostly dating from 1938.

One of the two ILO conventions that President Reagan has asked the Senate to ratify also is a maritime policy the ILO proposed in 1976. It requires nations to establish minimum labor standards for crews of seagoing ships that are registered under their flag.

The Seafarers testified in strong support. SIU Legislative Director Frank Pecquex, representing President Frank Drozak, said

Continued on Page 3

Senate beats right-wing move to scrub prevailing wage laws

At Senate hearing, AFL-CIO President Lane Kirkland and attorney Ed Hickey press ratification of International Labor Organization conventions.

Workers keep key protection on 56-41 vote

By David L. Perlman

The Senate stood up for America's workers and refused to scuttle laws requiring payment of prevailing wages and benefits on most federally funded contracts.

It voted 56-41 to kill an Administration-supported amendment by Sen. Phil Gramm (R-Tex.) that would have exempted Defense Dept. construction contracts under $250,000 from Davis-Bacon Act coverage. **(Rollcall on Page 5.)**

The vote reflected the change last November's election made in the composition of the Senate.

A year ago, when the Republicans had majority control, an identical amendment passed by a 51-44 margin. A House-Senate conference finally agreed to drop the anti-labor language.

As was the case last year, the Senate soundly defeated an even more deadly attack on the Service Contract Act, which protects some of the lowest-paid groups of workers from wage cuts when a new contractor takes over.

Gramm again sought to exclude service contracts of less than $2 million, which would have eliminated 90 percent of covered contracts.

Another rebuff

Last year, he got his amendment accepted by the Senate Armed Services Committee but it was taken out of the bill on a 62-34 floor vote. This time around, the committee rejected it and the full Senate tabled Gramm's attempt to add it to the bill by a 67-30 vote.

Congress has gone through these battles before, with the votes fluctuating with the election returns, so the debate was brief and the arguments familiar.

Gramm painted the Davis-Bacon Act, which dates ironically from the Republican Hoover Administration, as "robbery" of

Continued on Page 4

Tide turns against Bork confirmation

White House attempts to mount last-ditch rescue operation

Public sentiment and Senate votes turned strongly against confirmation of Judge Robert H. Bork to the Supreme Court despite a desperate White House attempt to salvage the nomination.

A key Republican on the Judiciary Committee—Sen. Arlen Specter (Pa.)—and three southern senators President Reagan was courting made public their decision to vote against Bork's confirmation as committee hearings ended.

Public opinion polls traced deep slippage of support for Bork during and after his five days of interrogation by the Senate Judiciary Committee.

Meanwhile, the Administration is using the carrot-and-stick powers of the presidency in an attempt to stop the defections. A worried Bork reportedly was reassured at a White House meeting that he still has Reagan's full support and that "things are being handled, probably better than he thought."

Reagan has pledged to personally lead the Administration's full-court press.

In virtually every public appearance until the Senate votes on the nomination, Reagan intends to laud Bork as potentially the greatest Supreme Court justice in the nation's history and assail his opponents as liberal ideologues.

That's the message Reagan brought to the Concerned Women of America, an organization of committed conservatives and religious fundamentalists set up originally to oppose the Equal Rights Amendment.

Reagan described Bork to the right-wing group as a man of the "moderate center," but his audience wasn't the least bit fooled and couldn't have been any more supportive.

Rabid Bork backers

To chants of "Bork, Bork, Bork," the organization's president-for-life, Beverly LaHaye, gave Reagan a gavel to be passed on to his Supreme Court nominee.

But the chants from the right weren't being echoed in mainstream America, leading public opinion polls agreed.

A New York Times-CBS poll showed a strong tilt against Bork among people making up their minds. And a Washington Post-ABC poll taken during and after Bork's testimony found that the views of persons aware of the nomination had

Continued on Page 2

IBEW wins 10% increase at Raytheon

Boston—A 10-percent across-the-board pay increase and major improvements in pension benefits highlight a two-year contract covering 10,000 Electrical Workers at 13 Raytheon Co. plants across the state.

The agreement, ratified unanimously by members of IBEW Local 1505, raised pay 5 percent immediately. Another 5-percent wage increase will take effect Sept. 1, 1988.

Monthly pension benefits were increased from $18 to $20 for each year of service. And in the second year of the contract, employees with five years' service will have full vesting. The previous pact provided vesting after 10 years on the job.

The contract provides for a new 401(k) savings plan to which Raytheon will contribute 50 cents for each $1 invested by the employee, up to a maximum employer contribution equal to 3 percent of the worker's annual pay. In addition, management agreed to establish an employee stock ownership plan.

Weekly sickness and accident benefits were raised from $275 to $325 a week and the IBEW won an extra day of sick leave.

Employees covered by the regular health care plan will pay deductibles of $100 for single coverage and $200 for families. But those choosing either Blue Cross or health maintenance organization coverage will not be affected by the deductible provision.

MEMO FROM COPE

PAGE 8

Administration juggles pay equity data

The Reagan Administration was accused of "cooking the books" to reach the conclusion that women working for the federal government are climbing out of low-paying, traditionally female jobs into higher-paying executive positions.

Challenging an Office of Personnel Management study, Government Employees President Kenneth T. Blaylock said the agency must have "borrowed President Reagan's rose-colored glasses to come up with this report."

The study is part of an Administration counter-offensive against bills pending in the House and Senate mandating an investigation to determine if the federal pay and classification system discriminates against women and minorities.

OPM voiced strong opposition to pay equity that would give workers trapped in traditional women's jobs wages equal to those paid men in different, but comparable, occupations. Such a move, the Administration said, "is likely to retard or even reverse the great strides women are making." To justify its reasoning, the agency cited the increased number of women in professional and technical jobs.

Skewed picture

But Blaylock charged the agency with "showcasing the success of a handful of women,". without saying that such jobs aren't available to the majority of women and minorities in the federal workforce.

The idea of clerk typists or laundry employees "working their way up to better paying managerial positions without meaningful government training and promotion programs is ridiculous," Blaylock emphasized. He added that "the majority of federally employed women are still concentrated in low-paying, dead-end jobs with little or no opportunities to pull themselves up by their bootstraps."

Barbara Hutchinson, AFGE women's director and an AFL-CIO vice president, challenged the accuracy of the OPM figures. She said it was difficult to take seriously a study based exclusively on full-time, permanent employees. As a result, she said, the plight of 1.4 million part-time and temporary workers was ignored.

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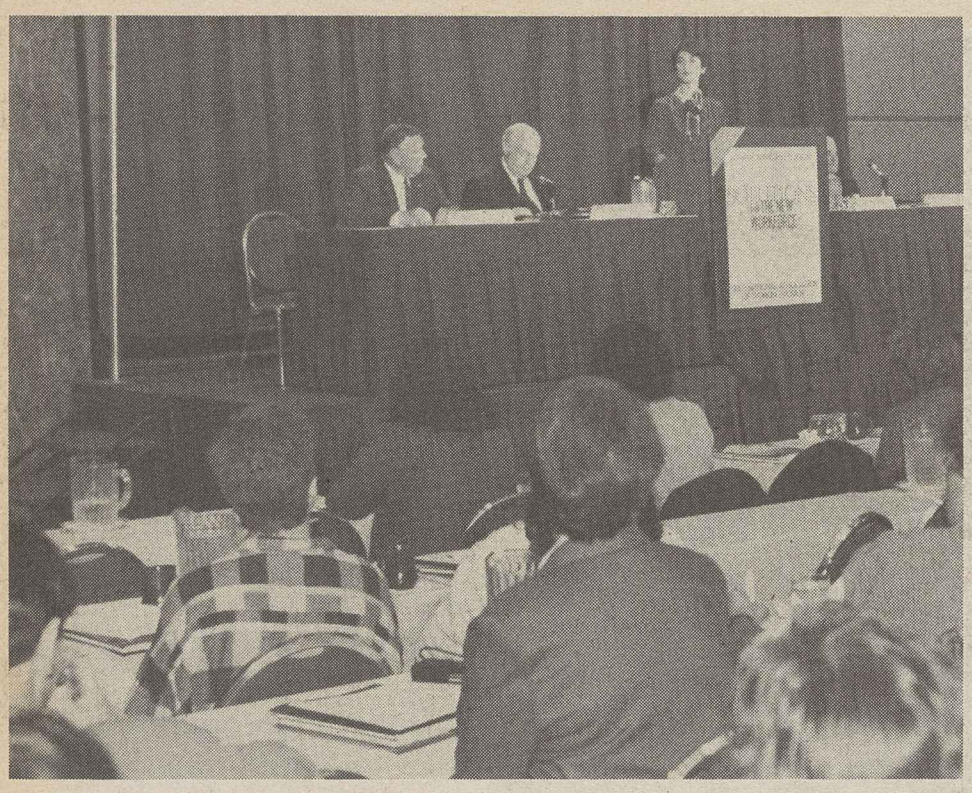


9to5's Karen Nussbaum at forum on the changing workforce with Service Employees President John Sweeney and Sec.-Treas. Richard Cordtz, left.

Oregon Fed delegates elect Socotch secretary-treasurer

Seaside, Ore.—Steve Socotch was elected secretary-treasurer of the Oregon AFL-CIO by convention delegates who re-elected President Irv Fletcher to a fourth term.

Socotch, 37, director of education and research for the state federation, won a majority of the votes cast in a three-way race. He succeeds Robert Baugh, who resigned last July.

Re-elected to new one-year terms are First Vice President Jerry Greer of the Machinists and Second Vice President Arleen Collins of AFSCME.

The 398 delegates—the largest turnout since 1981—called on the Senate to reject President Reagan's nomination of Judge Robert H. Bork to the Supreme Court. In key resolutions, delegates urged that AIDS be included as a compensable occupational disease, noting the many workers who may be exposed to the virus on the job. They also backed legislation to assure consistent treatment for workers afflicted with carpal tunnel syndrome.

Delegates backed an end to U.S. aid for the Nicaraguan Contras, pressed for national legislation for a 32-hour workweek, sought to raise the state minimum wage, and supported the drafting of an initiative petition to place before the state's voters on the issue of unemployment compensation for victims of employer lockouts.

The convention voted to form a standing committee on economic policy, training and employment to monitor the activities of the state's Economic Development Dept. The delegates also called for pay equity for state workers, child care for working mothers and expanded laws on pregnancy disability.

Opposed to homework

The convention voiced its opposition to Labor Sec. William Brock's proposal to end the federal ban on industrial homework in five apparel categories, and called on Congress to enact the textile and apparel reforms to protect the remaining jobs in those industries from the devastating tide of imports.

Guest speakers included AFL-CIO Regional Director Ed Collins, Oregon Sec. of State Barbara Roberts and Ted Kulongoski, director of the state Dept. of Insurance & Finance.

Senate switches turn tide against Bork confirmation

Continued from Page 1

shifted from a 45-40 approval rating in August to 48-44 disapproval at latest count.

Bork's testimony in nationally televised hearings clearly had not reassured most people who were disturbed by the extreme views he has expressed over the years. Bork's claim to have dropped some of his strongly expressed views and moved back into the judicial mainstream was being taken with a heavy dose of salt.

Both sides could claim some credible witnesses as the hearings concluded.

But when Bork supporters released a list of 99 law professors across the country supporting Bork's nominations, opponents were prepared to counter with letters signed by 1,925 law professors. And a panel of experts on privacy law told the Judiciary Committee that Bork's assertion that there is no constitutionally protected right of privacy is clearly outside the judicial mainstream.

Changing strategy

Not surprisingly, the White House is no longer pressing for a quick Senate vote on confirmation. It's a vote Administration strategists now concede they could lose.

The Judiciary Committee has concluded its public hearings and is expected to send the nomination to the Senate floor by mid-October—possibly without a recommendation. But a confirmation vote is not likely before November.

As of now, there are enough senators who have not yet signalled their position to tilt the outcome either way. But their ranks are slowly dwindling as previously unannounced senators take a stand.

Four more senators who are considered influential among wavering colleagues took public stands against Bork's confirmation as the Judiciary hearings ended.

Sen. Bill Bradley (D-N.J.) said Bork lacks a "commitment to civil rights and civil liberties."

And three of the southern Democrats the Administration had hoped to corral—David Pryor (Ark.), J. Bennett Johnston (La.) and Terry Sanford (N.C.)—took the Senate floor to announce their intention to vote against Bork.

Solutions explored

New workforce faces tough uphill struggle

By Candice Johnson

The new workforce—part-time and temporary employees, women and minorities, retirees and youth—face an employment future marked by low wages and few benefits unless working men and women press for new solutions and assurances from the changing economy.

That was the conclusion of speakers and participants at a conference sponsored by the Service Employees and 9to5, the National Association of Working Women.

The two-day conference—"Solutions for the New Workforce"—focused on work and family concerns, job training, wages and benefits and working conditions in the growing service sector.

The 500 participants included union members and officers, local and state government officials, employer representatives, academicians, economists and public interest activists.

In opening the conference, SEIU President John Sweeney noted that the "revolutionary changes in the working and living patterns" of Americans—brought on by technological change, automation and a growing global economy—could have been positive ones that ushered in social and economic equality for women, improved safety and health on the job and increased leisure time for all workers."

Instead, "the so-called new economy has been bad news for many Americans," he declared, as families are working more and earning less, "torn apart by the conflicting demands of work and family."

Bleeding the workers

Sweeney blamed a "deliberate corporate strategy" that holds that "the key to competitiveness is to impoverish" working families. But the issues facing the new workforce—including parental leave, health care and a decent minimum wage—can form the basis of a winning political coalition, he added, urging participants to step up their efforts "for the policies and the politics we need to make the new economy work."

Karen Nussbaum, executive director of 9to5, said the new workforce is characterized by marginal working conditions and massive numbers of women, a place where policies "have shifted the responsibility for health and welfare" from employers and government on to the shoulders of the overburdened working family.

This new workforce has replaced one that had fought for and won minimum standards for vacations, sick leave and health insurance, she noted, adding that the conditions of work had changed dramatically in the new economy.

"A new set of employer practices has emerged that is lowering the living standards of workers and families," Nussbaum charged. "In the face of a changed world economy, the U.S. government and business have opted to go for awhile with short-term profits generated by cheapening the U.S. workforce instead of investing in it," she added.

In a conference address, AFL-CIO Sec.-Treas. Thomas R. Donahue stressed that the solutions "need to be a major piece of a new social agenda for America—along with education, housing, health care, environmental issues, and all the rest of the elements of a decent life."

While the labor movement has been fighting for such changes for more than a century, today workers and their unions are surrounded by "technological changes in the workplace, demographic changes in the workforce and money-driven changes in corporate structures, financial structures and world market structures," Donahue said.

New social compact

"We need a new social compact within which our unions can address the special problems of our members, but we cannot address those problems in isolation; we cannot address those problems in a political climate which acts against worker interests, in a social climate which accepts employer efforts to destroy unions and scabs' efforts to advance their individual interests at the expense of other workers," he continued.

Economist and Columbia University professor Eli Ginzberg outlined several fundamental changes in the economy over the past two decades, including the inability of government to control the operation of international corporations.

On work and family concerns, "we are one of the most backward nations when it comes to considering the needs of women and children" through child care, maternity and parental leave and other programs, Ginzberg said. Also falling through the cracks are minority men who suffer extreme levels of unemployment, he added.

Short-term mentality

A panel of economists and employment specialists discussed the growing inequality between the bottom and top of the workforce, brought on by employers' strategy to puff up profits at workers' expense. That strategy—which may yield short-term profits but long-term problems—includes demands for "takebacks" and greater workplace control through computer monitoring, drug and polygraph testing.

In workshop sessions, panelists reviewed existing programs for winning child care, pay equity, flexible work and leave schedules and effective job training. Other workshops advised participants on gaining health insurance and other job benefits, monitoring workplace health and safety and overcoming employer surveillance.

Other speakers included Democratic Sens. Edward Kennedy, who outlined key legislation before the Senate Labor committee and Barbara Mikulski, who urged participants to push workplace issues to the forefront of the 1988 elections.

Confirmation could mean 'life sentence'

"The World According to Bork" is the AFL-CIO's special contribution to the broad-based coalition formed to oppose President Reagan's attempt to shape the Supreme Court in his ideological image.

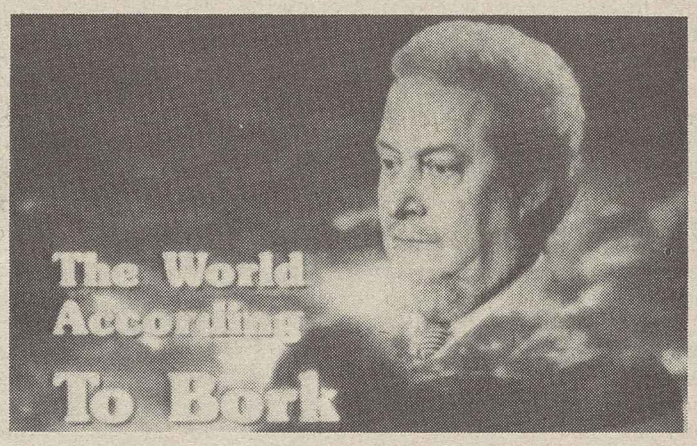
It's a video that runs for less than 10 minutes, costs less than $10, and is getting enthusiastic reviews at every showing. The Labor Institute of Public Affairs, which produced the tape and is distributing it, has come up with a winner.

If enough people see it, senators will be getting the message in their mail bags during the next crucial weeks: postcards urging them to "listen to American working people" and reject Bork's nomination to the Supreme Court.

The video they will see juxtaposes Reagan's praise of Bork as a "moderate" with a record that shows the opposite.

Blending image with words, it exposes Bork as an ally of big business and foe of antitrust enforcement, as consistently hostile to workers and consumers in his decisions as an appellate court judge as well as in writing and lectures.

It recites his harsh attacks on the Supreme Court's landmark civil rights decisions, and his rejection of any



constitutional right of privacy—even in the bedrooms of married couples.

"While Judge Bork may show knowledge of the law, he understands little about justice," the narration warns. If the Senate does not block it, a lifetime appointment to the Supreme Court "can turn into a life sentence for the people."

The Bork video can be ordered through LIPA. Telephone: (202) 637-5334.

14 rail unions strike PLE for severance pay

Pittsburgh—Members of 14 railroad unions resumed their strike at Pittsburgh & Lake Erie Railroad after management refused severance pay to workers facing layoffs in the wake of the carrier's acquisition by a subsidiary of the Chicago West Pullman Transportation Corp.

The unions originally struck the line on Sept. 23 and a federal judge refused management's petition for an injunction to halt the walkout.

The 750 workers returned to their jobs after Judge Alan Bloch of the U.S. District Court for Western Pennsylvania upheld the unions' position that PLE's sale of its tracks, locomotives, freight cars and other assets constitutes a change in working conditions about which the company is required to negotiate under the Railway Labor Act.

The walkout resumed Sept. 26 after management flatly rejected a proposal for a lump-sum payment to the 500 railroad workers whose jobs will be wiped by the takeover.

Chief union negotiator Robert Scardelletti accused the company of failing to bargain in good faith. PLE's adamant stand made "a mockery of the negotiations," Scardelletti emphasized.

ICC approves merger

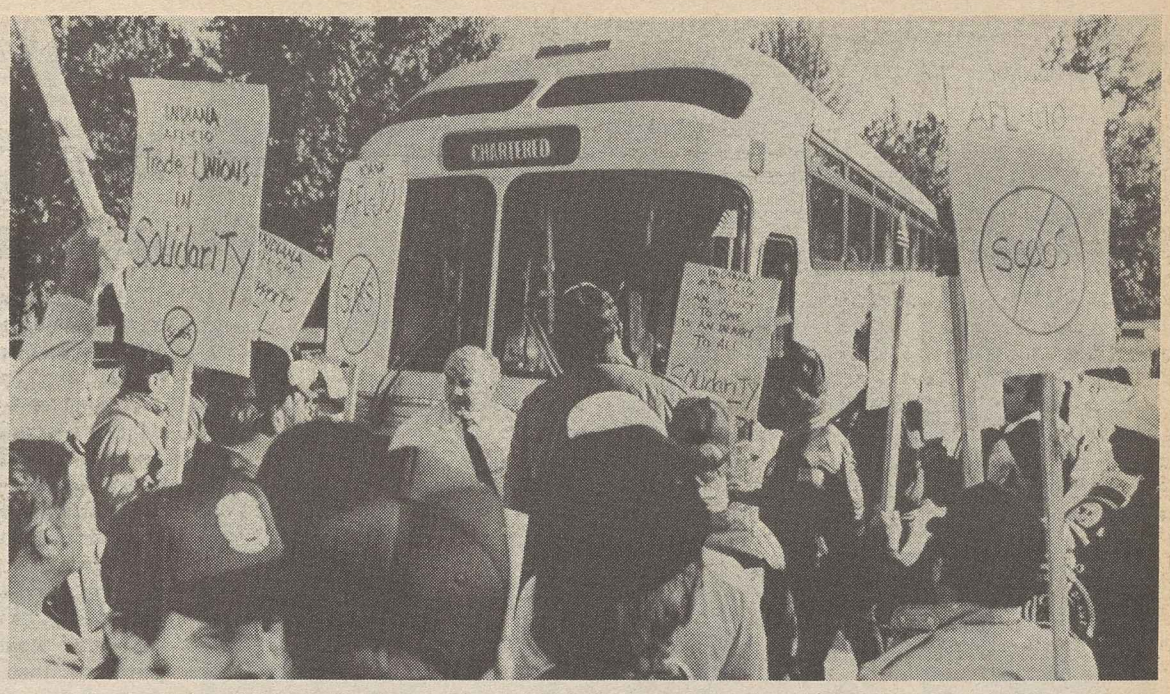
Meanwhile, the Interstate Commerce Commission denied a request from the unions, Ohio Gov. Richard Celeste (D), Sen. Howard Metzenbaum (D-Ohio) and Rep. William J. Coyne (D-Pa.) for a stay of the Chicago West Pullman's $75-million purchase.

Instead, it approved the takeover without public hearings or formal investigation—an approach it has routinely followed in acquisitions of regional railroads.

Picketing was resumed at eight PLE facilities in Pennsylvania and Ohio. Secondary picket lines were also set up at Chicago Northwest facilities.

The unions briefly shut down two other carriers for providing assistance to PLE, withdrawing picket lines after the railroads agreed to end hauling freight for the struck carrier.

Unions involved in the walkout include the Transportation Communications Union, Machinists, Electrical Workers, Signalmen, Dispatchers, Carmen, Transport Workers, Boilermakers, Firemen & Oilers, Yardmasters, Sheet Metal Workers, Maintenance of Way Employees and the unaffiliated United Transportation Union and Locomotive Engineers.



On the NFLPA picket lines: New York Jets quarterback Ken O'Brien and Jack Klever, son of teammate Rocky Klever. Above, Indiana union members join striking Indianapolis Colts to protest arrival of a busload of scab players for a practice session.

Labor blows whistle on football scabs

Workers and fans join players on stadium picket lines

By Gene Zack

From Atlanta to Washington, union members are teaming up with striking National Football League Players on picket lines as owners field pickup squads of scabs.

Marching with placards, banners and balloons proclaiming solidarity with the football players, union members are making it clear to NFL management that they want a settlement to the labor dispute and a return of the genuine professionals to the playing field.

AFL-CIO President Lane Kirkland set the tone with a pledge of labor's full support for the NFLPA members and called on the owners to "return to the bargaining table and enter good faith negotiations so that the real season can quickly resume."

Kirkland emphasized that the football players, like other American workers, "seek dignity and respect from their employers." He criticized Dallas Cowboys owner Tex Schramm for saying that the team owners "are the stewards of the game and the players are just transients."

As contract talks foundered, federation Vice President Gene Upshaw, president of the Federation of Professional Athletes and the NFLPA's executive director, crisscrossed the country to meet with striking players and discuss the union's game plan.

Upshaw was sharply critical of management's goal-line stand against a strike-ending agreement. He proposed that future negotiations be televised, to show that the owners aren't serious about bargaining at this juncture.

Rather than face a delay-of-game penalty that would deprive them of television, ticket and concession revenues, the owners are going ahead with plans to field teams of strikebreakers and then include the scab games as part of the league's regular season. This is depriving fans of the opportunity of "seeing the sport at its best," Kirkland said.

The federation made clear that labor's most effective weapon is for union members to request refunds on tickets until the strike is over, so that none of workers' hard-earned dollars go into the pockets either of recalcitrant owners or scabs.

"The willingness of the owners to put profits above first-class football is no different than their willingness to move teams to new cities in a quest for a quick buck," he added. "In both cases, loyal fans suffer."

Sending the message

Unions in the cities where the scab games will be played over the Oct. 4-5 weekend will be making the same point.

At Fulton County Stadium in Atlanta, where the scab Falcons will host a strikebreaking Pittsburgh Steelers team, the public will be invited to "meet the real Falcons," as players take time off from picket line duty to sign autographs for fans.

When the pickup Los Angeles Raiders team meets the scabs playing in Kansas City Chiefs uniforms, pickets outside the Los Angeles Coliseum will carry helium balloons proclaiming, "Down with scab football players, I support the NFLPA."

At the other sites, union members will make it a family day affair, bringing spouses and children to march with the players who struck after management refused to reach agreement on the issue of free agency—the right of veteran players to pick the team for which they want to play—plus such other key issues as pensions, salaries, drug testing, protection of player representatives and contract guarantees.

Demonstrations set

Demonstrations will also be held at Veterans Stadium in Philadelphia, Shafer Stadium in Foxboro, Mass., the Meadowlands in New Jersey, the Minneapolis Metrodome named after one of labor's closest friends, the late Hubert Humphrey, Denver's Mile High Stadium, Rich Stadium in Buffalo, the New Orleans Superdome, the Kingdome in Seattle, RFK Stadium in the nation's capital, Riverfront Stadium in Cincinnati and the Silverdome in Pontiac, Mich.

In other developments:

- The Food & Commercial Workers mobilized its 11 regional offices in a campaign to "reach out" to the players and "assist them even before help is requested."

UFCW President William H. Wynn said the support for the NFLPA is based both on straight union principles and on the assistance the players have given the union in organizing efforts.

- Steelworkers President Lynn Williams, who chairs the federation's Strategic Assistance Committee, urged USWA locals to make office space and union halls available for strike headquarters.

In a message to Steelers owner Dan Rooney, Williams emphasized that "collective bargaining isn't limited to industrial workers. It applies equally to all workers and all companies—even football players . . . and football team owners."

- Auto Workers President Owen Bieber, in radio spots broadcast in the Detroit area, urged listeners to boycott the game and telecasts of the Lions-Tampa Bay scabs to protest the league's "strong-arm tactics."

Kirkland urges Senate action to approve ILO conventions

Continued from Page 1

even minimal standards would be a protection from "unscrupulous shipowners who engage seafarers from countries with subsistence economies at very low wage rates."

He said ratification of the ILO convention would be a "first step in a long journey" to eradicate crew abuse and lack of safety standards. He welcomed a section of the convention that puts responsibility on nations that are ports of call for foreign ships "to take measures necessary to rectify any conditions on board which are clearly hazardous to safety and health."

Kirkland's testimony focused on ILO Convention 144, which would require consultation on ILO matters at least once a year by the government, worker and employer groups of each country.

Even though the United States hasn't ratified that requirement, Kirkland noted that it complies with the convention and that such meetings have taken place regularly since the convention was adopted by the ILO in 1976.

What is significant, Kirkland noted, is that the consensus in favor of ratification of the two conventions was reached by a committee that included all of the government departments with an interest in the ILO, the U.S. Council of International Business, which represents employers, and the AFL-CIO, which represents workers.

He termed the consensus "a major breakthrough after over 30 years of frustration in seeking United States ratification of ILO conventions."

Kirkland endorsed the concern expressed by President Reagan when he submitted the two ILO conventions to the Senate last year and asked for their ratification.

"Because the United States is a party to so few ILO conventions," Reagan wrote at the time, "we are vulnerable to criticism when we seek to take others to task for failing to adhere to instruments we ourselves have not ratified."

Ed Hickey, who joined Kirkland at the witness table, is the AFL-CIO's legal representative on the Tripartite Advisory Panel on International Labor Standards, which scrutinized the obligations the United States would incur if it ratified the convention.

No obstacles

The panel was unanimous, Kirkland noted, in concluding that "there were no obstacles, in law or practice, to ratification."

Kirkland saw strong hope for breaking the logjam on ratification of other long-stalled ILO conventions in the agreement on procedure reached by the presidential committee that recommended approval of the two pending measures.

It calls for tripartite consideration of each ILO convention on its merits and to determine if there are any conflicts with federal or state laws.

"This is a beginning," Kirkland stressed.

Lockout continues despite BASF ploy

Geismar, La.—The Oil, Chemical & Atomic Workers challenged an announcement by BASF Chemicals Corp. that it was ending a lockout of 370 union members that began in June 1984.

The company unilaterally implemented the wage and job provisions it proposed more than three years ago and then recalled 235 chemical plant operators. Chairman Esnard Gremillion of Local 4-620 said, "It's clear that the lockout is not over."

He pointed out that 110 maintenance workers remain locked out because they've been replaced by employees of contractors who have taken over that phase of the company's operations.

Management gave the 235 other OCAW members the choice of either reporting for work or facing termination, Gremillion said. But they could still be replaced by contract personnel.

"After resisting these very same demands for over three years and enduring 1,200 days of this lockout," the local union officer said, the workers have little to gain from accepting management's offer.

BASF has been the target of a nationwide AFL-CIO boycott for its lockout, and the "don't-buy" campaign will continue until there's a satisfactory settlement.

OCAW said management's decision to allow some members back into the plant is a tacit admission that the federal Occupational Safety & Health Administration and a similar state agency were right in charging the company with wholesale safety and environmental infractions.

"The temporary operators currently employed by BASF have been the cause of numerous serious chemical accidents," said OCAW consultant Richard Miller. "Getting them out of that plant should be of considerable relief to the surrounding community."

The union said that the company's latest move does little to resolve the long-standing conflict. But, it emphasized, "at least a portion of our membership may have the opportunity to earn an income while the union retains a free hand to continue negotiating . . . to return everyone to their jobs."

BASF is a West German-based multinational that has been the target of a worldwide campaign, coordinated with unions in that country.

Best photo prize in the International Labor Communications Association's 1987 journalism contest went to Paul Silsom of the Clothing & Textile Workers for illustrating this union organizing victory celebration.

ILCA journalism awards honor union publications

IUE's Delle Donne wins Steinbock prize

The International Labor Communications Association announced winners in the 1987 journalism contest for union publications.

A total of 1,159 entries from 160 labor publications were reviewed by the panel of six judges. This included 106 entries in a new category for nonperiodical, special publications. Awards will be presented to the 136 winners at the ILCA convention in October.

Carmen Delle Donne of the IUE News, publication of the Electronic Workers, is the Max Steinbock Award winner. The prize is named in honor of the late president of the association. Delle Donne was selected from among 29 entries.

The judges noted that his story on "Disabled Workers at the Youngstown Lamp Plant" in Ohio told "an urgent contemporary problem . . . in classic exemplary journalistic style." The struggle of the leadership of the Youngstown plant to confront the changes that are threatening workers around the country is a story that evokes broad inspiration, the judges said.

The top winners in the overall general excellence category are:

International union and national union publications—Newspapers of 250,000 circulation or more, Justice, Ladies' Garment Workers; for 100,000-249,000 circulation, White Collar, Office & Professional Employees, and less than 100,000 circulation, The Chemical Worker.

General excellence awards for magazines—250,000 or more circulation, Catering Industry Employee, Hotel Employees & Restaurant Employees; 100,000-249,000, Interchange, Railway & Airline Clerks, and under 100,000, 1199 News, Hospital & Health Care Employees. For newsletters, UFCW Leadership Update of the Food & Commercial Workers.

State and local central bodies—Publishing at least 12 issues a year: the California AFL-CIO News. The Connecticut AFL-CIO News for less than 12 issues a year.

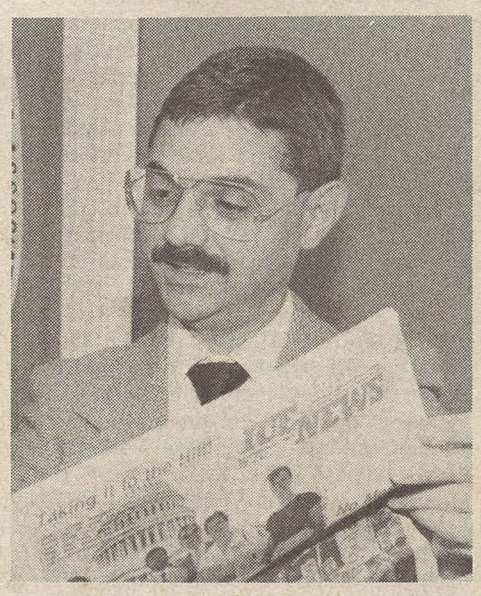
Local union publications—General excellence awards in five categories: over 15,000 circulation, UFCW Local 400 Leader, Landover, Md.; 7,500-14,999, Unity at Work, Service Employees Local 285 in Boston; 2,500-7,499, Houston Firefighter; under 2,500, Around the Grapevine, UFCW Local 373R, Vallejo, Calif., and machine-duplicated publications, Action Bulletin, Greenburgh Teachers Federation, Hartsdale, N.Y.

Regional publications—The general excellence award for publications under 20,000 circulation, On The Level, British Columbia Council of Carpenters. For publications with more than 20,000 circulation, AFSCME Illinois On the Move, AFSCME District Council 31 in Chicago.

Eight special performance category top winners are:

Best original cartoon—Local union publications, The Public Sector, AFSCME Local 1000 in Albany, N.Y. and all other publications, IUE News.

Best original photograph—Local union publications, Engineers News-Record, Operating Engineers Local 12, Los Angeles; all other publications, Labor Unity, Clothing & Textile Workers.



Carmen Delle Donne

Best editorial or column—Local union publications, The Technician, Professional & Technical Engineers Local 241, Merchantville, N.J.; all other publications, UFCW Action.

Best feature story—Local union publications, The Los Angeles Fire Fighter, IAFF Local 112; all other publications, IUE News.

Best series—Local union publications, The Yonkers Teacher, Yonkers, N.Y.; all other publications, UFCW Action.

Unique performance—Local union publications, UFCW Local 27 Reporter, Baltimore; all other publications, Solidarity, Auto Workers magazine.

Best use of graphics—Newspapers, American Teacher; magazines, UFCW Action; typeset newsletters, Healthwire, AFT, and typewritten newsletters, 2108 News, Communications Workers local in Landover, Md.

Best front page—Newspaper format, On Campus, AFT, and magazine format, Air Line Pilot.

Winners in the new nonperiodical, special performance category were: For editorial excellence in local union publications, IBEW Local 111 in Denver, "The Long Journey" and for all other publications, NALC, Letter Carriers, "Carriers in a Common Cause." For best use of graphics in local union publications, 881 Progress, UFCW Local 881 in Oakbrook, Ill., "Working Women's Seminar," and for all other publications, UFCW Action, "Listen to Mama."

Contest judges were: Kim Fellner, executive director of the National Writers Union; Joseph Foote, writer and journalism lecturer; Dorothy Gilliam of the Washington Post; Murray Seeger of Radio Free Europe/Radio Liberty; Rick Valliere of the Bureau of National Affairs, and Lee M. White, former CWA public affairs director.

Chicago Tribune printers to vote on strike settlement

Chicago—Union printers on strike at the Chicago Tribune for 27 months reached tentative agreement in a court settlement to wind down their battle for a new contract. Two other Tribune union locals remain on strike or lockout.

The 200 members of the Communications Workers' printing industry division will vote on Oct. 25 on an accord that includes a lifetime annuity for strikers whose jobs were eliminated and lifetime job security for 57 union members back on the job.

The settlement was approved by U.S. District Court Judge Marvin E. Aspen, after agreement had been worked out by mediators William Hobgood and W.J. Usery, the former Secretary of Labor. CWA President Morton Bahr, who participated in the final session, said that "we salvaged, not a victory, but a settlement that we can live with—and improve and grow."

The International Typographical Union and the Graphic Communications Union struck the Tribune July 18, 1985, following 30 months of fruitless bargaining. The dispute involved ITU printers' Local 16 and mailers' Local 2, as well as GCIU pressmen's Local 7. The ITU merged with the CWA last year.

CWA Local 16 President Dave Donovan reported that the company will establish an annuity fund, estimated at between $8-$10 million, to pay benefits to 126 members whose jobs were permanently eliminated. The monthly payment is estimated at more than $500.

The contract will increase the wages of CWA members at the Tribune to those paid at the Chicago Sun-Times, about $100 higher than their current rate. The 57 also will be offered a $30,000 buyout.

Opportunity for growth

Bahr said that the agreement on the bargaining unit "assures CWA of continued representation at the Tribune and opportunities for growth." The contract also provides for "full protection for our members at the Chicago Sun-Times under the 'favored nations' clause," Bahr said.

The mailers' union ratified the company's year-old final offer last July and took down its picket lines—but the Tribune refused to sign the contract. The National Labor Relations Board has issued an unfair labor practice charge against the newspaper. CWA printing sector representative Jimmy Wood said the mailers have been locked out since May 1986 when the company rejected their unconditional offer to return to work.

GCIU Vice President Guy DeVito expressed hope the CWA accord will help Local 7's effort in winning a fair settlement. "We've always been willing to talk," he said. An administrative law judge on Oct. 1 began hearing unfair labor practice charges filed by GCIU against the company.

J.M. Javits nominated to Mediation Board

The White House has nominated Joshua M. Javits, son of the late Sen. Jacob Javits (R-N.Y.), to replace Democrat Charles Woods on the National Mediation Board.

Under the Railway Labor Act, no more than two of the three NMB members may be of the President's same political party. But Javits, who would join Republicans Helen Witt and Walter Wallace on the board, says he's been an "independent" for a number of years. Nomination to the board requires Senate confirmation.

Javits, a member of a Washington law firm, was an attorney with the National Labor Relations Board from 1978 to 1983.

Senate saves Davis-Bacon, Service Contract laws

Continued from Page 1

America's taxpayers by unions that use "political power to extract special privileges."

While Gramm and his allies spoke of imposing union rates, other senators noted that the union scale is the prevailing wage rate in only a minority of contracts. And Sen. Brock Adams (D-Wash.) said the problem with the Davis-Bacon Act in his state is that the Labor Dept. doesn't do an effective job of enforcing its protections.

Senate Labor & Human Resources Committee Chairman Edward M. Kennedy (D-Mass.) noted that the parallel House committee has approved a compromise bill acceptable to labor that would raise the threshold for Davis-Bacon coverage from its present $2,000 floor. The proposed new threshold would be contracts for $50,000 in new construction and for $15,000 for repairs or renovation. He promised that the Senate committee would give the bill prompt consideration.

Gramm grumbled that the House bill was "no reform at all."

Sen. Strom Thurmond (R-S.C.) assailed the Davis-Bacon Act as "protectionist" legislation and said it should be repealed outright.

Kennedy reminded the Senate of the principle behind prevailing wage laws. The federal government should not be trying to drive down wages, he declared. "The wages of workers employed on government projects must not be driven below area standards by awarding work to the contractor promising to exploit the most by paying the least."

Prefers law of jungle

In the Service Contract debate, Sen. Don Nickles (R-Okla.) said he was "offended" by the Labor Dept. telling an employer what to pay workers, "instead of what the employer-employee mutually agree to."

Nickles was chairman of the Labor subcommittee last year in the Republican-controlled Senate.

In this Congress, Sen. Howard M. Metzenbaum (D-Ohio) heads the subcommittee, and he took the floor to answer Nickles.

Back in 1965, he said, Congress passed the Service Contract Act to protect "the poorest and the most vulnerable" group in the labor force, most of them women and minorities. Metzenbaum cited by name some of the hard-working, low-paid persons employed cleaning army bases and working in military hospitals for modest wages.

Because of the Service Contract Act, he said, they can't be paid less than community standards for similar jobs. Star Wars technology and missiles must not be purchased by wage-gouging of janitors and housekeepers, Metzenbaum insisted.

While the Senate struggled to complete action on the huge and complex Defense Dept. authorization bill, the debate over how to pay for defense and needed domestic programs without running up huge budget deficits every year continued to flare on Capitol Hill and in the White House.

Faced with a stubborn President who has refused to accept either new taxes or cuts in defense spending, an ideologically divided bipartisan majority of Congress voted to revive the Gramm-Rudman-Hollings Act, which has been largely ignored since the Supreme Court ruled last year that it couldn't be enforced.

Stretch out

The new legislation repairs the enforcement mechanism—and stretches out the balanced budget timetable requiring a smaller revenue increase to meet its goals.

But when the goals aren't met, cuts must be made equally in defense and nondefense programs—as was the case with the original law.

Reagan dropped his balanced budget rhetoric to fume that Congress was trying to force him to accept higher taxes and cut defense costs and declare that he wouldn't do either. He signed the bill grudgingly at a White House ceremony at which he said that anyone who proposes to deal with the budget deficit by raising taxes or reducing military spending reductions is "nuts."

Elderly face denial of Medicare appeals hearing

A Reagan Administration move to curtail face-to-face hearings for the elderly and disabled who are denied Medicare benefits came under criticism from the AFL-CIO.

Since Medicare was established 22 years ago, claimants have had the right to appeal the denial of benefits at hearings in courthouses and field offices in more than 130 cities and towns across the country.

Now the Health Care Financing Administration, which runs the program, wants to switch to a scheme under which most of these hearings would be conducted by telephone.

Bert Seidman, director of the Dept. of Occupational Safety, Health & Social Security warned that the move would have "a devastating effect" on the elderly and disabled because it would violate due process.

Seidman challenged the decision by Health & Human Services Sec. Otis R. Bowen to have the hearings conducted by administrative law judges directly employed by HCFA. At present, ALJs in the Social Security Administration handle appeals cases.

"Under no circumstances should the responsibility for ruling on appeals be placed in the hands of people controlled by the agency that made the original decision to deny benefits," Seidman stressed.

He expressed concern that hearings officers would be under the same kind of pressure HCFA put on ALJs when the Reagan Administration engaged in wholesale denials of disability benefits. Congress subsequently put a halt to that effort.

Bowen's proposal, Seidman said, flies in the face of the Administrative Procedure Act of 1946 which provides that people have the right to appear in person and have the benefit of counsel in any formal proceeding before a federal agency.

To deny them this right, he emphasized, "puts beneficiaries at a disadvantage." A telephone hearing would prevent them from meeting face-to-face with judges or to consult with a lawyer while the proceeding is taking place, Seidman said, and would "create genuine fears about the fairness and adequacy of the proceeding."

Telephone hearings might be helpful to some disabled and elderly persons who would have difficulty getting to a hearing site, Seidman said. But he emphasized that claimants should be given the choice so that they would be assured of "an adequate and fair hearing."

Rep. Harley O. Staggers (D-W.Va.) vowed to block the plan. He called the move "a patently unfair attempt to influence the judges, take away people's rights and deny Medicare benefits."

Prevailing wage laws backed in key Senate rollcall votes

The Senate on Sept. 29 tabled and thus killed two anti-labor amendments to a Defense Dept. bill that would have seriously weakened prevailing wage laws. On both issues, votes against the amendments proposed by Sen. Phil Gramm (R-Tex.) were right (R) and senators supporting the amendments were wrong (W). Absentees are marked A.

Vote No. 1 *shows the 56-41 defeat of the attempt to weaken the Davis-Bacon Act, which covers federal construction contracts. Right votes were cast by 46 Democrats and 10 Republicans, while 35 Republicans and six Democrats voted wrong.*

Vote No. 2 *is the 67-30 defeat of an attack on the Service Contract Act. All 52 Democrats present and 15 Republicans were right; 30 Republicans voted wrong.*

ALABAMA		
Heflin (D)	R	R
Shelby (D)	R	R
ALASKA		
Murkowski (R)	R	W
Stevens (R)	R	R
ARIZONA		
DeConcini (D)	W	R
McCain (R)	W	W
ARKANSAS		
Bumpers (D)	W	R
Pryor (D)	W	R
CALIFORNIA		
Cranston (D)	R	R
Wilson (R)	W	R
COLORADO		
Wirth (D)	R	R
Armstrong (R)	W	W
CONNECTICUT		
Dodd (D)	R	R
Weicker (R)	R	R
DELAWARE		
Biden (D)	R	R
Roth (R)	A	A
FLORIDA		
Chiles (D)	R	R
Graham (D)	R	R
GEORGIA		
Fowler (D)	R	R
Nunn (D)	R	R
HAWAII		
Inouye (D)	R	R
Matsunaga (D)	R	R
IDAHO		
McClure (R)	W	W
Symms (R)	W	W
ILLINOIS		
Dixon (D)	R	R
Simon (D)	A	A
INDIANA		
Lugar (R)	W	W
Quayle (R)	W	W
IOWA		
Harkin (D)	R	R
Grassley (R)	W	W
KANSAS		
Dole (R)	W	W
Kassebaum (R)	W	W
KENTUCKY		
Ford (D)	R	R
McConnell (R)	W	W
LOUISIANA		
Breaux (D)	R	R
Johnston (D)	R	R
MAINE		
Mitchell (D)	R	R
Cohen (R)	W	W
MARYLAND		
Mikulski (D)	R	R
Sarbanes (D)	R	R
MASSACHUSETTS		
Kennedy (D)	R	R
Kerry (D)	R	R
MICHIGAN		
Levin (D)	R	R
Riegle (D)	R	R
MINNESOTA		
Boschwitz (R)	W	W
Durenberger (R)	R	R
MISSISSIPPI		
Stennis (D)	R	R
Cochran (R)	W	W
MISSOURI		
Bond (R)	W	W
Danforth (R)	R	R
MONTANA		
Baucus (D)	R	R
Melcher (D)	R	R
NEBRASKA		
Exon (D)	W	R
Karnes (R)	W	W
NEVADA		
Reid (D)	R	R
Hecht (R)	W	W
NEW HAMPSHIRE		
Humphrey (R)	W	W
Rudman (R)	W	W
NEW JERSEY		
Bradley (D)	R	R
Lautenberg (D)	R	R
NEW MEXICO		
Bingaman (D)	R	R
Domenici (R)	W	R
NEW YORK		
Moynihan (D)	R	R
D'Amato (R)	R	R
NORTH CAROLINA		
Sanford (D)	R	R
Helms (R)	W	W
NORTH DAKOTA		
Burdick (D)	R	R
Conrad (D)	R	R
OHIO		
Glenn (D)	R	R
Metzenbaum (D)	R	R
OKLAHOMA		
Boren (D)	W	R
Nickles (R)	W	W
OREGON		
Hatfield (R)	W	R
Packwood (R)	R	R
PENNSYLVANIA		
Heinz (R)	R	R
Specter (R)	R	R
RHODE ISLAND		
Pell (D)	R	R
Chafee (R)	W	R
SOUTH CAROLINA		
Hollings (D)	R	R
Thurmond (R)	W	W
SOUTH DAKOTA		
Daschle (D)	R	R
Pressler (R)	W	W
TENNESSEE		
Gore (D)	A	A
Sasser (D)	R	R
TEXAS		
Bentsen (D)	W	R
Gramm (R)	W	W
UTAH		
Garn (R)	W	W
Hatch (R)	W	W
VERMONT		
Leahy (D)	R	R
Stafford (R)	R	R
VIRGINIA		
Trible (R)	W	W
Warner (R)	W	W
WASHINGTON		
Adams (D)	R	R
Evans (R)	W	R
WEST VIRGINIA		
Byrd (D)	R	R
Rockefeller (D)	R	R
WISCONSIN		
Proxmire (D)	R	R
Kasten (R)	W	R
WYOMING		
Simpson (R)	W	W
Wallop (R)	W	W

Administration 'cooks books' on pay bias

Continued from Page 1

Hutchinson said the Administration's failure to address the problems of minority women and family and medical leave "in a positive manner," is evidence of a "lack of interest in matters which affect women government workers."

Under Reagan, she pointed out, "OPM has opposed flexitime, proposed cuts in health benefits, and is reluctant to advance workers' leave to care for ailing parents and children."

Rep. Patricia Schroeder (D-Colo.), who chairs the House Post Office & Civil Service subcommittee that approved the bill mandating the comparable worth study, stressed that the number of women in professional positions "has nothing to do with the fact that traditional female jobs are underpaid because of discrimination."

The goal of pay equity, Schroeder said, "is to bring the pay of workers in traditional women's jobs up to what those jobs are worth."

Willmar loses a union

Willmar, Minn.—A fiercely contested union decertification campaign at the First American Bank & Trust—the third attempt by bank officials in two years—ended sadly for members and supporters of Auto Workers Local 2008.

This time management packed its staff with a selected group of part-time workers. All but one voted against the union, which had represented the bank employees since 1984. The vote to decertify was 28 to 15.

A hard-won first contract in 1984 gave the predominantly female workers dignity, and more important, a grievance procedure.

Just prior to the contract's expiration in March 1986, bank management hired a Houston-based union buster. The UAW members were unable to win a new contract but did defeat two decertification attempts that year. The union estimated that bank officials spent more than $200,000 on the anti-labor campaign.

In its final push for decertification, Local 2008 President Pam Sigafoos said, First American added 22 part-timers—many of them friends and neighbors of bank managers. Some would stay on the payroll only through September, after the ballots were counted and the election certified.

The union challenged nine of the part-time votes but was overruled by the National Labor Relations Board. All 15 pro-union votes were cast by full-time workers, while 21 of the 22 part-timers voted against the UAW.

But Sigafoos stressed that the union members "were all very proud to have tried to improve the situation of women in banking," adding that "if one improvement comes of this, then we have succeeded."

Drive for plant-closing law launched in Connecticut

New Britain, Conn.—The Connecticut AFL-CIO developed its legislative game plan for next year and elected new officers during its three-day convention, which was relocated here from New Haven because of a union contract dispute with the Park Plaza Hotel.

The 495 delegates called for strong federal and state legislation on plant closing that provides at least six months' notice by employers of their intention to close, relocate or effect a major layoff of workers. The convention also backed enactment of a state Service Contract Act to cover employers on government projects.

Delegates voiced opposition to the nomination of Judge Robert H. Bork to the Supreme Court. They also pledged to work for measures to put the state unemployment compensation fund "on a solid financial footing," to press for legislation prohibiting employer use of personality, handwriting and other pseudo-scientific tests as a condition of employment, and to prevent workers from being sent out of the state for such tests.

Privacy protections

Other legislative goals include measures to remove personal information about public employees from the purview of the Freedom of Information Act, tighten the license requirements of nursing home operators and prevent employers from eavesdropping on workers' telephone calls. The convention vowed to press for a higher state and federal minimum wage, an end to doublebreasting in construction, reform of the Hatch Act and passage of national health care legislation.

State Federation President Betty Tianti and Executive Vice President Dominic J. Badolato were re-elected to new two-year terms. John W. Olsen, 38, was unanimously elected secretary-treasurer to succeed Barry R. Williams, who didn't seek a second term. Olsen is business agent for Plumbers & Pipefitters Local 133.

UFCW's Robert A. Petronella was elected general vice president, the post that Olsen held. Leo Canty of the Teachers, 39, was elected executive secretary to succeed James Parent who declined renomination.

The convention was relocated to New Britain to protest the unwarranted giveback demands of the Park Plaza Hotel management. In six months of bargaining, members of Hotel Employees & Restaurant Employees Local 217 have been unable to gain a fair contract at the hotel.

Sen. Lowell Weicker Jr. (R) told the delegates, "My eyes have been open these past several years, and I saw an Administration try to block Martin Luther King Day . . . affirmative action . . . voter rights registration. Today, this Administration is trying to block the Grove City legislation to restore civil liberties to women, to the handicapped, the elderly and the minorities."

Weicker urged support for the Kennedy-Weicker health bill "which was drafted with the help of the AFL-CIO" to require employers to provide a minimum package of health care benefits.

Kleiner gets key post at Humphrey Institute

Minneapolis—Morris M. Kleiner, a professor at the University of Kansas, has been named a public affairs and planning professor for the University of Minnesota's Humphrey Institute. Faculty positions and research programs at the institute, named for the late Vice President Hubert H. Humphrey, are supported by a $2-million endowment from the AFL-CIO.

Besides teaching core and advanced courses, Kleiner will direct a program of research studies, policy analysis and conferences on national and international labor issues. He has held positions at Harvard University, the National Bureau of Economic Research, the Brookings Institution, Labor Dept. and the National Labor Relations Board.

SEIU President John Sweeney reviews preliminary outcome of federation's nationwide blood donor drive.

Union volunteers fill Red Cross blood banks

Nearly 59,000 pints of blood were collected in August during the AFL-CIO's emergency donor drive, the federation reported at a meeting of labor and American Red Cross officials.

The joint initiative was launched last December by the federation's Dept. of Community Services to increase blood donations by union members during January and August—when blood supplies are at a critical low point. Service Employees President John J. Sweeney is chairman of the nationwide donor campaign which targeted 44 communities for special blood drives.

Coordinators appointed by state and local AFL-CIO central bodies worked with labor's community service representatives, affiliated unions and Red Cross regional blood center staffs to increase donations. Three additional cities participated in the August campaign.

Reports from 42 of the 47 communities show that 58,000 pints of blood were collected. In Baltimore, donations hit an all-time one-month high of more than 3,200 pints, with union members urged to participate through television spots, posters and pamphlets. Union members in Washington donated 6,566 pints, while the drive in Nashville, Tenn. brought in 1,230 and union members in Norfolk, Va., donated 2,709 pints.

The drive was labor's first all-out blood donor campaign since 1942, at the height of World War II.

Global council to keep tabs on anti-union firm

Brussels—Unions representing workers at Hercules Inc. chemical and aerospace operations around the globe have formed a council to monitor the multinational corporation and work toward the common goals of the company's 26,000 workers.

Members of the World Council of Hercules Unions include the seven AFL-CIO affiliates participating in the Industrial Union Dept.'s coordinated bargaining and organizing campaigns and affiliates of the International Federation of Chemical, Energy & General Workers Unions, whose affiliates represent Hercules workers.

The council's global solidarity and coordination will help prevent Hercules from shifting work from the United States in response to the IUD's coordinated organizing drive which has targeted Hercules plants from Vermont to Georgia.

Unilateral actions

U.S. labor representatives expressed concern over Hercules' growing hostility toward unions. They recounted how Hercules tried to force unions to accept random drug testing, unilaterally imposed new policies on absenteeism and modified benefits and urged a decertification vote at its Lawrence, Kan., plant.

During the two-day meeting, council members mapped strategies to counter Hercules' move to form joint ventures outside the United States. The group has sought a meeting with Hercules' chief executive officer and agreed that a European delegate will join U.S. union representatives at the multinational's annual meeting next March.

Participating U.S. unions include the Auto Workers, Chemical Workers, Electrical Workers, the Oil, Chemical & Atomic Workers, Operating Engineers, Paperworkers and Steelworkers.

The council also established a computer-based "electronic mail" communications network so European and American unions can track and respond quickly to developments at Hercules operations worldwide.

The council represents workers in more than 50 plants operating in 12 countries. Hercules employs about 15,000 workers in the U.S., 7,000 of whom are unionized.

Utah convention elects first woman as vice president

Salt Lake City—Connie Meske was elected the first woman vice president in the history of the Utah AFL-CIO by convention delegates. She's a member of the Office & Professional Employees.

Eddie Mayne of the Steelworkers, who has held the post of president and secretary-treasurer since 1977, was re-elected by acclamation to another four-year term.

In his keynote address, Mayne sharply criticized Gov. Norman Bangerter (R) for "surrounding himself with stumbling incompetents" who have concentrated on trying to lure sorely needed industry into this "right-to-work" state by touting the availability of a large pool of minimum-wage workers.

Mayne declared the state's Community & Economic Development Dept., is "selling Utah's workers short." Working people have "a right to raise their families and live in dignity," he said.

Subrata Mookerjee, vice president of the Indian National Trades Union Congress and a member of the West Bengal Legislative Assembly—visiting in this country under a joint State Dept.-AFL-CIO program—recounted the history of the trade union movement in his country.

He emphasized the need for workers to be involved not only in union affairs but also in influencing government decisions.

Community services praised

The 437 delegates approved a resolution commending the state federation's Community Services Committee for providing outreach programs for workers left jobless by plant closures and mass layoffs and endorsed legislation to require advance notice of such job-gutting actions.

In other resolutions, the convention endorsed the "Jobs with Justice" campaign coordinated by the AFL-CIO Industrial Union Dept., called for action on trade legislation and supported a measure pending in Congress to prevent employers from eavesdropping on workers.

The convention re-elected 11 executive board members and chose seven others to fill vacancies.

Public employee rights top North Dakota legislative goals

Grand Forks, N.D.—Delegates to the North Dakota AFL-CIO convention set their legislative agenda for the coming year and elected a new first vice president.

The convention voiced strong support for gaining collective bargaining rights for the state's 26,000 public employees. The resolution adopted by the 140 delegates stressed that previous sessions of the state legislature "have failed to pass reasonable proposals to extend the right of recognition and bargaining to public employees."

In a key resolution, the convention outlined the need for federal labor law reform, calling for repeal of Section 14(b) of the National Labor Management Relations Act of 1947 and empowering the National Labor Relations Board to expedite representation elections.

NLRB reforms

The delegates urged the NLRB to adopt regulations limiting the scope of pre-election hearings, providing union organizers equal time and access for on-site meetings with workers, and banning the hiring of scabs.

In other resolutions, the convention opposed the nomination of Judge Robert H. Bork to the U.S. Supreme Court, endorsed equal pay for workers doing jobs of comparable value, and called for passage of the Textile & Apparel Act of 1987.

John Gefroh of the Bricklayers, a former state federation district vice president, was elected first vice president. Gefroh, president of the Minot AFL-CIO, succeeds James McLaughlin of the Operating Engineers who retired. State Federation President David L. Kemnitz was re-elected to his third two-year term, defeating challenger Bruce Eckre, business manager of Painters Local 1908 in Fargo. Sec.-Treas. Myron Yantzer was also re-elected.

New vice presidents include Warren Jannason of the Electrical Workers and Helen Loe of the Office & Professional Employees, the federation's first female officer.

Gov. George A. Sinner (D) blasted the Reagan Administration's free trade policies, warning of the consequences of continuing such "foolishness."

Sen. Quentin N. Burdick (D) and Rep. Byron L. Dorgan (D) were endorsed for re-election. Burdick voiced his support for the trade bill now working its way through Congress, as did Dorgan, who said it will save U.S. jobs while protecting consumers.

IUD's Joseph Uehlein reviews organizing strategy at Hercules' U.S. plants. Left is IUD Sec.-Treas. Elmer Chatak and ICEF Gen.-Sec. Michael Boggs.

Lorrie McHugh joins Information Dept. staff

Lorrie McHugh has been named news media relations specialist in the AFL-CIO Dept. of Information.

McHugh, 27, had been director of media relations at the Maurer Anderson Conway communications agency in Washington and had also served as press secretary to the Speaker of the Maryland House.

A graduate of Georgetown University, McHugh is a member of Newspaper Guild Local 35.

Labor Studies Center schedule of courses

The George Meany Center for Labor Studies will offer 11 workshops during October and November. The schedule:

Winning with Comprehensive Campaigns, Oct. 25-30—How to run an organizing campaign on three fronts: at the workplace, on the corporate level and in the community.

Advanced Arbitration, Nov. 1-6—An advanced program that focuses on examination and cross-examination of witnesses, preparation of briefs and research.

Negotiating Profit-Sharing and ESOPs, Nov. 1-6—A course for full-time union officers and staff on how to design profit-sharing and employee stock ownership plans, and how to analyze financial documents.

Negotiating for Employee Benefits, Nov. 8-13—An institute for negotiators to improve their skills in bargaining employee benefits, with emphasis on pensions and health insurance.

Computers for Local Unions, Nov. 15-19—An introduction to computers for unions thinking of buying computers or upgrading their present system.

Contract Negotiations: Private Sector, Nov. 15-20—A program for full-time officers and staff in the private sector analyzes the bargaining process and design of opening proposals, economic bargaining, table tactics and communications.

Basic Labor Law, Nov. 15-20—A workshop on labor law fundamentals, current trends and new decisions on bargaining, servicing and union administration.

Newswriting and Editing, Nov. 15-20—Tutoring for union editors on the basics of publishing readable, interesting and effective publications.

Conducting Opinion Polls I, Nov. 22-25—A seminar on polling techniques and membership survey methods, and their usefulness for unions.

Speed Reading, Nov. 22-25—A workshop to increase your speed, improve concentration and comprehension.

New Staff Program, Nov. 29-Dec. 11—For recently appointed or elected union staff, a workshop to improve planning skills, and develop personal skills and providing a broad insight of the labor movement.

Organizations using the campus in October for their own staff training programs are: African-American Labor Center, Oct. 1-9; Communications Workers, Oct. 4-16; American Institute for Free Labor Development, Oct. 4-30; Food & Commerical Workers, Oct. 6-8; Teachers, Oct. 7; Utility Workers, Oct. 7-9; Transit Union, Oct. 11-16; Carpenters, Oct. 18-23; Transportation Communications Union, Oct. 18-23; Dept. of Community Services, Oct. 13-15; AFT, Oct. 25-30; AFSCME, Oct. 25-30; AIFLD country directors, Oct. 30-Nov. 3.

More information about labor studies programs is available from the Registrar, George Meany Center, 10000 New Hampshire Ave., Silver Spring, Md. 20903. Telephone 301-431-6400.

EDITORIALS

For the Wrong Reasons

THERE ARE sound grounds for criticizing the legislation restoring enforcement of the Gramm-Rudman-Hollings Act, but they are not the reasons President Reagan gave in his display of petulance at a signing ceremony in the White House Rose Garden.

Earlier that day, the President told the World Bank that the legislation was "a signal that America was not backing down from its responsibilities." But at the Rose Garden, Reagan ranted at the "big spenders" in Congress who were trying to force him to agree to tax increases.

"They're nuts," he told a puzzled invited audience of mostly Republican congressional leaders who had supported the bill. The only reason he was signing the measure, Reagan insisted, was because Congress tied it to legislation that would enable the government to pay its bills by raising the debt limit to a mind-boggling $2.8 trillion.

The President is correct that the Gramm-Rudman automatic deficit reduction formula is the wrong way to go. That's been the AFL-CIO's position from the start.

But there would have been no need for a knee-jerk formula for across-the-board budget cuts if this President and this Administration had not held so firmly to a voodoo economic theory that denies simple arithmetic.

It is simply impossible to avoid running big budget deficits if you slash taxes for wealthy individuals and prosperous business and at the same time add almost uncountable billions to the defense budget without providing a means of paying the cost.

But whether called "revenue enhancers" or some other euphemism to allow Reagan to save face, added taxes will be accepted only if they are perceived as fair. The tax reform bill the last Congress enacted went only part way in closing some of the gaping loopholes in our tax structure. Finishing the job would be a better solution than the rigidity and unavoidable unfairness of Gramm-Rudman-Hollings.

Trashing the Product

BURSTING WITH pride in its new Quad 4 engine, General Motors is sharing credit with the workers who make it.

Its double-page ads in major newspapers and magazines describe the new powerplant as an "achievement of GM people" using production methods pioneered by the company "together with the United Auto Workers."

The management message is that the people who do the work are valuable and resourceful partners in a joint effort to improve the quality of the product. But even in the darkest age of labor relations in the auto industry, no management ever thought of deliberately trashing the product as a means of gaining the whip hand over the people who make it.

It is unimaginable that Ford, in its recent negotiations with the UAW, would have instructed dealers to hang the Ford name on rejected cars.

The National Football League owners are doing just that. According to Tex Schramm, who owns the Dallas Cowboys, the owners "are the stewards of the game and the players are just transients."

In fielding bogus teams, the owners are showing the football-viewing and ticket-buying public the same contempt they are expressing for football players. The proud old logos on those jerseys can't hide the fact that the product is a lemon.

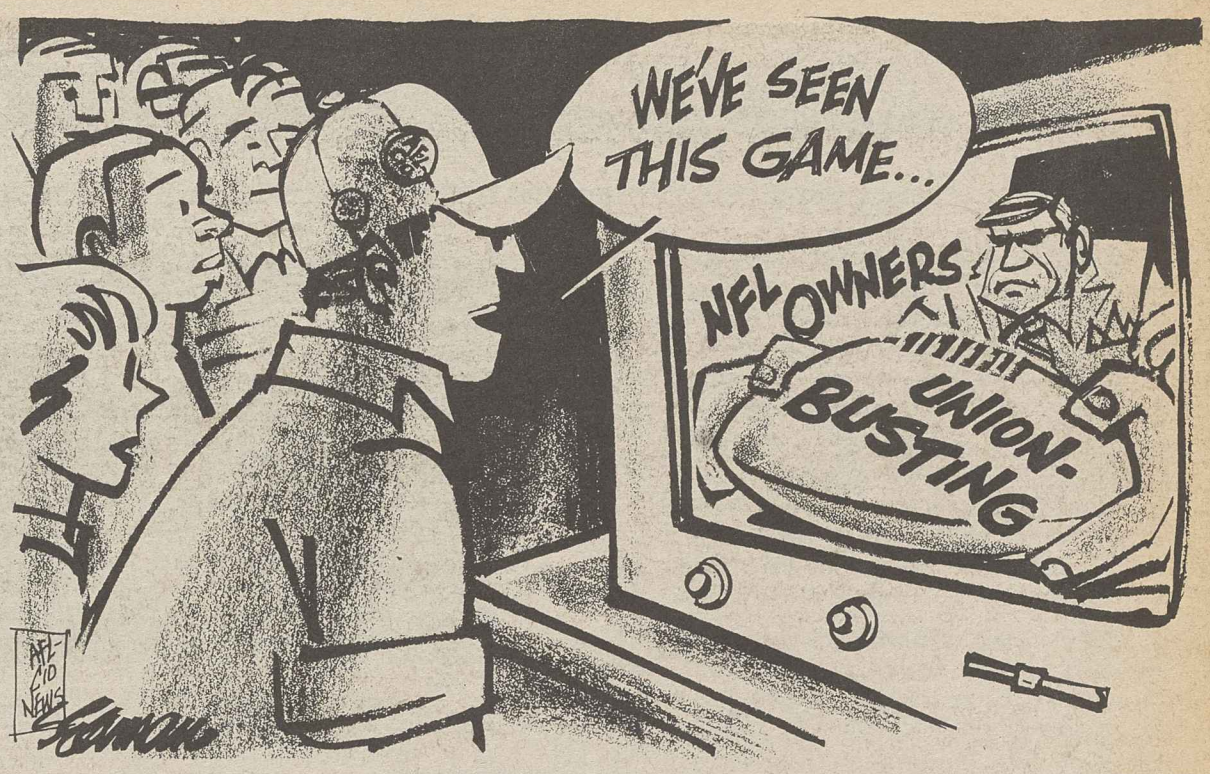
Advancing Together

A LIFETIME of collective bargaining and political action has taught me that our opponents have one great advantage in using economics, instead of human values, as the touchstone for everything they do.

"More for me, less for you" is a very simple guide.

On our side, we have learned that unless we work together, advance together and give each other a leg up whenever it's needed, we're not going any place at all.

—AFL-CIO Sec.-Treas. Thomas R. Donahue to SEIU conference on the new workforce, Sept. 28, 1987.



Washington Window

Career-ending injuries undercut NFL players

By Press Associates

"We are the game."

That was the rallying cry of the pro football players during their 1982 strike, and it remains a basic truth today.

Unfortunately, while the players create the wealth, the owners rake it in. The owners defend what they call the "system." They say it works, and it does—for them. In 1986, the 28 clubs pocketed $392 million in shared network TV revenue. In addition, they reaped a windfall of $48 million in unshared income. This came from luxury skyboxes, and such overpriced concessions as parking, hotdogs and drinks. The setting for all this in a number of cities is a publicly financed stadium, with millionaire owners moving or threatening to move unless they get more seats or a domed arena.

So it's odd that, at the start of the 1987 walkout, TV sportscasters and fans held a distorted view of the issues and put the bulk of the blame on the players. It seemed to inspire resentment to broadcast that star quarterbacks would lose $50,000 a week by striking.

The National Football League Players estimate the median annual pay at $190,000 plus $40,000 in benefits. But about 500 NFLPA members are paid less than $100,000 a year, and some 300 rookies make about $50,000, the union noted.

That still sounds like a lot to a factory or office worker. But let's look at the occupational risks.

Shortened careers

After boxing, pro football must be the sport which takes the greatest toll on an athlete. Job safety is the most important common concern of the players and the union. The nature of a rough, tough game and playing on artificial turf has increased injuries and shortened careers to an average of three and a half years.

NFLPA's Doug Allen, a former linebacker for the Buffalo Bills, said there are two kinds of injuries—the immediate disability and the degenerating injuries which age the body prematurely.

"A great number of players now in their 40s and 50s have serious disabilities, " Allen said. With arthritis, and knee and hip replacements, "guys become hobbled by the time they are 50."

Washington Redskins running back Larry Brown took a terrible pounding in the knees and walks with difficulty. "He gave his life to the game," Allen said. One year, a Redskins rookie made a tackle and broke his neck, ending his career. Running back Jim Otto of the Oakland Raiders played his heart out for 15 years; he now walks with a cane and his body shows the punishment he took, Allen said. Darryl Stingley of the New England Patriots suffered a career-ending injury and is now paralyzed and in a wheelchair for life.

Plantation mentality

One long-sought union goal is the removal of artificial turf from outdoor stadiums. Every time the union brings up a safety issue, Allen said, "we run into a real plantation mentality. Management says we are infringing on its prerogatives. They believe they own people."

A high priority for the union is to loosen the owners' iron control over the player. As it is now, the union says, the owners have a "gentlemen's agreement" that no team will sign another team's veteran free agent at the end of his contract.

This prevents competition for players and holds down salaries, the union pointed out.

Even more important for wanting freedom of movement, the union said, is that many players recognize that football is a short-term occupation.

Some 65 percent of players lack a college degree and may want to play in a city where they can continue their education or develop a second career. They may want to play near their hometown or family. They may want to move to a team where they can become a starter, or they may want a grass homefield or a cold climate or warm climate.

They lack that choice now.

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MEMO FROM COPE

SENATE SEAT OPENS in Virginia, as Sen. Paul Trible (R) announces he will not run for second term next year. This presents Democrats strong shot at gaining this one, with former Gov. Chuck Robb being urged to run by many party leaders. Though he's not mentioned it, Trible is said to be looking at run for governor.

LIBERTARIAN PARTY all set with presidential candidate, nominating former GOP Rep. Ron Paul (Texas). A four-term House member, Paul earned nickname "Close Call Paul," with three of his elections being settled by just a handful of votes.

STOP THE PRESSES, George Bush endorses Bob Dole! Come again? It's true: Bob Dole wins support of George Bush for President. But it's a different George Bush, *not* the VP. This one is former mayor of Old Bridge, N.J.. He doesn't expect his endorsement to sew up GOP nomination for Dole, instead says "I don't know if it will be a great asset . . . ."

GOING AGAINST TREND of liberalized voting laws in recent years, Arizona legislature passes statute to purge from voter registration list anyone who failed to vote in 1986 general election. One softener: County recorder has to send to each person notice of cancellation. Citizen can sign and return notice to restore registration. Since only 56 percent of registered voters cast ballots in 1986, huge numbers could be thrown off rolls.

Odds 'n Ends

One-cycle purges used to be common. But most states have eased up in last 20-25 years and purge only after voter has passed up several elections.

WORKING ITS WAY through House is proposal—similar to one passed last year—for uniform closing time for polls in presidential general elections. Time established is 9 p.m. EST, with provision to extend daylight savings time until after the election in Pacific time zone. This would permit West Coast polls to close at 7 p.m. to conform rather than 6 p.m. In recent presidential elections, some West Coast candidates have complained early network announcements projecting presidential winner keep thousands from going to polls in Far West states, possibly affecting results in some House, Senate and other races. Hawaii, Alaska not affected by proposals.

WHO'S BEEN HELPED, and who's been neglected by Reagan Administration? recent poll asks. Do you have to be told? Rich folks and big business are Reagan's major beneficiaries, public feels by 87 and 82 percent respectively. Most neglected: Farmers, 82 percent; elderly, 71 percent; small business and the poor 69 percent; blue collar workers, 53 percent; middle class, 49 percent; minorities, 43 percent. Companion question asks if nation should point in new directions. Emphatic "yes" in helping elderly, poor, homeless—76 percent; in handling economy and slowing increases in defense spending, 66 percent.

WHILE ON SUBJECT OF POLLS, another one done recently asks respondents what one or two qualities they most want in their President and how those qualities are expressed by, or missing in, Reagan. Again, poor marks. Fifty-six percent say they want a President "honest with the people, who plays by the rules," but 49 percent find those qualities absent in Reagan; only nine percent credit him. Twenty-nine percent look first for compassion in a President; only 12 percent think Reagan has it. Forty-six percent want "strong leader," but only 24 percent consider Reagan one.

MINORITIES GAINS CONTINUE in number of elected officials. Following 1986 elections, number of black officeholders at all levels increases by 4 percent, rising from 6,424 to 6,681. Number of blacks in U.S. House grew to 23 from 21, is at 410 in state legislatures and 3,219 in municipal offices, including 303 mayors. South, with 53 percent of total black population, has 62 percent of all black officeholders. Meanwhile, number of Hispanics in public office grew by 3.5 percent as result of 1986 balloting to total of 3,314. This includes 11 members of U.S. House, one governor, 120 state legislators, 1,098 municipal officials. Increases came mostly in Texas, Arizona, California.

BACK FOR ANOTHER TRY for presidency, his eighth, is Harold Stassen. A GOP wunderkind in 1938 when he was elected governor of Minnesota at age 31, he peaked politically in 1948—but didn't peak enough—and lost party's presidential nomination to Thomas E. Dewey. He campaigned again in 1952, 1964, 1968, 1976, 1980 and 1984. Now 80, he has not held elective office since completing his third term as governor in 1944. He's running now, he says, because other GOP candidates aren't discussing key issues like child care and problems of family farmers. If Guinness kept record of it, this would place Stassen firmly at top in category "Most Campaigns for U.S. Presidency."

NEW YORK TIMES reports Labor Secretary William E. Brock considers resigning to manage presidential campaign of Sen. Bob Dole. If he does, that would be a first: Two Cabinet secretaries leaving posts to help presidential candidate. Recently, Dole's wife Elizabeth, stepped down as Transportation Secretary to join her husband's campaign team.

LOCAL POLITICS COSTS plenty of money, too. Nashville mayoral election recently completed—including primary and run-off—saw more than $3.7 million spent by top two in non-partisan contest, won by Rep. Bill Boner (D).

We're Talking Register/Vote

NEVER TOO EARLY!

By one year from now:

* Both parties will have held their presidential nominating conventions.
* The present field of many candidates will have been reduced to two, the standard-bearer for each party.
* The campaign itself will be on fast forward.
* Debates will have been held between the candidates, with more to come.
* Voters who have not yet made a decision will be fretting over it.
* Some who have might be reconsidering it.
* The spotlight, while most intense on the presidential race, will be shared by senatorial, gubernatorial and congressional contests.

So . . . it's not too early to remind anyone who isn't registered to do so. Sure, you've got plenty of time. But time speeds along, and if you don't get registered you're going to be out in the cold on election day.

It's funny, but in the mighty river of words flowing from the celebration of the 200th anniversary of our Constitution, precious few have focused on one of the rights we take to be basic, which as much as any benefit of citizenship distinguishes democracy from dictatorship—the right to vote freely and in secret—a right enjoyed by fewer than 25 percent of the world's people.

True, this right was limited in the document our Founding Fathers produced. Universal suffrage was a long time in coming, and it came in several steps, and often was conceded grudgingly.

But it's in place now, finally rounded off and completed by the Voting Rights Act of 1965.

In the last congressional election year—1986—only 37.3 percent of all eligible Americans voted. In the presidential contest of 1984, only 53 percent. The highest turnout of eligible voters in recent decades was the approximately 62 percent in the 1960 Kennedy-Nixon race—and that's only a little better than six out of 10.

It is common in other western democracies for voting percentages to be in the 90s. In some, voting is mandatory; failure to vote is punishable by law. Nobody suggests that seriously for the U.S., and there'd probably be hell to pay if anybody did.

The most common cop-out folks offer for failure to vote is the line: "Why should I bother? How much does my one vote count?"

The answer is: "Plenty."

Sure, a lot of elections are one-sided. But the documentation on close ones is so plentiful that the case for voting is air-tight.

► Frank McCloskey became the U.S. Representative from Indiana's 8th District by a margin of four votes out of more than 233,000 votes cast.

► Jack Kennedy was elected President on the strength of less than one vote per precinct nationwide—about 110,000 out of more than 60 million votes cast.

► Richard Shelby was elected to the U.S. Senate from Alabama in 1986 by 6,000 out of more than 1.2 million votes.

► John Durkin was elected to the Senate from New Hampshire in 1972 by two votes, fell behind by four in a recount and pulled ahead again by 10 in a re-recount. Finally, the contest went to the Senate itself, the Senate was unable to resolve it, and 10 months later a second election was held.

► Scores of U.S. House elections have been decided by 100 or fewer votes.

Hundreds of state legislative, city/county council, mayoral and other local elections have been determined by fewer than 10 votes, and many by only one.

You never know just which election will be captured by a skinny margin—and that's why it's so important to vote in *all* of them.

Maybe it seems to be jumping the gun even talking about registering now so you can vote in the main event in 1988.

But voting actually starts long before November of next year. It starts in the state presidential primaries and caucuses in February.

Too early to be talking register-and-vote?

It's *never* too early!

Anti-Mud Resolution

Unable to come to agreement on what to do about political money, the U.S. Senate recently declared itself on political manners.

After it failed to act on campaign spending reform—death by filibuster and seven (count 'em: seven) cloture votes that fell short—the Senate took a stern stand against campaign mudslinging.

In an 87-0 vote, it okayed a non-binding resolution urging candidates and political committees to forswear the negative, personal attacks that have been staples of recent election years.

The resolution asks candidates/committees to "engage in positive and constructive campaigns, avoiding negative attacks calculated to impugn the character, integrity or patriotism of a candidate."

The commendable spirit of the resolution is expected to be embraced by all candidates and adhered to—until someone casts the first stone. And then watch out!

Brock's Revenge

Say this for Labor Sec. William E. Brock—he's a man of his word.

In August, Brock lobbied hard for the appointment of a senior House Republican staff member—Dorothy Strunk—as Assistant Sec. of Labor for Mine Safety.

At that time, he warned the Senate Labor & Human Resources Committee that if it didn't confirm Strunk, he'd remove a career safety expert—Alan C. McMillan—from his job as the acting head of the Mine Safety & Health Administration.

The Senate committee blasted Brock for his "out-and-out threat," and proceeded to reject Strunk by a 9-7 vote along party lines.

Now Brock has had his revenge. He's transferred McMillan to another, unnamed post in the Labor Dept. And he's appointed the former Republican lieutenant governor of Illinois, David C. O'Neal, as his replacement.

Because O'Neal has been given the title of deputy assistant secretary, his appointment isn't subject to Senate confirmation.

Colleagues rebuff high court nominee

Postal Worker keeps job despite Bork's brazen objection

Joe Gordon will keep his job as a postal clerk in Royal Oak, Mich., and he'll finally get back pay for the years he was out of a job, but no thanks to Judge Robert H. Bork. President Reagan's nominee for the Supreme Court voted against reinstating Gordon even though he termed his dismissal an unduly harsh punishment.

Gordon was fired in July 1983 because of a column he wrote as editor of his local union's newsletter, and the Postal Workers carried the fight for his reinstatement through two levels of the federal courts.

Victory came on Oct. 2, when the U.S. Court of Appeals for the District of Columbia Circuit ruled in a 2-1 decision that Gordon's column was protected by the Constitution's guarantee of freedom of speech.

Few sentences

The court majority concluded that Gordon's dismissal resulted from management's overreaction to a couple of sentences in a long article that caused no actual harm to the Postal Service.

Judge Bork filed a stinging 34-page dissent.

Bork said that while Gordon had been penalized with "undue severity," it wasn't the job of the courts to second guess the management decision. He berated his colleagues on the appellate court panel for stretching the First Amendment guarantees of free speech to find a justification for reinstating Gordon.

The majority decision vindicates the legal battle the APWU waged on behalf of a union stalwart who even management acknowledged was an outstanding employee. Gordon's 11-year work record at the time he was fired was sprinkled with commendations and awards.

As a shop steward at the Mount Royal

Continued on Page 3

Double dealing

A Commerce Dept. official, involved in the failed U.S.-Japanese trade talks aimed at opening Japan's market to American auto parts makers, wants to become a lobbyist for Japanese carmakers.

Robert E. Watkins, deputy assistant secretary for automotive affairs and consumer goods, came under fire from members of Congress after it was disclosed that he solicited Japanese automakers to hire him to form a trade association to represent their interests.

In reaction to congressional criticism, Watkins submitted his resignation. But he remains on the department's payroll, working on the staff of Charles Cobb, assistant secretary for economic development.

Rep. Sander Levin (D-Mich.) denounced Watkins for "double dealing." The Commerce Dept. official's actions, Levin said, "cast a shadow" over the Administration's commitment to trade reform. The talks ended in failure, he said, because U.S. negotiators refused to demand specific timetables for increased purchases of American-made parts.

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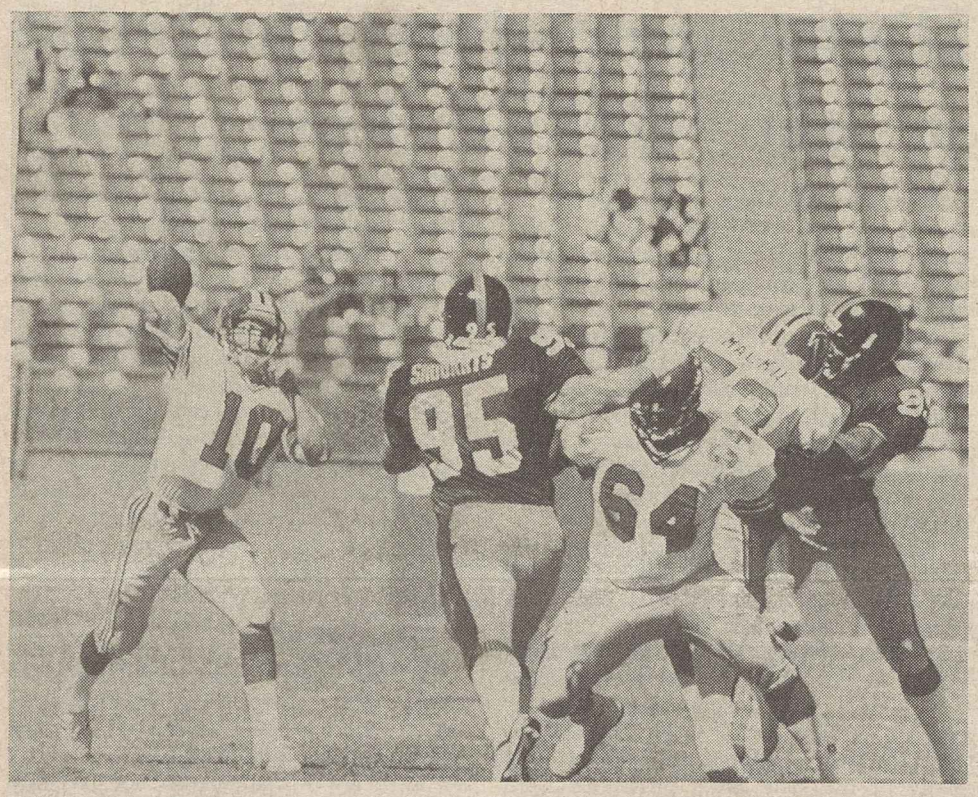

Scab football teams play to nearly empty stands in Atlanta as 1,000 union pickets and fans march outside in support of striking NFLPA members.

Boycott of NFL 'scab ball' throws owners for big loss

By Gene Zack

Owners of multi-million-dollar professional football franchises presented "scab ball" over the weekend—but the public wasn't buying it.

As thousands of union members joined the National Football League Players on picket lines in 14 cities, more than a quarter-million fans got refunds rather than watch teams composed of rejects and castoffs.

It was a weekend that saw the worst turnouts in NFL history. In stadiums that accommodate a combined total of 886,000 fans, the total attendance was 269,000—a scant 30 percent of capacity. And millions of addicts turned off their television sets in protest. The networks reported overall ratings plunged 29 percent. And rather than sponsor anti-union games, advertisers withdrew more than $4 million worth of commercials from a pot that usually hits $25 million a week.

The 4,074 curiosity seekers who turned up for the game between teams posing as the Philadelphia Eagles and Chicago Bears were lost in the 67,000-seat Veterans Stadium in Philadelphia. They were almost outnumbered by the 4,000 pickets outside. And the scabs who wore the uniforms of the Detroit Lions and the Tampa Bay Buccaneers played before just 4,919 people in Pontiac's 80,600-seat Silverdome.

Continued on Page 4

Senate rattles Reagan on Bork confirmation

By David L. Perlman

A decisive 9-5 vote by the Senate Judiciary Committee and the refusal of southern Democrats and moderate Republicans to be intimidated by White House political threats assured defeat or withdrawal of President Reagan's nomination of Judge Robert H. Bork for the Supreme Court.

After the Judiciary Committee's one-sided vote to recommend rejection of the nomination, Reagan was quoted by presidential aides as adamant that the full Senate vote on the nomination and that no one be "let off the hook" and allowed to avoid going on record.

The confirmation battle wasn't over, the White House insisted.

But it was. Within 48 hours, an almost solid bloc of southern Democrats had declared against Bork—in most cases citing concerns about the nominee's human rights position as a reason. Reagan had looked to the generally moderate-to-conservative southern Democrats as allies, but this was the New South speaking.

In the open, televised hearings of the Senate Judiciary Committee, a fascinated nation saw and participated in the dramatic tilt of both public and Senate opinion from support to opposition of a Supreme Court nomination.

Initial split

At the start of the hearings in mid-September, the Judiciary Committee was to all appearances split down the middle.

At the hearings' end, only a hard-core of right-wing senators voted to recommend confirmation of Bork. All eight Democrats, including moderate conservatives courted by the White House, voted against Bork. So did the committee's lone Republican moderate, Pennsylvania's Arlen Specter.

By an identical 9-5 tally, the committee then voted to send the nomination to the Senate floor with a recommendation that it be rejected.

Even the most pugnacious of Bork's defenders conceded that the hearings conducted by Committee Chairman Joseph R. Biden Jr. (D-Del.) had been scrupulously fair.

Bork was the chief witness in his own behalf during an unprecedented five days of interrogation.

The high-level legal sparring was an education in constitutional issues to a large television audience, but it persuaded senators who had seriously considered supporting his nomination that they could not do so. Bork's constitutional views, so vigorously expressed over the years, were perceived as hostile to human rights and privacy protections.

Equal time was provided for panels of distinguished attorneys and other public witnesses to support and oppose the nomination. But letters from the nation's law professors ran nearly 20-1 against Bork's confirmation.

Continued on Page 3

ACTWU sews up 13% raise in 3-year accord for 45,000

New York—The Clothing & Textile Workers won a new three-year agreement with the Clothing Manufacturers' Association that will tack on a 13-percent wage increase for 45,000 apparel workers nationwide.

The settlement, which covers most domestic manufacturers of men's and boys' clothing, was approved by more than 80 percent of the voting members.

It calls for an immediate 30-cent hourly wage increase, followed by a 30-cent increase effective Oct. 3, 1988, and a 25-cent raise a year later.

The contract also provides improved medical coverage, including a new prescription drug plan and vision care benefits, and increased life and disability insurance payments. The ACTWU members won expanded bereavement pay and credit for earned vacation leave following periods of layoff and re-employment.

Workers will receive up to six weeks of unpaid parental leave every two years for

Continued on Page 4

High court rejects challenge to state right-to-know law

By Arlee C. Green

Pennsylvania's right-to-know law that helps protect workers and communities from toxic hazards was kept largely intact as the Supreme Court decided against reviewing a lower court ruling that upheld the measure.

At the same time, the court declined to review a similar case involving an Akron, Ohio, right-to-know ordinance. In both cases, manufacturing groups argued that the statutes were pre-empted in the manufacturing sector by the Occupational Safety & Health Administration's hazard communication standard.

In the Pennsylvania case, State AFL-CIO President Julius Uehlein said the action "closes the book on those who have sought tirelessly to keep the public and workers in the dark about chemical hazards."

The state federation along with the Molders, AFSCME District Council 13, Fire Fighters Local 22 and the unaffiliated Mine Workers had joined Pennsylvania officials in the battle to preserve the right-to-know law.

The high court's denial of certiorari, which was sought by a manufacturers'

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BULLETIN

Detroit—Negotiators for the Auto Workers and General Motors Corp. reached tentative agreement on a new three-year contract. Details were not immediately available. Earlier story on Page 2.

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Trade penalties demanded for rights violations

The AFL-CIO asked the U.S. Trade Representative to add four nations to labor's original list of nine countries that should be barred from receiving special trade benefits because of their wholesale violation of worker rights.

Testifying before the Generalized System of Preferences' subcommittee of the Trade Policy Staff Committee, Research Director Rudy Oswald said that sanctions should be imposed on Guatemala, Haiti, Zambia and the Central African Republic.

Earlier this year, the federation asked only that the four be issued specific warnings pending a full-scale investigation. Now it wants the government to deny them trade privileges "because of their failure" to correct anti-worker policies.

The other countries the federation targeted earlier for sanctions are Chile, Indonesia, South Korea, Paraguay, Singapore, Suriname, Taiwan, Thailand and Turkey. The Administration has thus far refused to move against any of these nations.

Oswald told the committee the federation is "dismayed" that the government decided not to conduct an annual review of the worker rights issue in these countries. Although the law requires a detailed analysis to assure compliance as a condition for special trade privileges, he said, in most cases the Trade Representative relied on "cursory" information from the State Dept. in declining to take action.

The countries given "an official seal of approval" from the United States government, he said, include:

- Suriname, where all national trade union centers have been controlled by the dictatorship since the 1982 murder of the country's senior labor leader. The incorporation of unions into the government was carried out by the same military officers responsible for the killing five years ago.
- Haiti, which is buffeted by "massive civil disorder" that resulted in the machete murder of a Haitian labor leader and the killing of 32 people and the wounding of 200 more during a series of general strikes.
- Zambia, where the government "is engaging in threats to and intimidation of the union movement," including efforts to force the Zambian Congress of Trade Unions to become an arm of the ruling political party.
- Guatemala, where the ruling party has denied recognition to affiliates of the Confederation of Trade Union Unity, the country's independent labor center. Of 100 unions that sought certification in the private sector since May 1985, only nine have been approved. Although the 1984 constitution allows unionization of government workers, none has been granted legal recognition.
- Singapore, where "government control of the unions is a widely acknowledged fact." Unions can't operate as the "independent voice" of their members and have been converted into "a tool which a paternalistic government uses to mobilize workers to achieve its development goals."

Enforcement of worker rights criteria under GSP, and similar action by the Overseas Private Investment Corp. "can contribute substantially toward making the economic betterment of working people an essential component of international trade and investment," Oswald said.

The AFL-CIO provided the committee with documentation of abuses in all 13 countries—data that Oswald emphasized "present an ominous picture of government intolerance of worker rights" that can best be reversed through U.S. trade sanctions.

Research Dir. Rudy Oswald, right, testifies with economist Mark Anderson.

Bush view of U.S. job skills

Vice President George Bush came down with a severe case of the dreaded foot-in-mouth disease when he questioned the quality of American workers during a 10-day tour of Europe.

In a whirlwind visit that seemed primarily devoted to accumulating video footage for his upcoming presidential campaign, Bush was asked what he had learned from consultations with leaders of the North Atlantic Treaty Organization.

Citing a report that 350 Soviet tanks had taken part in military maneuvers without a mechanical breakdown, he added that the mechanics involved should be sent to Detroit "because we could use that kind of ability. That's quite an achievement."

Auto Workers President Owen Bieber lashed out at Bush for his "foolish comments," and said the Vice President "should apologize to our members and the American people" for implying that Soviet workmanship is superior to that in this country.

Bieber and UAW Vice President Marc Stepp, who directs the union's General Dynamics department, called the remarks "an absolute affront to American workers and American ingenuity," adding: "It's a sad day when an American Vice President, speaking in a foreign land, belittles the accomplishments of American workers."

"Hey, give me a break," an embarrassed Bush responded later. He said it was meant as a mark of "great respect" for American auto workers and that the kind of ability shown by the Soviet mechanics would be "welcome in the United States because quality is our emphasis."

Asked if he had offended American workers, Bush replied, "I really don't want to get into that." He tried to kiss the thing off as a joke that backfired. "I thought I was trying to be funny," Bush told reporters. "Obviously it didn't work very well."

Bush is expected to make the formal announcement of his candidacy for President on Oct. 12. Obviously it won't be in Detroit.

High court rejects challenge to state right-to-know law

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trade group, is a "wonderful way to celebrate the anniversary of this life-saving law," Uehlein commented. The measure was enacted Oct. 4, 1984.

AFL-CIO safety director Margaret Seminario said the Supreme Court "has now clarified what states and localities can and cannot do with respect to right to know and that paves the way for them to take action to provide protection to the public and workers where the federal law has not guaranteed protection."

The decision "should conclude the debate that has gone on about the right of states to protect citizens from hazardous chemicals," she added.

The Pennsylvania law was initially challenged as unconstitutional and pre-empted by OSHA's hazard communication standard. A federal district court rejected the constitutional challenge, but ruled that many of the state law's provisions were pre-empted by the OSHA standard in the manufacturing sector.

The 3rd Circuit U.S. Court of Appeals in Philadelphia overturned that ruling in part, allowing federal pre-emption in the manufacturing sector only in the labeling of pipelines and containers, posting of hazardous substances used in the workplace, and maintaining of material safety data sheets.

The court also held that the state law is also pre-empted in the area of education and training requirements. Provisions requiring hazardous substance surveys in all industry sectors were upheld.

Expanded coverage

The Pennsylvania law has many of the same provisions as the federal hazard communication standard. At the time of the court challenge, the OSHA rule was limited to covering only workers in the manufacturing sector.

Under court order, the federal job safety agency has expanded the hazard communication standard to include all workers under its jurisdiction.

Pennsylvania's measure is more stringent than the federal regulation in that it requires state officials, rather than chemical manufacturers, to compile a list of hazardous substances.

Also unlike the federal rule, the state law requires all employers to provide information on workplace hazardous substances to the general public and local police and fire departments.

The state can also request that manufacturers conduct environmental surveys.

In the Akron case, the high court cited a lack of jurisdiction as it let stand an appellate court ruling that the city's right-to-know law is pre-empted by the OSHA hazard communication standard in the manufacturing sector.

The ordinance was challenged by the Ohio Manufacturers' Association and Akron Selle Co., a metal stamping business. U.S. District Court Judge Ann Aldrich ruled for the city, but the 6th Circuit U.S. Court of Appeals in Cincinnati reversed that decision in September 1986, holding the local law's requirements were pre-empted by the OSHA standard only in the manufacturing sector.

The city began enforcing its ordinance among non-manufacturing businesses in January 1986 while awaiting further court action. So the Supreme Court's decision not to review will apparently not have any large impact, as the city said it intends to keep enforcing the measure.

The Rubber Workers and the Akron-Medina County AFL-CIO filed "friend of the court" briefs in the lower court decisions on the Akron ordinance.

Auto Workers rev up pace of GM contract negotiations

Detroit—The Auto Workers and General Motors Corp. stepped up the pace of negotiations on a contract geared to provide the same sweeping job security the union won earlier at Ford Motor Co.

Bargainers put the talks on a fast track and the UAW called its 300-member General Motors Bargaining Council to an Oct. 12 meeting in Chicago. The session could either approve any tentative contract covering 335,000 GM workers or set the date for a strike if no agreement is reached.

The Electronic Workers are also bargaining with GM for a new contract covering 24,000 workers. IUE President William Bywater has stressed that job security is at the top of the union's agenda because of the automaker's previously announced plans for mass layoffs and plant closures over the next three years.

Both union contracts at GM expired Aug. 14. But workers remained on the job as the UAW turned its attention to Ford.

Contracting-out limits

Those negotiations produced a historic pact guaranteeing the jobs of 104,000 workers and imposing sharp limits on contracting out work to nonunion firms or shipping jobs overseas. It also provides wage increases, profit-sharing, pension improvements and cost-of-living adjustments.

Members at Ford installations across the country ratified the agreement by an overwhelming 72-percent margin. UAW President Owen Bieber and Vice President Stephen P. Yokich, who directs the UAW's Ford department, called the vote a recognition by members that "we achieved our No. 1 goal at Ford—greatly enhanced job security."

The union's goal is to make the Ford agreement a pattern for the industry. Negotiators got words of encouragement from GM Chairman Roger B. Smith, who indicated the No. 1 automaker could accept the concept of job guarantees with certain "modifications."

Eroded morale

Bieber emphasized that "General Motors has even more need than Ford for an agreement that makes jobs secure," because worker morale has eroded under the impact of foreign competition, plant closings, layoffs and a shift of some GM assembly operations to other countries.

In the past year, GM has announced plans to close all or part of 16 assembly, stamping and parts plants, eliminating the jobs of as many as 36,000 hourly workers by the end of 1990. And company officials indicated in recent months that GM may have to close still more installations.

Meanwhile, the unaffiliated Canadian Auto Workers reached tentative agreement with Ford Motor Co. of Canada on a contract covering 13,000 workers. It provides wage increases totaling 6 percent over a three-year period, fixed annual increases for current pensioners and inflation-indexed payments for future retirees.

CONVENTION

The Train Dispatchers will hold their 25th convention in Las Vegas, Nev., Oct. 27-29.

Myers appointed regional director

Frank Myers has been named director of the AFL-CIO's New England region, Organization & Field Services Director Charles McDonald announced.

Myers, 46, has been serving as assistant regional director for the past five years.

He joined the federation in 1966 as a field representative for the Massachusetts area, serving until his appointment as assistant regional director in 1982. Earlier, he was an organizer with the Ladies' Garment Workers in New England and upstate New York.

Since joining the federation staff, Myers has been involved in organizing campaigns in the insurance, apparel, grain milling, office and service industries as well as in the federal sector.

Myers fills the vacancy resulting from the death of John O'Malley, who served as Region VIII director for 10 years.

The region comprises the states of Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island and Vermont.

AFGE stalls Teamster raid at Census Bureau

Suitland, Md.—The Government Employees beat off a raid by the unaffiliated Teamsters for a 3,000-worker unit at the U.S. Census Bureau. A run-off election will be required as neither side received a majority. AFGE Local 2782 got 739 votes, Teamsters, 538 and no union, 286.

AFGE President Kenneth T. Blaylock said the union was "bouyed by the results, given the unlimited amount of money the Teamsters can put into any election." He attributed the no-union votes to workers who "don't want their unions wasting valuable time and money on senseless raids."

The run-off election will be scheduled by the Federal Labor Relations Authority, which conducted the election. Meanwhile, professional employees at the Census Bureau voted 574-245 to join the nonprofessionals in the unit.

'Buy-foreign' arms policy hit for drain on U.S. jobs

Purchases undercut national security

Arlington, Va.—The presidents of five AFL-CIO unions and two departments of the federation led a mass rally outside a military weapons trade fair, protesting a "buy-foreign" exposition designed to increase foreign arms merchants' share of the Defense Dept. procurement budget.

"By doing business with foreign manufacturers, we put our national security in foreign hands," said Communications Workers President Morton Bahr. "Contracting out U.S. jobs weakens the U.S. manufacturing base and exposes the Pentagon lie that more defense dollars create more U.S. jobs."

President William Bywater of the Electronic Workers said that strong buy-American laws enacted by Congress have been cancelled out by the Pentagon's decision to sign memoranda of understanding with 19 foreign countries that gives them an increasing bite out of the $169-billion weapons budget.

"It's an outrageous act that undermines the protection of American jobs," he emphasized.

Foreign subsidies

Machinists President William Winpisinger urged legislation to strengthen domestic industrial capability, particularly among the subcontractors who are losing out to unfair competition from abroad. He charged that "foreign manufacturers are subsidized by their governments in order to obtain access to U.S. technology, which is then applied to the commercial markets as well as defense production."

Summing up the sentiment of the 250 demonstrators, Service Employee President John J. Sweeney declared that America has the manufacturing capacity, the skilled workers and the technology to supply the Pentagon's needs. "Why doesn't our government buy American, instead of providing special encouragement for foreign companies to enter our markets." he asked.

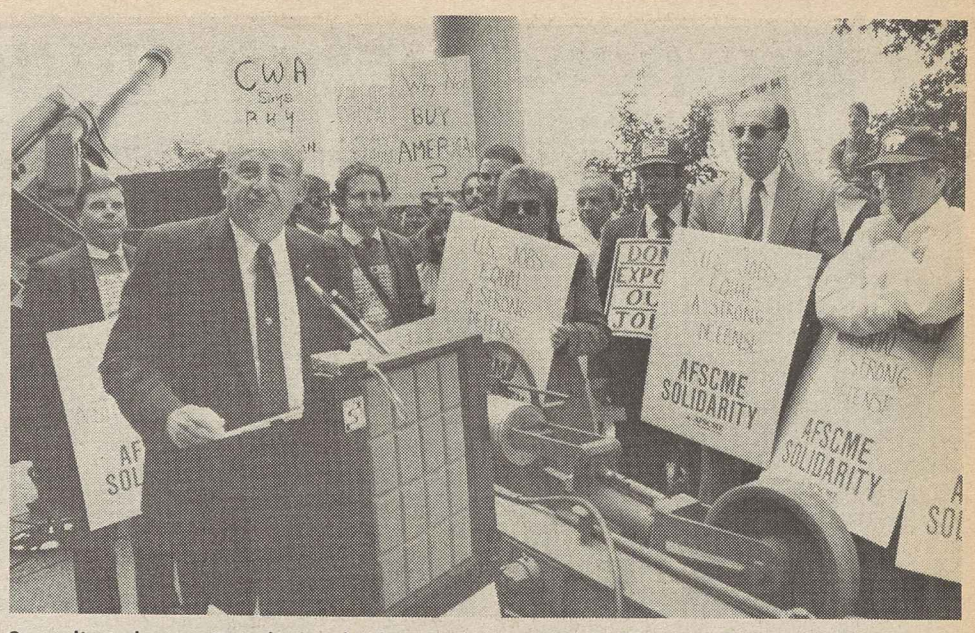
AFSCME President Gerald McEntee accused the 200 foreign arms merchants and the Administration officials who gathered for three days of discussions on weapons purchases with being "responsible for the bloated and unmanageable Defense Dept. procurement system we now have. And it's the taxpayer who foots the bill."

Dangerous dependence

President Paul Burnsky of the Metal Trades Dept.—who has been in the forefront of the opposition to the trade show—assailed Administration officials and some members of Congress for taking part in the exposition, calling their participation "contrary to the interests" of American workers. "We are already dangerously dependent on foreign sources for critical weapons systems components," he said.

Industrial Union Dept. President Howard D. Samuel emphasized that "American tax dollars should be spent in America to meet our own defense needs, with American metal, using American machines, American parts, by American companies and American workers."

Unable to be present at the demonstration because of his participation in contract talks with General Motors, Auto Workers President Owen Bieber issued a statement in Detroit criticizing the participation of government officials. He made public the text of a letter to Defense Sec. Caspar Weinberger, urging an end to the "contracting out" of American jobs and calling for "procurement policies that will strengthen America's industrial base and national security."



Standing by a Dutch-made howitzer, IAM's William Winpisinger protests exposition linking Defense Dept. officials and foreign arms merchants.

Economic indicators mixed as interest rates continue rise

The nation's economy sent out a wave of mixed signals, as interest rates continued to climb, the jobless rate inched down a peg and unease in financial circles sent the stock market on a roller coaster ride.

Major banks hiked their prime lending rate—the interest they charge their preferred customers—one-half of 1 percent to 9.25 percent. It was the second time in a month and the fourth time this year that borrowing costs shot up, putting them at their highest level in more than 18 months.

There will be an immediate ripple effect that means bad news for consumers, because they'll have to pay more to finance everything from home mortgages and automobiles to furniture and appliances.

Meanwhile, the government reported that its leading indicators—which forecast future economic activity—rose six-tenths of 1 percent in August. But the increase was due almost entirely to large gains on Wall Street during the month. Without the stock market component, the index would have advanced a tepid one-tenth of 1 percent.

But the stock market's contribution may be short-lived. This week, the Dow Jones industrial average tumbled more than 91 points in a single day—the largest one-day drop in history—squeezing 3.47 percent out of the index.

Investors jittery

Analysts blamed the nosedive on investors' anticipation of the interest rate rise and fears of another round of inflation.

On the jobs front, the unemployment rate dipped to 5.9 percent in September—the lowest level since 1979—due largely to a sharp decline of 441,000 in the civilian workforce.

Of the 7.1 million jobless, a staggering 72.3 percent aren't drawing any unemployment benefits, according to the Bureau of Labor Statistics. That's up from the 70.9-percent level for the same month in 1986.

Among those denied benefits are more than 1 million who have been without work 27 weeks or longer. The long-term help was unavailable because of Reagan Administration changes in the law setting higher state-by-state "triggers" for extended benefits.

The BLS said the average workweek declined six-tenths of 1 percent between August and September, while factory overtime fell two-tenths of 1 percent.

Overall, there were 11.2 million more people at work last month than when the Reagan Administration took office. But most of the gains were in the lowest-paying sectors of the economy. The service sector added 5.7 million full- and part-time workers while wholesale and retail trade contributed another 5.7-million jobs, most of them at or near the minimum wage level.

In other developments:

- Orders to U.S. factories fell 1.7 percent in August, reflecting a weakness in both military and civilian orders. Orders for non-defense capital goods—considered a barometer of future industry investment plans—plunged a sharp 8.1 percent during the month.
- A rebound in apartment building helped spur a 1.6-percent increase in construction spending. The Commerce Dept. said building was running at a seasonally adjusted annual rate of $399.6 billion. But analysts predicted the industry would remain weak for the near future. And the rise in interest rates isn't likely to improve that picture.
- The failure of five more banks pushed the nation's 1987 total to a post-Depression record for the fourth year in a row. The Federal Deposit Insurance Corp. shut down three lending institutions in Texas and one each in Nebraska and Minnesota.

That puts the number of failures this year at 141 with three months still to go, topping the 138 for all of 1986. At the peak of the Great Depression in 1933, before the FDIC was created, an estimated 4,000 banks closed their doors.

Senate majority holds firm against Bork's confirmation

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Supporters sought to portray Bork as a "law-and-order" judge, and a panel of witnesses on the last day of hearings addressed that issue. Robert B. Kliesmet, president of the Union of Police Associations, an AFL-CIO affiliate, was one of them. His conclusion was that Bork's positions on issues directly affecting working police officers had more negatives than plus factors.

Preparing for a showdown vote by the full Senate, the AFL-CIO continued its grass-roots campaign for messages of opposition. A letter from Legislative Director Robert M. McGlotten to some 30,000 union activists in 18 key states focused on Bork's record on issues affecting workers.

The White House has tried to dismiss all criticism of Bork as politically motivated and at the same time has threatened political retribution to senators who oppose his confirmation.

The new Administration line is that the nomination may go down the drain, but it will give valuable opposition to Republican candidates who run against Democratic incumbents who opposed Bork—especially in southern states.

At the Judiciary Committee meeting that voted on the nomination, Sen. Gordon J. Humphrey (R-N.H.) expressed the GOP strategy in these blunt terms:

"We shall win one way or another, either by confirming Robert Bork or making a political issue of this process in 1988 and 1990 and beyond."

But Sen. Howard Heflin (D-Ala.), a fellow member of the Judiciary Committee and a conservative whose vote the Administration needed to keep alive the possibility of Bork's confirmation, said he couldn't support the President on this nomination because of his concern over Bork's "extremism."

Postal clerk keeps job despite Bork's dissent

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Post Office, Gordon had taken on the unpaid monthly chore of putting out the Local 480-481 Communicator.

The newsletter reflected Gordon's strong belief in the union cause.

Gordon's troubles began when management misconstrued a reference in his column to a political mailing by Rep. Philip M. Crane (R-Ill.), one of the most anti-union members of Congress, on behalf of the National Right to Work Committee.

Management was concerned that the column left the impression that Gordon had read the "right-to-work" mailing in the Post Office.

Whether true or not, management contended, that might cause a loss of confidence in the privacy of the mails.

Gordon clarified the reference in the next issue. Actually, as a registry clerk he didn't even come in contact with the area where the third-class political mailing was being sorted. And the person who showed him the Crane mailing testified that it was a copy he received in the mail at home.

But that didn't stop management from firing Gordon, and it prevailed in a grievance arbitration. The arbitrator took the position that it was "immaterial" whether Gordon had done anything wrong because what he wrote in the newsletter could undermine public confidence in the mails.

The union then launched the long and successful court battle.

Free speech safeguard

In a 1985 ruling, it won Gordon's reinstatement after a federal district judge agreed with the APWU's contention that Gordon's writings were entitled to constitutional free speech protection. But the court left the issue of back pay to arbitration.

Management wasn't satisfied and appealed the decision, while the union challenged the denial of full back pay.

The appellate court majority agreed on the constitutional issue and held that there was no reason to deny Gordon full back pay for the approximately two years he was out of work. It found no evidence that Gordon had done anything worse than use a touch of literary license in an effort to make a point.

The column was about the value of union membership and the need to sign up nonunion freeloaders. It referred to the Crane letter only in a sarcastic reminder not to use "strongarm tactics" that the "right-to-work" mailing claimed unions employed to get people to join.

To the appellate court majority, the dismissal was clearly based on Gordon's constitutionally protected writings and the government's tortured justification was unconvincing. Gordon's attempt to use "narrative fiction" as a form of satire to make a point was in a respected literary tradition, the court suggested, and not "a deliberately false statement of fact." It may have been "unsuccessful as a literary effort," the appellate court noted, but it's still entitled to constitutional protection.

Few members of the general public were likely to have seen the union newsletter, Chief Judge Patricia M. Wald noted in her decision. If any did, they would be "extremely unlikely" to lose confidence in the integrity of the mails because of an amateur writer's attempt at irony.

But Bork, the dissenter on the panel, would have no part of that common sense conclusion.

Bork fumes

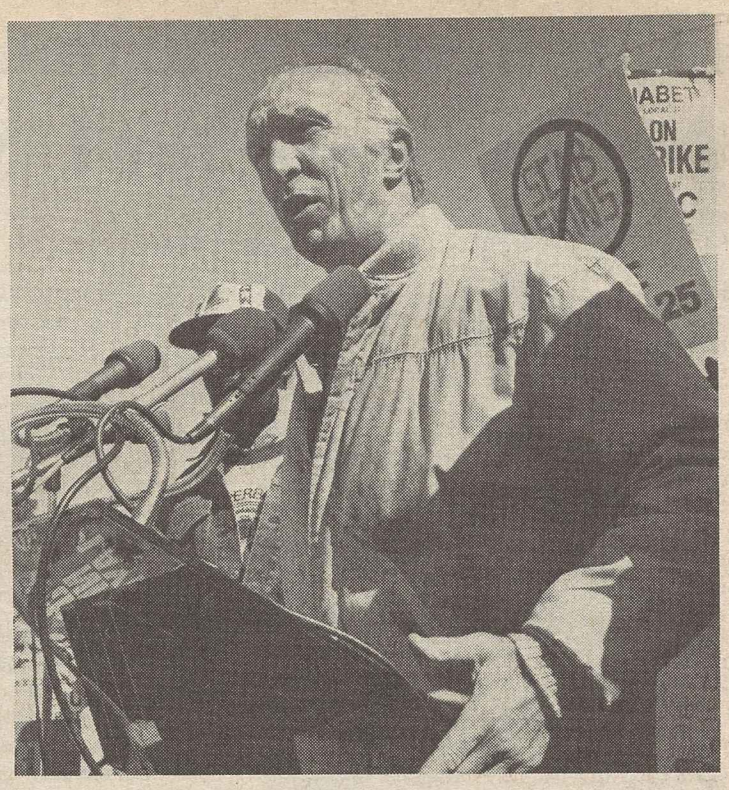
He fumed that the court majority was expanding the Constitution instead of deciding "a pure question of law." Besides, he insisted, Gordon's status as a government employee leaves him subject to somewhat greater restrictions on his free speech rights than other workers.

Chief Justice Wald responded to one of Bork's statements in a caustic footnote.

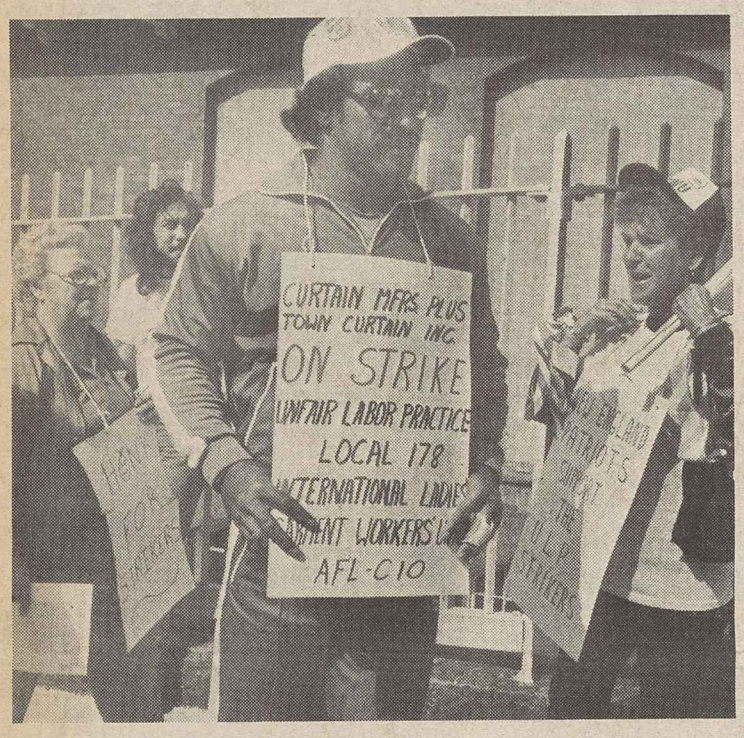
Justifying the dismissal on the basis of harm that could come from Gordon's writings, Bork said that "nothing in Gordon's column suggests to his readers that he would hesitate to read and discuss the contents of a first-class letter."

Bork's comment is "sheer sophistry," Wald retorted. "Gordon is being punished for what he wrote, not for what he failed to deny."

Detroit-Tampa Bay game drew little more than the scab players at the Silverdome.



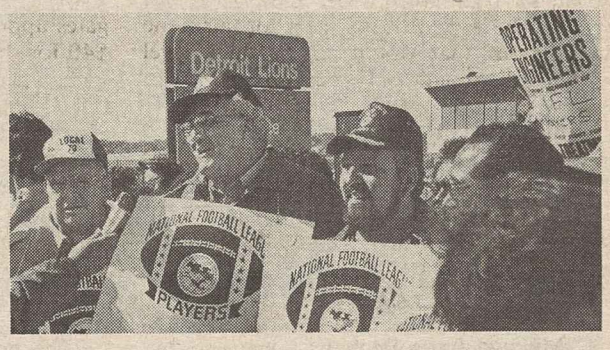
Sec.-Treas. Thomas R. Donahue at Washington rally.



New England Patriot Mosi Tatupu joins Ladies' Garment Workers picket line. The ILGWU local has been on strike in Fall River, Mass., since August.

Washington Redskins strikers backed by a strong union turnout.

Singing of solidarity



UAW's Owen Bieber leads Detroit fans.

Boycott of 'scab ball' throws NFL owners for big loss

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The pickup teams fumbled and stumbled like highschoolers. But they didn't draw crowds the way some high school teams did. The Valdosta, Ga., Wildcats defeated the Tiftin County Blue Devils before a crowd of 15,000. And 7,000 watched the McKinley Bulldogs of Canton, Ohio, trounce the Glenville Tarblooders of Cleveland.

With the NFLPA and the owners still locked in negotiations, organized labor planned more demonstrations of support for the players as management made its second consecutive weekend attempt to reap profits from ticket sales, concessions and television rights by using less-than-professional players.

AFL-CIO Vice President Gene Upshaw, president of the Federation of Professional Athletes and the NFLPA's executive director, made clear that the question of free agency—the right of players to pick the team for which they want to play after serving four years or more of indentured service—isn't the only issue in contention.

Upshaw said other key issues on the table include:

- Higher minimum salaries for the 380 rookies who earn only $50,000 a year—significantly below what first-year players make in major league baseball, the National Basketball Association or the National Hockey League.
- Guaranteed contracts, which now apply to fewer than 100 of the NFL's 1,600 players. All professional baseball and hockey players have guarantees. So do more than 75 percent of the NBA players.
- Improved pension benefits plus repayment by management of $18 million owners were supposed to contribute to the fund under the 1982 settlement—but didn't. At present, retirees get 20 percent than their NHL counterparts and about one-third of what American and National League baseball players get.

Across the country, union members were in high spirits as they joined the NFLPA members to picket the sparsely attended games.

In the nation's capital, 2,000 Bricklayers, Theatrical Stage Employees, Machinists, Seafarers, Teachers, Letter Carriers, Air Line Pilots and Plumbers & Pipefitters joined the real Washington Redskins outside RFK stadium.

They heard AFL-CIO Sec.-Treas. Thomas R. Donahue emphasize that "there are two kinds of people. There's the kind that care, and you're out here. Then there's the kind that doesn't know enough to care, and they're inside. And that's too bad."

The 1,000 pickets from more than 35 unions outside the Pontiac Silverdome heard calls for solidarity from Auto Workers President Owen Bieber, State AFL-CIO President Ralph Garrison and Detroit AFL-CIO President Thomas Turner.

Then they adjourned to a nearby high school for an impromptu softball game between the genuine Detroit Lions and members of various unions. The softball game was preceded by the playing of the national anthem by members of Musicians Local 5—locked out by the Detroit Symphony Orchestra for the past three weeks.

The message of union support for the professional football players was repeated across the country—by 2,000 pickets outside the Seattle Kingdome, 1,000 at Atlanta's Fulton County Stadium, 1,000 at the Los Angeles Coliseum, and hundreds more at sites where the phony games took place.

Another week of near-empty stadiums and the possibility that television networks will run more profitable events could drain the owners' wallets and make it too costly to continue pursuing their strategy for breaking down the players' resolve.

45,000 win 13% raise in ACTWU pact

Continued from Page 1

the birth or serious illness of a child, with the working parent guaranteed a job on his or her return. Health insurance coverage will be maintained during the leave period.

ACTWU and the manufacturers' association will set up joint committees to study the availability of child care and the needs of working parents.

ACTWU and the employer group also agreed to continue a joint campaign to press Congress on setting needed limits on apparel and textile imports.

"The industry has been growing at a rate of about 1 percent per annum, while imports have been increasing at 17 percent a year," ACTWU President Jack Sheinkman pointed out.

Sheinkman noted that the agreement includes job security provisions that forbid management from moving manufacturing work to nonunion plants and bar manufacturers from importing garments.

"They can move work elsewhere so long as it's to a union shop and so long as they don't idle union workers by doing it," he said.

Chicago Teachers end strike with new two-year contract

Chicago—A two-year agreement that reduces class overcrowding and raises salaries 8 percent ended a month-long strike by Teachers Local 1.

The 29,000 AFT members returned to their classrooms Oct. 5 to welcome back the giant school system's 430,000 students.

The settlement calls for a reduction of two students in kindergarten through third-grade classes at 36 overcrowded schools and at an additional 100 schools where student performance is below average.

Although the number of pupils in those grades officially was limited to 29, elementary schools in several districts throughout the school system held classes with as many as 42 students per teacher. The system-wide average teacher-pupil ratio for elementary schools is 23.8.

The AFT local pointed out that most educational groups agree—including the federal government's Office of Educational Research & Improvement—that the quality of education begins to decline as classes exceed 28 students.

The pay package provides for a 4-percent raise in each contract year. The second-year increase is contingent on the school district receiving additional funds from the state legislature or by altering its budget.

The local's governing board approved the settlement by a vote of 563 to 95.

The school board insisted that it will have to eliminate 1,800 jobs throughout the school system, 100 of which are vacant positions that will not be filled, to cover the cost of the pay increase. The layoffs will target low- and middle-level administrators. The AFT local suggested that savings could be made in other budget areas.

Under the old contract, beginning teachers earned just $16,000 a year and the average annual salary was $29,700.

Hatch Act reform gains wide bipartisan support

A labor-backed Hatch Act reform bill that would restore political rights to federal and postal workers won the unanimous endorsement of the House Post Office & Civil Service Committee.

Its strong bipartisan support, despite Administration reluctance, points towards passage by both the House and Senate before next year's election campaigns are in full swing.

The law, dating from 1939, was originally intended to protect government workers from being pressured by their bosses to contribute money or political work to help the party in power.

That protection remains in the reform bill that Rep. William L. Clay (D-Mo.) introduced with more than 120 co-sponsors.

But the legislation frees federal workers from the strict Hatch Act ban on active participation in the political process.

It would restore their full political rights to public employees covered by the Hatch Act—when they are off duty, out of uniform and away from their workplaces. They could campaign actively for candidates or political parties of their choice, serve as delegates to political conventions, and even run for office themselves.

A petty harassment of three union presidents—Moe Biller of the Postal Workers, Kenneth T. Blaylock of the Government Employees and Vincent R. Sombrotto of the Letter Carriers—added to the public perception of the law as outdated and undesirable.

'84 election role

All three are on unpaid leaves of absence from their civil service jobs while holding union office. But because of their open support for the labor-endorsed Democratic presidential ticket in the 1984 elections, they were charged with Hatch Act violations.

Each was accused of having "engaged in campaign activity in support of the presidential candidacy of Democrat Walter Mondale and against the re-election of Republican Ronald Reagan."

Their "punishment," after a hearing by the federal Merit Systems Protection Board, was a virtually meaningless 60-day suspension from their unpaid government employment status. But it was a reminder that employees in duty status have been fired or suspended for Hatch Act violations.

There is widespread agreement that the law has had the chilling effect of making many federal workers fearful of exercising even those political rights allowed under the Hatch Act.

Congress approved Hatch Act reform in 1976, but was unable to override President Ford's veto of the bill.

The new bill, refined in bipartisan consultation by a subcommittee headed by Rep. Patricia Schroeder (D-Colo.), was approved by the full committee just a few days later. The House Democratic leadership is holding off bringing it to the floor in the hope that Republican supporters of the bill can persuade the White House to accept it.

House Republican Leader Robert H. Michel (Ill.) told reporters he has pressed the Administration to try to approach the bill "affirmatively, not negatively, not to look for problems."

Sensible prohibitions

The bill specifically prohibits political contributions to superiors or solicitations of government contractors, regulated industries and others seeking business or favors from government. It prohibits any form of on-the-job political activity.

Postal unions said they will be asking members to send messages of support for the Hatch Act reform bill and the AFGE hailed committee approval as "the important first step needed to put government employees on equal constitutional footing with every other American citizen."

URW presses for job rights in corporate takeover ploys

Las Vegas, Nev.—The Rubber Workers convention laid the groundwork for the union's upcoming negotiations with the major tire companies and called for protection for workers whose jobs are threatened by corporate takeovers.

The 667 delegates endorsed a workers' bill of rights calling for dignity and job security for all workers and pressed for increased organizing activities.

URW President Milan Stone said the union was developing new strategies to contend with worldwide interests in the rubber industry, from support for fair trade legislation "that would put us on a level playing field with our trading partners" to global negotiations.

He scored the rash of corporate takeovers as an abuse of the free enterprise system that represents "a serious threat to future U.S. economic competitiveness" and urged union members to press Congress to take action.

Takeover waste

"Millions and millions of dollars are being spent by corporations to fight hostile takeovers which usually result in some plant closures and lost jobs," Stone stressed, adding that in 1986, "American companies spent more on takeover defenses than they spent on plant and equipment."

But Stone also expressed optimism that labor was on the move, citing union organizing victories among air traffic controllers and other workers. "I believe we're heading into a new era," Stone said, but stressed that to keep the momentum, union members must step up political education efforts.

In election results, Stone defeated URW Local 670 President Don P. Copass of Madison, Tenn., by a 702-178 vote to win re-election to his third three-year term. Vice President Joseph H. Johnston also was re-elected in a contest with URW representative Dante V. Cotrufo, winning by a 590-284 margin. Sec.-Treas. Kenneth L. Coss was elected to his first full term.

The convention reduced the number of executive board members from 14 to 11 and elected eight new members who will serve on the board with the URW's officers.

In another constitutional change, delegates approved a weekly salary increase of $40 for the top officers, followed by a $20 increase in 1988 and 1989.

Delegates called for restrictions on plant closings and corporate raiders, expressed support for black trade unionists in South Africa and supported expanded organizing activities.

The convention also named retired Rep. John S. Sieberling (D-Ohio) an "honorary United Rubber Worker" for his efforts to deal with the abuses of corporate raiders.

Rev. Joseph Lowery of the Southern Christian Leadership Conference scored the Reagan Administration's acceptance of overwhelming unemployment and "a poverty level of nearly 40 million." Lowery, addressing the delegates, called on workers, unions and other citizens "to rebuild and strengthen that coalition of conscience."

Other speakers included Presidents Frank Martino of the Chemical Workers, Howard Samuel of the AFL-CIO Industrial Union Dept., A.G. Trammell of the Alabama AFL-CIO, Msgr. George G. Higgins, President Norman Hill of the A. Philip Randolph Institute and Deputy Gen. Sec. Pekka Aro of the International Federation of Chemical, Energy & General Workers.

Rubber Workers President Milan Stone addresses delegates. Seated are Vice President Joseph H. Johnston and Sec.-Treas. Kenneth L. Coss.

Nebraska unions back call to build farmer-labor unity

North Platte, Neb.—The Nebraska AFL-CIO convention charted a course to bolster labor's voice in state and national political activities as it urged more COPE participation, greater involvement of union retirees and expansion of the state's farm-labor coalition.

The convention noted that besides the race for president, one Senate and three House seats as well as half the state legislature seats will be decided in next year's elections.

The 173 delegates put special emphasis on the formation of local union COPE committees "to conduct your-round political programs among their members, and to work with central labor bodies on registration, education and get-out-the-vote efforts."

Voluntary political checkoff was urged to bolster COPE fundraising ability. The delegates stressed that while labor political action committees are out-funded 4-1 by corporate, right-wing and trade assocation PACs, "successful emphasis on checkoff will narrow the gap."

The convention pointed out the need to "enlist the support of retired union members in promoting social programs and other union political objectives." The delegates also called for reform of the Hatch Act which bars federal and postal employees from engaging in political activities.

Greater affiliation of local unions with the state federation will boost political clout, the convention noted, as would an expanded statewide farm-labor coalition. A resolution pointed out that family farmers and union members have "common enemies such as subsidized foreign imports, multinational corporate greed, and excessive military spending."

Delegates voiced strong opposition to the nomination of Robert H. Bork to the Supreme Court, "based upon his track record of civil and human rights and other issues of supreme importance to 'We the People' because we do not believe his philosophy would promote domestic tranquility and justice for all."

Boycott backed

They backed the AFL-CIO's boycott of John Morrell Co. meat products, and state legislation requiring that the processor's name be stamped on each package of meat. They also condemned Reagan Administration attacks on supplemental security income, Medicare and Medicaid, Davis-Bacon Act and federal minimum wage.

Robert Harbrant, president of the AFL-CIO Food & Allied Service Trades Dept., discussed the impact of Reagan Administration policies on organized labor and the battle that Food & Commercial Workers waged to get a fair contract out of the nation's largest meatpacker, IBP Inc.

AFSCME President Gerald W. McEntee cited the depth of unity among organized workers and discussed the AFL-CIO's report on the changing situation of workers and their unions—a study aimed at helping unions meet the challenges of the future.

Other guest speakers included Republican Gov. Kay Orr, President Ronald Roskens of the University of Nebraska, President Corky Jones of the American Agricultural Movement, AFL-CIO Regional Director Ray Francis and COPE Director John Perkins.

North Carolina convention votes COPE 'victory fund'

Asheville, N.C.—Delegates to the North Carolina AFL-CIO convention set their political and legislative agenda for the coming year.

The three-day session established a 1988 COPE "victory fund," with affiliates urged to contribute a 10-cent per capita payment for the 12-month period leading up to the November elections.

The 325 delegates also pressed for further improvement in the state's unemployment and workers' compensation programs and called for an end to double-breasted contracting in the state's construction industry.

State AFL-CIO President Christopher Scott called on the convention to "lay plans for the future" and continue the hard work of keeping unions organized.

He spoke of the ties between the U.S. Constitution and the the trade union movement, noting that workers' basic rights to free speech and assembly are granted by the Bill of Rights.

While the government, through the National Labor Relations Board, can certify a union as the bargaining agent for a group of workers, "that certification is only a symbol" for workers who share common goals and a common plan for action, Scott added.

Scott and Sec.-Treas. James Andrews were re-elected to new two-year terms. Four new members were elected to two-year terms on the executive board. They are Calvin Griffin, Paperworkers; Bob Stutts, Postal Workers; Tommy Guinn, Woodworkers, and Paul Arrington, UPIU. UPIU.

Delegates attended a series of workshops on health care, political action, drug testing and workers' rights under labor law and workers' compensation programs.

They adopted resolutions calling for increased union affiliation with state and local central bodies, curbs on corporate takeovers as outlined by Sen. Terry Sanford (D-N.C.), government prohibitions on random drug testing and polygraph exams, and increased federal and state funding for research on AIDS—acquired immune deficiency syndrome.

In a constitutional change, delegates added retiree clubs to the list of organizations that can affiliate with the state federation, with dues set at $5 per quarter.

Senate votes U.S. ban of all Iranian imports

The Senate put aside a heated debate over the Persian Gulf policy to give bipartisan approval a ban on all imports from Iran. The import ban was added to the pending Defense Dept. authorization bill by a 98-0 vote.

Increased U.S. purchases of oil and merchandise from Iran have helped finance its military actions.

Oil isn't the only Iran export to cause concern.

Foreign trade data show that textile imports from Iran in the first six months of this year were three times greater than for all of 1986.

The jump in imports added to unemployment in the United States and sent U.S. dollars to Iran.

Labor begins Blues' boycott in Tennessee

The Blue Cross/Blue Shield corporate operations in Memphis, Tenn., are on the AFL-CIO national boycott list at the request of the ten affiliates involved in a nationwide coordinated organizing campaign.

Federation President Lane Kirkland said that the Blues' strong anti-labor stance has been "evident not only in the company's action against its employees who have tried to form unions at several locations, but also in its treatment of unions at its organized locations."

Because the situation at the firm's Memphis office is "among the worst," Kirkland said, the federation's Executive Council endorsed the boycott.

He pointed out that recent organizing efforts at the Memphis office have been met with intense resistance, as the firm hired "one of the most vicious union-busting consultants to intimidate and threaten its workers." The firm's employees are subjected to lengthy captive audience meetings at which unions are depicted as greedy and corrupt, Kirkland said.

Worker assaulted

Those workers who have indicated their support for the union have been threatened and harassed and one female worker who tried to distribute union literature was physically thrown from the building, resulting in injuries that required hospital treatment.

Efforts by the AFL-CIO to meet with the national Blue Cross/Blue Shield organization to urge an end to these tactics have been unsuccessful, Kirkland emphasized.

"Blue Cross/Blue Shield is not the pro-worker insurance provider it claims to be," he declared in a letter advising leaders of affiliates and central labor bodies of the boycott and enlisting their help.

Unions involved in the coordinated organizing campaign that has targeted some 70 locations nationwide are the Service Employees, AFSCME, Electronic Workers, Auto Workers, Communications Workers, Office & Professional Employees, Food & Commercial Workers, Steelworkers, Machinists and the Retail, Wholesale & Dept. Store Union.

TCU President Richard I. Kilroy details ICC refusal to enforce labor protective provisions in railroad takeovers. At right, RLEA counsel William Mahoney.

Kilroy hits ICC indifference to job loss in rail spinoffs

The Interstate Commerce Committee has consistently refused to require safeguards for workers whose jobs have been wiped out by the spinoff and sale of short lines and regional railroads, Transportation Communications Union President Richard I. Kilroy charged.

Kilroy, who chairs the Railway Labor Executives' Association, told a House Energy & Commerce subcommittee that since the rapid growth of these secondary carriers began in 1980, "the ICC has not once exercised its discretion and imposed employee protective provisions."

During the past seven years, he emphasized, tens of thousands of rail workers have seen their jobs eliminated. Kilroy accused the Reagan-dominated ICC of closing its eyes to this job hemorrhage, twisting both the letter and spirit of the law in allowing the industry to avoid its collective bargaining and legal responsibility to protect employees from being thrown out of work.

The creation of short lines and regional railroads has been used, he said, "with the ICC's blessings, as a vehicle for stripping employees of their rights and neutralizing the effect of organized labor in the rail industry."

Kilroy stressed that besides avoiding their contractual responsibility to workers in establishing these lines, the nation's rail carriers are attempting to destroy all basic benefits and rights of railroad workers.

The nation's railroads, he said, have been provided "every consideration possible by the ICC in removing or neutralizing their obligations to employees." Not satisfied with this, he continued, the carriers "now wish to destroy the remaining rights of their employees" provided for in the Federal Employers Liability Act, the Railroad Retirement and Tax Acts and the Railway Labor Act.

Labor protections urged

Urging Congress not to bow to industry demands for added economic benefits, Kilroy called instead for enacting legislation introduced by Rep. Doug Walgren (D-Pa.) to mandate LPPs in these transactions.

Kilroy accused the ICC of usurping the congressional prerogative in creating what amounts to a national network of short lines and regional railroads—an action, he said, that poses a "significant threat" to both the economy and national security.

He said the ICC has virtually eliminated all procedures to determine whether these new carriers created by the spinoff and sale of existing lines are viable.

Current ICC regulations, he told the subcommittee, are so lax that the new operators don't have to file copies of their sales agreements or provide any data to show they have "the financial ability, management or staff to operate safely."

Moreover, Kilroy said, the small railroads have poor safety records. He laid the blame on "the inexcusable failure of the Federal Railroad Administration to take initiative in enforcement of the safety laws" against these carriers.

He said the FRA rarely inspects the short line and regional railroads, imposes smaller fines than for larger carriers and routinely grants them waivers from many safety regulations.

Washington State Fed sets political goals

Kelso, Wash.—Political action topped the agenda of the Washington State AFL-CIO convention as delegates set plans for the 1988 elections and directed the state federation to take action next January on the endorsement of a candidate for the U.S. Senate.

In mapping their legislative priorities, delegates called for improvements in the state's unemployment and workers' compensation programs and supported proposals for a federal prohibition of drug testing.

Delegates pressed for legislation to require employers to document all hazardous substances and exposures in the workplace, with records to be made available to workers and unions. The convention also called for a state survey of employers providing "creative child care" and urged that "the highest standards of enforcement" be upheld in reviewing child care providers.

The 500 delegates and guests heard from four potential Democratic contenders for the Senate seat now held by Republican Daniel J. Evans—Reps. Al Swift, Mike Lowry, Norman Dicks and Don Bonker.

Dukakis speaks

The convention also heard from Democratic presidential candidate Michael Dukakis, who reminded delegates of the effective training programs and new jobs he has established while serving as governor of Massachusetts.

In workshop sessions, participants geared up for the 1988 political campaigns by discussing get-out-the-vote activities, phone bank operations, "doorbelling" and voter education activities. Workshops also covered the state's presidential caucus system and the AFL-CIO's One-on-One program.

Other convention activities included a postcard campaign for delegates to express their opposition to the Supreme Court nomination of Judge Robert H. Bork and a petition for a toxic waste superfund initiative.

The election of officers will be conducted by mail ballot later this year as required by the State AFL-CIO's constitution.

Public employee bargaining tops Delaware union agenda

Rehoboth Beach, Del.—The Delaware AFL-CIO called for strengthened bargaining rights and protections for public employees, and urged greater political involvement by its affiliates.

Delegates to the state federation convention voiced support for a measure currently bottled up in the legislature to create a public employee relations board with jurisdiction over the 6,500 state and municipal workers. The legislation would also provide for filing of unfair labor practice charges, permit factfinding and set time limits on the holding of representation elections, Sec.-Treas. Gary K. Hilderbrand said.

In another resolution, the 109 delegates called for legislation to give state public employees the right to bargain over wages and benefits, and supported a measure giving all public employees the right to strike.

Political action

Citing the need for labor to "elect its friends and defeat its enemies," the convention recommended that the state federation encourage all union members to increase their political involvement at all levels of government.

The delegates flatly opposed the nomination of Judge Robert H. Bork to the Supreme Court, citing his "overriding commitment to the wealthy and privileged in our society."

The delegates also called for the building of affordable housing in Wilmington, supported passage of legislation on trade reform and double-breasting, urged the buying of American-made union-label products, and noted the end of the Coors beer boycott.

State AFL-CIO President Edward F. Peterson and Sec.-Treas. Hilderbrand were re-elected to new four-year terms without opposition. Vice President Joe Otto was elected to his first full term in office after having been appointed to the post in late 1986 following the retirement of Vice President Norman Tyrie.

Rep. Thomas R. Carper (D) told delegates that progress is being made on trade reform and double-breasting legislation. Carper also discussed foreign competition and suggested that U.S. allies, such as Japan and Germany, be required to provide more funding for their own defense.

Other guest speakers included AFL-CIO Regional Director Walter Waddy, Regional COPE Director Frank McGrath and Eastern area VIP Director Pauline Huffman.

Morris Weisberger dies, headed Pacific sailors

San Francisco—Morris Weisberger, retired president of the Sailors Union of the Pacific and a former vice president of the Seafarers, died Sept. 23 at the age of 80.

Weisberger joined the SIU affiliate as an ordinary seaman in 1926. Ten years later he began his union career as a clerk in the SUP's office, rising through the ranks to head the SUP in 1957, succeeding the late Harry Lundeberg. He served in both the SUP and SIU posts until he retired in 1978.

During a long trade union career, he served as a labor delegate to the International Labor Organization and the International Transport Workers Federation, and vice president of the California AFL-CIO and the federation's Maritime Trades Dept.

Rustin remembered

AFL-CIO President Lane Kirkland recalls the life and spirit of Bayard Rustin at a New York memorial service commemorating the deceased labor and civil rights activist. Kirkland told mourners that Rustin understood and taught that "there are no black issues, no women's issues, no labor issues that are not part of the same struggle for human justice." An ally of A. Philip Randolph and Dr. Martin Luther King Jr., and a key civil rights leader, Rustin walked picket lines, joined battles on behalf of black unionists in South Africa and traveled the world on behalf of refugees, the poor and the exploited. Rustin died at the age of 75.

EDITORIALS

The Job Hunter

THE REAGAN ADMINISTRATION is winding down, so it's not surprising that some of its second- and third-tier officials are looking around for greener pastures.

Robert E. Watkins, the Deputy Assistant Secretary of Commerce for automotive affairs and consumer goods, is one of them. His may not exactly be a household name. But Watkins thinks he has some good credentials to help the Japanese auto manufacturers, and he's probably right.

Now some people might think that the Japanese are doing very well in the U.S. marketplace and don't really need a helping hand from an Administration executive still being paid by U.S. taxpayers. That's not quite how Watkins sees it.

He sent letters to the Japanese manufacturers expressing concern that "protectionist and xenophobic political action" could hurt their U.S. sales and suggesting that they might want to hire him to do something about it.

"I believe I am uniquely qualified to establish and lead an automotive association committed to market principles," Watkins allowed modestly.

HE MAY have a point. Watkins sent along a resume that listed among other achievements his recommendation to President Reagan that the United States not ask Japan to continue its "voluntary restraint" limit on the number of cars it exports to the U.S. market.

Watkins also sent out job solicitations to a number of furniture companies. Only after he got a job nibble did he conclude that maybe he should stop participating actively in decisions involving the industries he is soliciting.

The Commerce Dept.'s perhaps overburdened ethics officer said Watkins didn't violate any federal laws or policy directives by his job solicitations. But if he had bothered to ask, she would have advised against the letter because of his responsibilities over automobile trade policy.

There are, of course, different ways of looking at the matter.

It may be that Watkins sees the interests of the Reagan Administration and the Japanese manufacturers as so close to identical that there is no real conflict of interest. Given his performance on the job, he might even be able to make a strong argument for that position.

The rest of us would tend to the view that if such behavior isn't illegal, it darn well should be.

PENDING IN the House is a modest bill sponsored by Reps. Marcy Kaptur (D-Ohio) and Howard Wolpe (D-Mich.) that would bar former government officials from representing other countries for at least three years.

Its enactment is certainly a minimum step that Congress should take to discourage a conflict of interest that can damage the nation and undermine its economy.

Testifying in support of the bill last month, Industrial Union Dept. President Howard D. Samuel noted that most other countries wouldn't require such legislation because it would be unthinkable for the problem to arise.

It would be "an enormous scandal," he pointed out, if a top trade official left government to work for the interests of the United States or of an American company in dealings with his own nation.

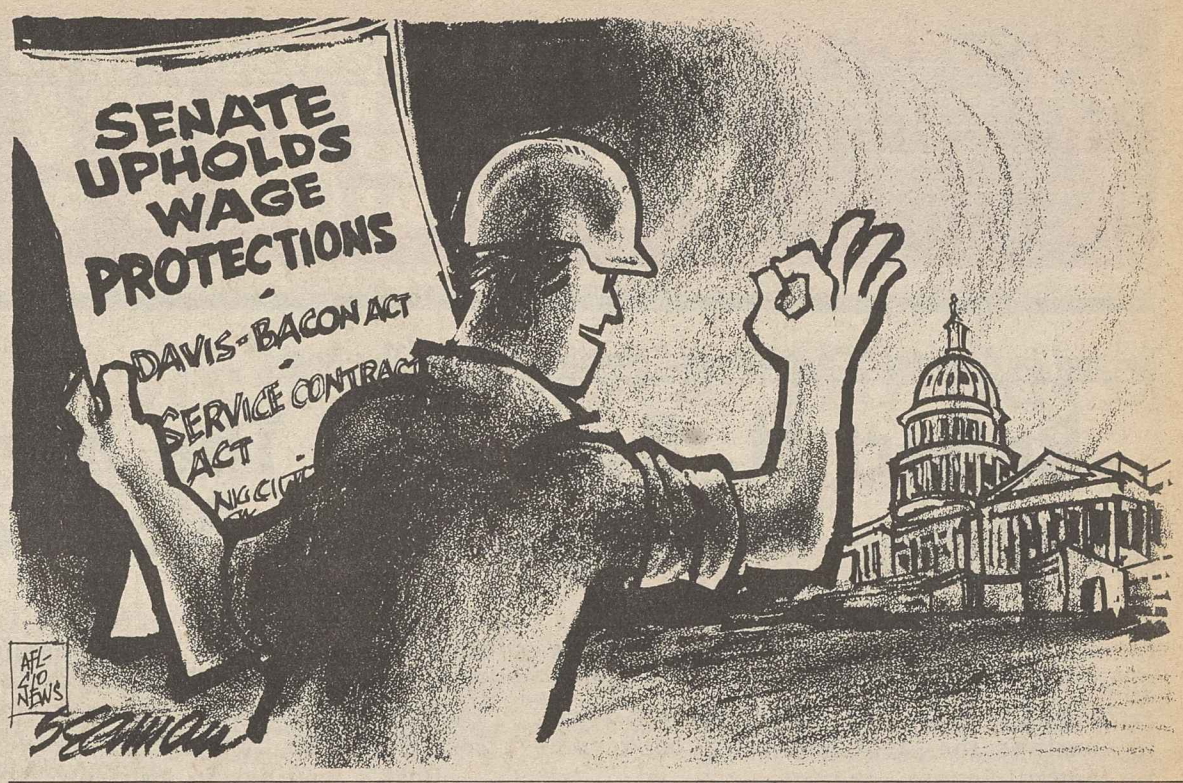
Only in America, unfortunately, is industrial treason regarded as merely a borderline ethics issue.

Full Citizenship

THE BIPARTISAN agreement that enabled the House Post Office & Civil Service Committee to recommend unanimously a major reform of the Hatch Act is a cause for celebration.

A law intended to protect federal and postal workers from political pressures has unnecessarily kept them as second-class citizens. It has intimidated many from participating even in the limited areas of political activities the law allows.

The good news is that Republicans and Democrats alike agree on the need for change. Apparent second thoughts from the White House shouldn't be allowed to undo the consensus.



Washington Window

Deregulation of airlines creates havoc in skies

By Press Associates

Passage of the Airline Deregulation Act in 1978 ended 40 years of government regulation of the airline industry.

Deregulation of air routes and fares was sold to Congress and the public on the promise that it would unleash competition and thereby lower the cost of air travel and improve safety. Airline workers and safety would remain under government protection, deregulation proponents said.

Nearly a decade of deregulated skies has shown that, on balance, the bold free market experiment has been a dismal, dangerous and costly failure. The Transportation Dept. reports that passenger complaints about flight delays and cancellations, overbooking, lost baggage and refunds have soared.

Air safety has been grounded by deregulation, President Reagan's 1981 firing of 11,400 striking air traffic controllers and severe budget cutbacks.

The fierce competition set loose by deregulation led air carriers to scrimp on maintenance and reduce safety checks. Pilots have felt pressure to fly in unfriendly weather. Major airlines have received record fines for safety violations by the Federal Aviation Administration.

Reagan's revenge

Because of Reagan's revengeful refusal to rehire the controllers fired in 1981, the air traffic control system is strained to the breaking point under skies that are more and more crowded.

Today there are still about 1,000 fewer controllers than in 1981 and Reagan budget cuts forced the FAA to slash its force of inspectors from 2,000 to 1,600 and air traffic technicians from 11,000 to fewer than 6,000.

Last year, U.S. airline crashes killed 561 people, second only to 687 fatalities in 1977. It is difficult to say how much deregulation may have contributed to last year's death toll or this year's Los Angeles or Detroit air disasters. A better measure of decreased safety is the number of reported near mid-air collisions, which are nearly triple the rate of seven years ago.

Bargain fares spawned by free competition did make air travel more accessible. But as critics warned, the initial proliferation of new carriers has become an unregulated oligopoly as stronger carriers gobble up or crush their competitors.

Of the 34 instant airlines that sprang up after deregulation, 23 have failed, as have more than half of the carriers in business before 1978.

Today almost 90 percent of the industry is under the control of nine major carriers. Predictably, deregulated fares keep going up—burdened by a patchwork of changing prices and complex restrictions, all unrelated to distance.

Dog-eat-dog era

For hundreds of small communities, air route deregulation has meant a loss of or less frequent service. And for tens of thousands of airlines employees, deregulation's dog-eat-dog competition and wave of acquisitions and mergers has been a nightmare of wage and work-rule concessions, union-busting, job loss and transfers.

Some $5 billion has been spent in airline merger mania, fueled by lax Reagan Administration enforcement of the nation's antitrust laws. Some 20 mergers have occurred since 1978.

Most members of Congress are frequent flyers and thus have experienced the problems firsthand. A bill introduced by Rep. Norman Y. Mineta (D-Calif.) to restrict air traffic at about 40 major airports and to require carriers to disclose their on-time records is expected to reach the House floor soon.

Legislation to safeguard the rights of airline workers caught up in takeovers is pending in both houses of Congress. A comprehensive measure to put the genie back in the bottle by reregulating the airlines under a re-established Civil Aeronautics Board has been offered by Rep. Glenn English (D-Okla.).

It's time to admit that airline deregulation has been a bust. The nation needs a safe, convenient air transportation system whose workers are afforded basic rights and respect.

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AFL-CIO LEGISLATIVE
ALERT!

Second In A Series: Controversial Nomination On The Rocks

Robert H. Bork And The Myth Of Moderation: Studies, Writings Show Bias Favoring Big Business

On October 16th, the Senate Judiciary Committee voted 9-5 to send Judge Bork's nomination to the floor with a negative recommendation. The White House, vowed to continue the fight and insist on a vote by the full Senate.

As of publication, the Reagan Administration and Senate conservatives have convinced Judge Bork not to withdraw. If he does not, the nomination could go to the floor late this month or in early November.

In their efforts to continue the battle, Judge Bork's supporters have continued to maintain that the Judge is a stalwart moderate. Robert Bork's record, however, shows that his nomination would be a threat to a large majority of the American population -- workers.

"Judge Bork is on the side of business and the affluent and instinctively opposed to the claims of minorities, the poor, labor and others who assert individual rights based on law, rather than relying on property and unrestrained markets." This quote from an August 17 AFL-CIO Executive Council statement is a reflection of Judge Bork's history of pro-business bias.

Bork's writings on antitrust law demonstrate this allegiance to business. Bork's articles make it plain that he is willing to ignore the intent of landmark antitrust legislation, claiming that if it is against the interests of business it is, therefore, wrong. He has even gone so far as to state that antitrust laws should never stand in the way of a corporate merger, and that lawmakers did not intend the results of their own legislation.

Bork's writings in antitrust law present the irony of a man who purports to abhor judicial activism arguing that judges should refuse to enforce statutes that Congress has passed, because Congress did not-- and still does not -- sufficiently understand economic truth.

Studies of Judge Bork's record on the U.S. Court of Appeals also show a consistent pro-business orientation. A study by the Public Citizen Legislation Group found that he supported corporations over consumers 96% of the time, and an AFL-CIO study of non-unanimous court decisions found that he voted against workers and for business 71% of the time. The Public Citizen study even showed that the Judge ruled for business and against government in all eight non-unanimous court decisions.

Bork's record speaks for itself. As a judge, he has ruled that:

o A chemical factory could force female workers who work near toxic chemicals to choose between their jobs and surgical sterilization,

o A truck driver could be fired for refusing to drive an unsafe truck and complaining to state authorities that his own and other motorists' lives were being jeopardized,

o Sexual harassment of female workers on the job is not a form of sexual discrimination, and

o The preservation of seniority rights for federal government unions should not be a guiding principle in layoff situations.

As the AFL-CIO Executive Council concluded, "Judge Bork's academic work and his public career make it plain that he is a man moved not by deference to the democratic process, nor by an allegiance to any recognized theory of jurisprudence, but by an overwhelming commitment to the interests of the wealthy and powerful in our society."

Elusive Adjournment

All members of Congress would mark one date on the calendar if they could. That is the elusive date for adjournment of the year. At the start of each session, their leaders set a target date, which is rarely met. This year it was early October, but all hope for that goal was abandoned long before the summer recess.

Yesterday the House and the Senate leadership set a revised goal -- Nov. 21, the Saturday before Thanksgiving. But, if past non-election years are a guide, Congress will have to struggle to go home just before Christmas.

Both the Senate Democratic leader, Robert C. Byrd of West Virginia, and the Republican leader, Bob Dole of Kansas, said that, by dangling the early adjournment date, they hoped to push a sluggish Senate to act on a long list of legislation more quickly.

But their list is monstrous, especially for a body where the threat of a filibuster can delay action on one issue for weeks. Remaining on the agenda are appropriation bills, a tax increase and budget cuts, catastrophic health care coverage for the elderly, renewal of the Clean Air Act, farm credit legislation, a Saudi arms sale, the trade bill that is now in a conference between the House and the Senate, the final version of the Defense Department authorization bill, the nomination of the new Secretary of Transportation and many other matters, not least of which may be another nomination to the Supreme Court if Judge Robert H. Bork is rejected or withdrawn.

New York Times 10/8/87

Millions Of Private-Sector Workers Affected

Floor Vote On Polygraphs Nears: Right To Privacy Protected

In today's impersonal workplace, more and more employers have decided that they have the right to use polygraph devices to pry into the lives of employees and job applicants.

Although proven unreliable, "lie-detector" tests are being used regularly to interrogate individuals about their union sympathies, political beliefs, lifestyles, health problems, personal habits and financial status -- all in the name of company security.

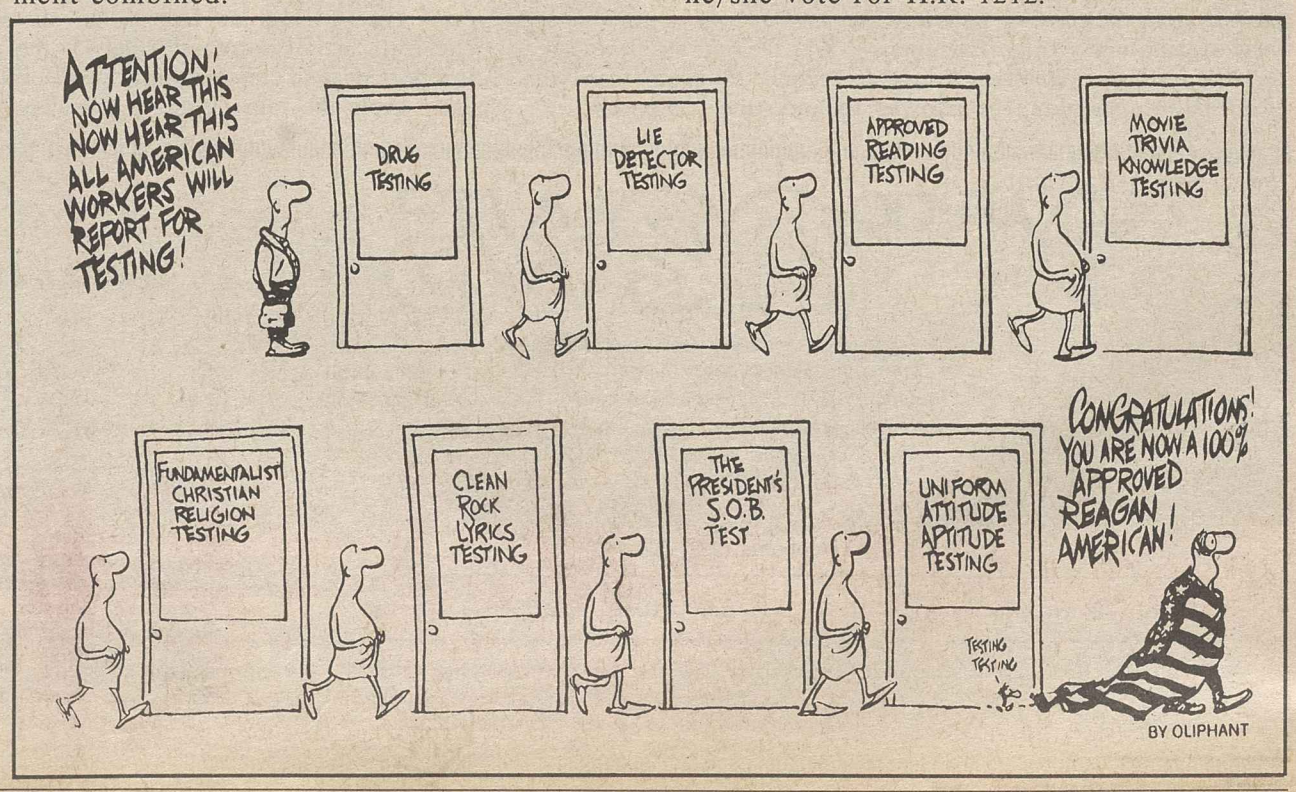
American workers are currently being subjected to more than 2 million polygraph tests every year. In fact, private-sector employers are responsible for more "lie detector" examinations than criminal justice investigators and the federal government combined.

Next month your representative will have a chance to vote to end this abuse in private-sector workplaces. On November 4th, the full House will consider H.R. 1212, a bill which would ban the use of polygraphs by an employer, except in cases where workers have access to classified intelligence material.

Despite business opposition, a similar bill passed the House in 1986 by a vote of 236-173. The Senate, however, took no action.

A Senate version of this year's bill has not yet been introduced, but a strong House showing on November 4th should help spur Senate action.

What You Can Do: Write to your representative and urge that on Nov. 4th, he/she vote for H.R. 1212.



AFL-CIO news

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Reagan lashes Senate in futile battle for Bork

President Reagan lashed out at critics of his attempt to place Judge Robert H. Bork on the Supreme Court, but swayed no votes as the Senate prepared to debate and defeat the appointment.

Bork insisted that the process be played out until its inevitable conclusion, but the spotlight had already shifted from the Senate floor to the White House.

America listened to the angry words of a bitter lame-duck President, and waited for the other shoe to drop.

Reagan assailed the Senate's Democrats —and by implication the moderate Republicans who also declared their intention to vote against Bork.

If Bork is rejected and he has to send another Supreme Court nomination to the Senate, Reagan said, "I'll try to find one that they'll object to just as much as they did to this one."

Reagan's fiery off-the-cuff remarks moved in the opposite direction from a proclaimed White House policy of softening presidential rhetoric in order to "set a dignified tone for the Senate debate" and "de-politicize" the confirmation process.

To further that image, the White House had recalled a speech Reagan was to have given to a New Jersey audience and

Continued on Page 5

Trade deficit eclipses '86 pace

Selloff hits jittery Wall Street, Congress pressed to act

By Gene Zack

The U.S. foreign trade deficit roared toward another annual record, as imports overpowered exports by $15.7 billion in August—the third highest monthly shortfall in history—sending shock waves through the financial community.

The AFL-CIO said the blistering pace of the trade deficit "emphasizes the need for Congress to buckle down and pass a tough measure to dull the competitive edge our trading partners now enjoy." That sentiment was reflected on Capitol Hill.

The Dow Jones industrial average of blue-chip stocks plunged a record-shattering 153 points over a two-day period in the wake of news that in the first eight months of this year, the deficit ran at a blistering annual pace of $171.1 billion—far eclipsing 1986's previous high of $156.1 billion.

Stock prices have declined 13 percent since August—the first time the market has suffered a loss of more than 10 percent since 1984.

The AFL-CIO said the figures expose the "bankruptcy" of Administration claims that devaluation of the U.S. dollar was all that was needed to correct the trade imbalance.

Out of control

"In the past two years, the value of the dollar has shrunk 45 percent," Federation economist Mark Anderson pointed out. "Yet the trade deficit remains out of control. Clearly the so-called convention wisdom about the failing dollar providing a miraculous cure hasn't been a wise course to follow."

Meanwhile, the dismal trade figures drove the dollar down sharply against both the West German mark and the Japanese yen on the world money markets, raising concerns that interest rates would have to boosted substantially to attract foreign investments.

Economists expressed fears that the economic fallout from the unchecked trade deficit would be a rapid increase in the pace of inflation and another job-gutting Reagan Recession.

The August deficit was down slightly from the all-time one-month peak of $16.5 billion recorded in July. The improvement was helped along by a 4.2-percent drop in imports to $35.9 billion.

But there was little comfort in the figures. Disproving Reagan Administration claims that the devalued dollar would make American products more attractive in foreign markets, exports fell 3.7 percent in

Continued on Page 5

Outmoded wage floor sags beneath workers

Kirkland urges repairs to aid needy

By David L. Perlman

An outdated minimum wage that has lost its buying power is pushing millions of full-time workers and their families below the poverty line, AFL-CIO President Lane Kirkland warned at House hearings.

The federal wage floor has been stuck at $3.35 an hour since the first month of the Reagan Administration, falling further behind each year in relation to average wages as well as in purchasing power.

Most minimum wage workers are adult women, many of them the sole support of their children, Kirkland noted. "The effect of the dwindling buying power is being felt in the basic fabric of American families," he stressed.

Labor-supported bills in both the House and Senate would raise the minimum to $3.85 next January, to $4.25 a year later and to $4.65 in 1990. Thereafter, it would be adjusted each year to stay at 50 percent of the average hourly wage, close to its historic level.

Indexing needed

Kirkland and other labor witnesses before the House Subcommittee on Labor Standards—Ladies' Garment Workers President Jay Mazur and Al Bilik, director of the state/local division of the Public Employee Dept.—stressed that indexing can provide a gradual and predictable adjustment in the wage floor. It would overcome concerns about the impact of catch-up increases on payroll costs of low-wage employers.

When Congress last voted a minimum wage adjustment, the first-stage increase to $2.65 an hour that took effect in 1978 amounted to 52 percent of average hourly earnings at the time. Today's minimum is only 37 percent of the national average hourly pay.

That's the lowest its ever been in the half-century history of the Fair Labor Standards Act, Kirkland said.

Even apart from the fairness issue of protecting workers against exploitation, a higher pay floor would be good for the nation's economy, Kirkland noted.

Double advantage

With a more adequate minimum wage, he said, lower-paid workers would contribute more to the economy and would have less need for tax-supported public assistance to supplement inadequate paychecks.

As for the threadbare argument by some business groups that a low wage promotes employment because "everyone is employable at a low enough wage," Kirkland scoffed that if the argument had validity, "everyone in America would have had a job in the 1930s before the wage-hour law was enacted and employers could pay any wage they chose."

Kirkland noted that the failure of Congress to keep the wage floor up to date is resulting in a patchwork of state laws intended to fill the gap. As a result, "the level playing field established by the Fair Labor Standards Act nearly 50 years ago is beginning to look as irregular as a moonscape."

Rep. Augustus F. Hawkins (D-Calif.), chairman of the full Education & Labor

Continued on Page 2

Lane Kirkland testifies for a rise in the minimum wage, with Research Director Rudy Oswald and Legislative Director Robert McGlotten, right.

Auto Workers win GM accord for 335,000 to protect jobs

Detroit—An unprecedented job security program and a moratorium on additional plant closings highlight a tentative three-year contract hammered out by the Auto Workers and General Motors Corp.

The pact won overwhelming approval from the union's 300-member General Motors Bargaining Council. The 335,000 production workers in GM locals across the country are balloting on the new contract, with the ratification vote due to be completed by Oct. 25.

The GM agreement contains all the pattern-setting job-security provisions in the accord reached earlier with Ford Motor Co., along with "a couple of added sweeteners," UAW President Owen Bieber said.

Under the comprehensive job security provision of the GM contract, management agreed to a plant-by-plant guarantee prohibiting indefinite layoffs and restricting layoffs to those instances when sales slump. The safeguard applies to workers at parts installations as well as assembly plants.

To protect workers who may be laid off because of a decline in sales, GM committed an additional $500 million to the supplemental unemployment benefit fund which augments federal-state benefits.

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House votes hazard notification bill

The House voted to set up a new program to locate workers who have been exposed to job health hazards and provide medical counseling that can save lives.

Its enactment is a high priority goal of America's unions, whose members have often unknowingly worked amidst deadly chemicals, cancer-causing fibers and lung-scarring dust.

AFL-CIO President Lane Kirkland welcomed the 225-186 House vote as recognition of society's obligations to workers whose health has been endangered. He urged early Senate action on a companion bill that was given an 11-5 endorsement last July by the Labor & Human Resources Committee.

The legislation establishes a Risk Assessment Board of scientific and medical experts to identify groups of workers most at risk of occupational disease, and most in need of counseling and medical monitoring.

NIOSH role

It directs the National Institute for Occupational Safety & Health to notify and advise individual workers in the risk group, and seek out former employees whose health may have been endangered.

It requires employers to offer periodic medical examinations and lab tests to aid in the early detection of any symptoms. Worker participation would be voluntary, and any worker removed from a job for medical reasons would have the right to an alternate job without loss of earnings, benefits or seniority.

Nothing in the legislation adds to or detracts from a worker's right to seek compensation for job-related disabilities.

The bill's chief sponsor, Rep. Joseph M. Gaydos (D-Pa.), steered the measure to passage and rallied a decisive 234-191 vote against a weak substitute offered by Rep. James M. Jeffords (R-Vt.). The Jeffords version would have done little more than write into law the existing Occupational Safety & Health Administration standard that requires employers to warn workers of

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Gaps in pension, health benefits rack older workers

Older workers are struggling not only with the problem of inadequate or nonexistent pension coverage but also with the widespread lack of health care coverage—serious gaps troubling all workers but ones that are particularly acute for those nearing retirement age.

That's the grim assessment that Director Bert Seidman of the AFL-CIO Dept. of Occupational Safety, Health & Social Security gave to a Washington conference on the economic consequences of an older workforce.

Like their younger counterparts, older workers "rely basically on wages as the main source of income," Seidman told the forum sponsored by the Bureau of National Affairs and the Cornell School of Labor Relations.

But because retirement lies just over the horizon, older workers also focus on post-retirement income, Seidman pointed out. And social security offers them the best bet because it's fiscally sound and provides benefits that are largely insulated against inflation.

By contrast, less than half of all workers have pension coverage. And those who do have retirement plans find themselves at the mercy of "national and international economic developments as well as the sheer greed of employers," he emphasized.

"Many workers find that their pension security has evaporated" because employers have raided the plans to capture "excess" funds or have shifted from defined benefit plans to defined contribution schemes, Seidman said. This "exacerbates the lack of security for many workers," with early retirees "particularly vulnerable."

Protection narrowed

In the area of health care, older workers are among the 37 million in the workforce who lack any health care coverage, he told conferees, while millions more find that corporate takeaways of benefits have narrowed health care protection.

Retirees depend on both Medicare and supplemental health care benefits, the latter either purchased by the elderly through private insurance carriers or provided through their former jobs with varying degrees of employee cost-sharing.

But, said Seidman, Medicare's major shortcomings are its failure to cover long-term care either at home or in nursing facilities, and its lack of assistance in paying for prescription drugs, hearing aids, eyeglasses and dental care—benefits usually excluded in employment-based supplemental plans.

Those who retire before age 65—particularly the growing number forced into involuntary early retirement—find that they must depend entirely on whatever protection they gained during employment.

The biggest deficiency in these latter plans, Seidman said, is that they're not properly funded. "Instead of looking for viable funding mechanisms," he charged, "many employers are trying to divest themselves of their health care commitments to retirees."

In addition, he told conferees, the issue of dependent care increasingly means "not just child care but elder care—often both in the same family." In these situations, Seidman said, "both the care-givers and their elders who receive care are likely to be female."

Seidman stressed that unions will continue to press for corrective action at the bargaining table—insisting that employers "do not walk away from obligations they have undertaken" to provide pension and health benefits.

On the legislative front, he said, labor's goals include:

- Reconsideration of the scheme to raise the social security retirement age to 67, beginning in 2002. This plan was adopted in an attempt to keep workers on the job longer, but Seidman said it could lead to early retirement at reduced benefits.
- Restrictions on the wholesale termination of pension funds in the absence of dire economic consequences facing employers and an end to employer appropriation of pension fund assets.
- Requiring employers to provide basic health care for employees and dependents.
- Inclusion of long-term home health and nursing home care in Medicare.
- Establishment of dependent care programs.
- Expansion of government-sponsored health care programs with the ultimate goal of establishing a comprehensive national health care system.

ILGWU President Jay Mazur, right, and Al Bilik of the AFL-CIO Public Employee Dept. testify for a higher minimum wage, joined by ILGWU Research Director Herman Starobin, left, and Legislative Director Evelyn Dubrow.

Updated minimum wage vital to lift millions out of poverty

Continued from Page 1

Committee, and Rep. Austin J. Murphy (D-Pa.), who heads its Labor Standards subcommittee, are key sponsors of the minimum wage restoration bill. In the Senate, Labor & Human Resources Committee Chairman Edward M. Kennedy (D-Mass.) is the chief sponsor.

Kirkland was asked about the possibility of a compromise on the bill's provisions.

The bill already "represents a compromise," Kirkland retorted. If it were up to him to write a minimum wage bill, "it would be substantially more generous."

The Administration's position, as spelled out by Labor Sec. William E. Brock in a speech to a business group, is that a minimum wage rise would be "a step backward."

Mazur told the panel that the value of the $3.35 minimum wage has sunk so low that to many households welfare seems preferable. Both "the work ethic and family survival" are involved in the campaign for an adequate minimum wage, he stressed.

He urged also that Puerto Rico be specifically included in the minimum wage rise to maintain parity with the U.S. mainland. While the current bill would have that effect for the bulk of workers, Congress should make its intent clear, Mazur said.

Bilik noted that large groups of public workers without the right to effective collective bargaining are stuck in minimum wage jobs. The first step of the proposed legislation, to $3.85 an hour, would bring an urgently needed pay raise to more than 1 million public workers in fields such as custodial, food service and school transportation.

"As in the private sector, a majority are women, many of them single heads of households, and they include a disproportionate number of minorities," Bilik said. Raising the minimum wage is a civil rights issue as well as a workers' issue, he testified.

States move ahead

Madison, Wis.—A bill to raise the minimum wage above the federal level passed the Wisconsin legislature with bipartisan support, the latest reflection of state impatience with the growing inadequacy of the $3.35 federal wage floor.

The State AFL-CIO has urged Gov. Tommy G. Thompson (R) to sign the higher minimum into law, even though he had opposed its enactment.

It would raise Wisconsin's wage floor from the $3.35 federal level to $3.55 in January and to $3.85 a year later—or to the federal level if Congress should enact a higher minimum.

The state Senate voted 23-9 for the measure on Oct. 13, with four Republicans joining a solid bloc of Democrats. Earlier, it had passed the state Assembly by a 61-32 vote.

Meanwhile, Connecticut's minimum wage workers are already collecting higher paychecks under a state law that was adopted last spring and went into effect on Oct. 1. Connecticut's minimum wage went to $3.75 and will rise a year later to $4.25.

Median income remains low for nation's senior citizens

The income gap between older Americans and the rest of the population narrowed between 1967 and 1984, although the elderly continue to have relatively low median incomes, a study by the Social Security Administration shows.

Part of the gain came from social security improvements enacted at the urging of organized labor, senior citizen groups and other social agencies. One of the chief policy changes was the indexing of benefits to help keep pace with rising living costs.

But at least some of the apparent gain is illusory. It isn't that the incomes of the elderly have advanced that rapidly. Instead, inflation eroded workers' real income by more than 10.5 percent since the late 1970s.

The study by SSA researcher Daniel B. Radner emphasizes how overall economic conditions affect income comparisons between the elderly and the rest of the population.

Senior citizens' income tends to be more strongly influenced by past factors that include their earnings before retirement and the amount of money they were able to save during their working years, he said.

But for those still in the workforce, earnings are "more sensitive to present conditions," the study shows. These include the high level of unemployment that accompanied the Reagan Recession, the replacement of higher-paying industrial jobs with lower-paying service sector jobs, and the explosion in the number of part-time workers.

Although the gap appears to be closing, the study notes, the median income of the elderly remains "quite low"—less than half the median income of workers in the 35-59 age group.

Low-income level

Between 1967 and 1974, the percent of the elderly stuck at the lowest end of the economic scale grew from 4.6 percent to 5.6 percent, Radner pointed out.

There was a dramatic drop in the poverty rate for the aged—from 28.1 percent in 1967 to 12.4 percent in 1984. But most of this improvement occurred prior to 1979, when the poverty rate for the elderly had declined to 15.1 percent.

By contrast, the poverty rate for those in the under-65 age group stood at 11.8 percent in 1967. It declined to 11.1 percent in 1979 before shooting up to 14.5 percent in 1984, reflecting the recession's devastating impact.

While social security benefit increases "played a very important role in the rising income of the aged," older individuals living alone—most of them women—continued to have the lowest relative median incomes, the study shows.

Court ruling gives employers new weapon to battle unions

Philadelphia—A federal appellate court upheld a pro-employer ruling by the National Labor Relations Board, allowing companies still another weapon against unions.

The decision by the 3rd Circuit U.S. Court of Appeals rejected the rendering of union attorneys that a company is guilty of an unfair labor practice if it locks out its union workers in a contract dispute and hires scabs as "temporary replacements."

That's what a New Jersey firm, Harter Equipment Inc., did after Operating Engineers Local 825 refused to accept a pay cut and other contract givebacks as the price of a new contract.

The union offered to continue working after its contract expired. But management refused in an avowed effort to bring economic pressure on the union members.

The Operating Engineers filed unfair labor practice charges when the company reopened with nonunion replacements for the locked-out workers. But the NLRB dismissed the complaint.

Its reasoning, accepted by the appellate court, was that an employer is free to replace locked-out workers so long as his motive is merely to force them to capitulate to his contract demands and there is no evidence that he wants to deny employees their federally protected right to union representation.

Labor attorneys argued before both the NLRB and the appellate court that the management actions were on their face an illegal attempt to undermine the right to union representation. But Judge Carol Los Mansmann held that the employer's motive was lawful even though the "balance of power between the union and the company may have tilted toward the company."

Rochelle Hart dies, Chicago AFT editor

Chicago—Rochelle D. Hart, former editor of the Chicago Union Teacher and a vice president of the International Labor Communications Association from 1980-85, died of cancer Oct. 8.

Hart, who was 62, had been a member of the Teachers since 1959 and became editor of the AFT Local 1 monthly newspaper in 1968. She later served as recording secretary of the local and edited its quarterly CTU Newsletter until her retirement in 1985. Hart had been a founder and officer of the Illinois Labor Press Association as well as the Illinois Labor History Society.

Survivors include her husband Robert, a member of Electrical Workers Local 143, and three sons. Services were held Oct. 12 and burial was in Randhill Cemetery in Palatine, Ill.

NABET votes on pact to end strike at NBC

The Broadcast Employees & Technicians are voting on a tentative 29-month contract with the National Broadcasting Co. and on a separate settlement covering the return of strikers who walked out July 29 after rejecting the company's then "final offer."

The 2,800 NABET strikers include broadcast engineers, technicians, camera crews and news writers. The referendum results from the 15 NBC units across the country on the two-part package will be announced Oct. 19, NABET said. The union pointed out that a majority approval will be needed in every local for the package to pass.

The previous four-year agreement with NBC, a unit of General Electric Co., expired last Mar. 31. The proposed contract would run from the date of ratification through Mar. 31, 1990.

The proposed accord, reached during several days of mediated bargaining, provides some improvements over the company's July offer. Wage scales would be increased by $30 the first year and $40 the second year, with a 3-percent lump sum payment on Apr. 1, 1989.

The increase for NBC employees in the general classification that pays $825 a week would get a raise of 3.64 percent in the first year and 4.64 percent in the second year.

Curbing 'daily hires'

NBC's insistence on using nonunion "daily hires" has been a key issue in the dispute. The proposal would limit the use of such workers to 4 percent of the NABET membership in the first year, rising to 6 percent in the remaining two years with a labor-management committee to review the system quarterly. The daily hire rate would be 30 percent above scale to compensate for the lack of fringe benefits.

The proposed settlement also would limit amnesty for some NABET members that management linked to strike-related incidents. Each disciplinary case will be handled under the contract's grievance and arbitration procedures, NABET said.

The proposal would maintain current benefits and modify jurisdictional and severance pay language. A two-tier pay system in effect in Washington and Cleveland would be eliminated.

UAW President Owen Bieber, right, and General Motors Chairman Roger Smith, center, are joined by union and company officials in sealing the accord that provides job security guarantees for 335,000 workers.

Auto Workers' contract saves GM jobs

Continued from Page 1

In addition, the company agreed to add $100 million to a program guaranteeing workers 75 percent of their normal pay in the event of layoffs. These benefits will be available to employees with 10 years or more of seniority who lose their jobs because of plant closings, and those with 15 or more years seniority who are laid off for any reason.

The tentative settlement also liberalizes early retirement for workers between the ages of 55 and 61 with over 10 years of credited service. Those taking early retirement would receive unreduced basic benefits for life, plus temporary added benefits until social security eligibility kicks in at age 62.

The UAW emphasized that implementation of this plan would make it possible for younger workers already on layoff to return to work.

Meanwhile, the Electronic Workers and GM remained in intensive negotiations to come up with an agreement that will protect the existing jobs of 24,300 IUE members at nine plants and provide for future employment growth.

Stable jobs

UAW's Bieber and Vice President Donald F. Ephlin, who heads the union's GM department, stressed that the new agreement will "achieve job security for our GM membership and make stable employment a part of the way this corporation does business."

The negotiations took place against a backdrop of GM's plans for widespread closings by the end of 1990 that will eliminate the jobs of as many as 36,000 hourly workers at 16 assembly, stamping and parts plants across the country.

But while company officials indicated in recent months that another wave of closings might be in the offing, the tentative contract effectively would put such plans on hold.

In addition to the job security provisions, the UAW won economic gains similar to those at Ford: a 3-percent general wage increase the first year and lump-sum payments equal to 3 percent of annual wages in each of the remaining two years, full protection of cost-of-living provisions, increases for present and future retirees, and a broader profit-sharing program.

House votes hazard notification bill

Continued from Page 1

the hazardous substances they may encounter on the job.

Industrial Union Dept. Legislative Director David Mallino termed the substitute "a legislative ploy to divert attention from the real issue."

Before the vote, AFL-CIO Legislative Director Robert M. McGlotten wrote House members to stress labor's strong support of the Gaydos bill and to urge defeat of weakening amendments.

On the Jeffords substitute, 217 Democrats and 17 Republicans voted to keep the bill substantially intact. Thirty-three Democrats and 157 Republicans voted to weaken it.

In another legislative plus, the House Post Office & Civil Service Committee voted unanimous, bipartisan support for a bill by Rep. Guy V. Molinari (R-N.Y.) that would open the way for return to duty of air traffic controllers fired and blacklisted by President Reagan after their 1981 strike.

His bill would mandate rehiring at least 500 of the fired controllers in each of the next two years in order to relieve a critical shortage of trained professionals in the high-skill, high-stress occupation.

Rehired controllers would have to complete at least six years of additional service before receiving retirement credit for their re-employment. No current controllers would be displaced.

As of last June, the government employed some 9,600 full-performance controllers, about 3,500 fewer than before the strike. While the 13,000 fired controllers have been barred from their former job, some have been hired by the Defense Dept. for overseas assignments.

Multinationals win big in trade deal with Canada

The proposed free trade agreement between the United States and Canada provides few benefits for American workers and retains significant inequities that favor Canada, the AFL-CIO said.

An analysis of the draft treaty shows that multinational corporations—particularly those in the service and financial sectors—will wind up as the principal beneficiaries.

At its August session in Washington, the Executive Council opposed the concept of the Canadian pact, warning it could serve as a "blueprint for negotiations with other countries" as well as in the Uruguay round of negotiations under the General Agreement on Tariffs & Trade.

On the heels of White House announcement of the Canadian agreement, Mexican officials disclosed that negotiators from their country and the United States are putting the finishing touches on a mechanism to resolve trade disputes. Last year, the United States suffered a $5.2-billion trade deficit with Mexico. Imports across the Rio Grande totalled $17.6 billion, far outstripping exports of $12.4 billion from this country.

Sidestepping GATT

While not nearly as sweeping as the U.S.-Canadian accord, which calls for wiping out all tariffs between the two countries by 1999, the pending agreement with Mexico would set up a fast-track process for easing trade tensions without having to go through lengthy GATT procedures.

Although the federation opposed the Canadian deal, it emphasized that if the Administration went forward with the negotiations, any agreement should address the interests of American workers, already savaged by a tide of unrestrained imports.

The analysis of the treaty—worked out in marathon negotiating sessions and now the subject of discussions between the Administration and Congress—makes clear that labor's concerns were ignored at the bargaining table.

Here's what the study shows:

- Although the council called for renegotiation of such bilateral agreements as the auto pact to provide equivalent safeguards for domestic production, the treaty will leave Canada with a competitive edge in this key area for at least a decade.

Mismatched levies

No change is contemplated in Canada's domestic-content law with respect to automobile imports. This means that 60-percent of the work on any American car destined for Canadian consumption must be done in that country. In addition, the present inequity in automobile tariffs—8 percent imposed by Canada compared to a U.S. levy of only 2.6 percent—will take 10 years to be phased out.

- The federation had urged that there be no exemptions or special structures created to bypass U.S. trade provisions that provide relief from trade injury, subsidies, anti-dumping provisions or other unfair trade practices.

However, the proposed pact envisions creation of a binational panel to hand down binding decisions in these areas. This would restrict the application of current U.S. law and would set a particularly dangerous precedent, the analysis showed.

Moreover, it is unclear whether the same process would apply to the pending trade reform legislation now under consideration by House-Senate conferees.

- Under the tentative agreement, the two countries would begin in 1989 to eliminate all tariffs between the two countries. That would take 10 years to complete, during which time Canada would continue to enjoy a 2-1 advantage.

That's not what the federation wanted. The council had urged the establishment of equivalent rates prior to any mutual phased reductions to avoid leaving the playing field tilted in Canada's direction.

- The AFL-CIO recommended against any weakening of U.S. maritime laws, particularly the Jones Act which reserves to the U.S.-flag fleet all cargo moving in domestic commerce—along the Atlantic, Gulf and Pacific coasts, on the Great Lakes and in the 25,000-mile network of inland waterways.

While the pact would "grandfather" the Jones Act, any future improvements in that program, or in any other program aimed at strengthening the merchant marine, would give Canadian vessels equal access to that trade.

Canadian windfall

The ultimate elimination of an existing 50-percent tariff the United States now imposes on all but emergency ship repairs overseas would mean a financial windfall for Canadian shipyards which enjoy a competitive edge because of the undervalued Canadian dollar. This could spell economic ruin for U.S. shipyards, particularly on the Great Lakes.

In addition, the agreement permits the daily export of up to 50 thousand barrels of Alaskan oil to Canada. This could result in eliminating several U.S.-flag tankers currently in service because of the smaller distances involved in moving that Alaskan oil to seaports on Canada's western coast.

- The pact would give the Canadians the opportunity to bid on $3 billion in U.S. government procurement, while giving American firms access to only $500 million in Canadian contracts. The council had urged that existing U.S. procurement laws not be disturbed.

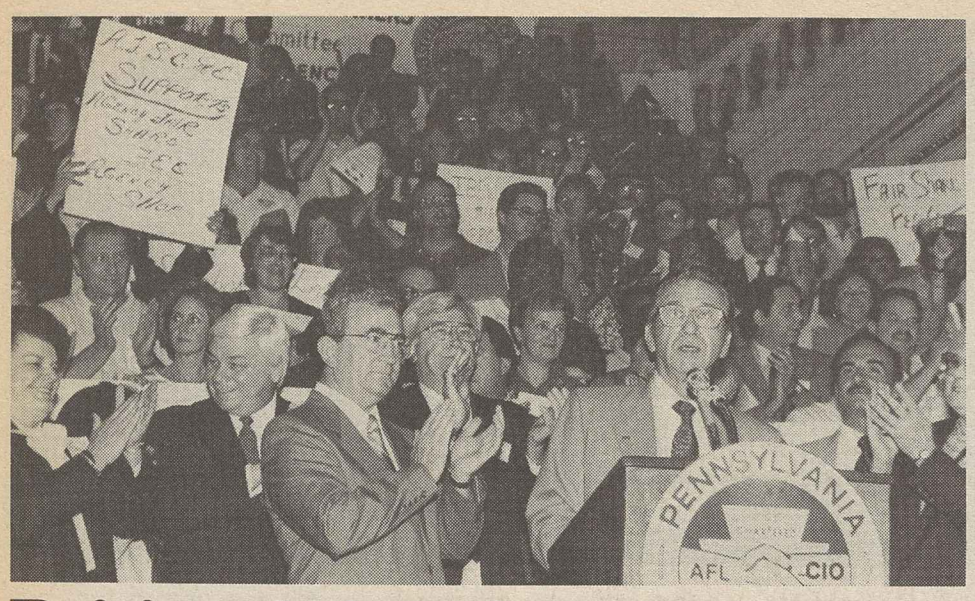
Other flaws

The analysis also faulted the proposed treaty for removing restrictions on importing electrical power from Canada, easing immigration laws to give "business and professional" persons more freedom to enter the United States, and exempting from coverage a wide range of cultural interests—including books, periodicals, movies, musical recordings and television transmission.

The Administration originally planned to invoke the "fast-track" provisions of law which would force Congress to take a straight up-or-down vote on the treaty within 60 days.

In the face of widespread congressional concern, however, the White House entered into a 90-day "consultation" period to give Congress the opportunity to recommend changes. It is unclear whether the Administration would accept any such proposals.

Under that timetable, the final version of the treaty will go to Capitol Hill some time in January. The Administration would like the straight up-or-down approach. But both the Senate and House Rules Committees have indicated they will send the pact to the floor under a procedure allowing for one amendment—the complete elimination of the section affecting the merchant marine.



Raising their voices

Pennsylvania AFL-CIO President Julius Uehlein rallies more than 200 union members at the state capitol in Harrisburg, urging state representatives to focus on "basic needs" of working men and women. During their three-day worker education conference, union members met with lawmakers and pressed for key health and safety reforms, union security for public employees and an increase in the state's minimum wage. The rally marked the opening day of the legislature's fall session.

Minnesota tax law reforms top labor's legislative goals

Minneapolis—Delegates to the Minnesota AFL-CIO convention endorsed a package of proposed changes in income and property tax regulations aimed at making the state's tax system more progressive.

The convention urged reinstatement of the income tax exclusion for retirement benefits and pressed for changes in all income tax brackets to make the system fairer. The convention also called for full restoration of property tax relief through the use of a renters' credit and homeowners' circuit-breaker.

The 860 delegates also opposed mandatory drug testing and vowed to block any attempts to put such provisions into state law. The convention reaffirmed its support for construction of a proposed $7 million Labor History Interpretative Center and requested that the George A. Hormel Co. rehire all former employees who went on strike at its Austin, Minn., plant.

The delegates will press for a clarification of the state's "little Davis-Bacon Act" to assure the application of prevailing wage requirements on local construction projects that utilize state funds in any way.

In other resolutions, the convention backed the strike by the National Football League Players Association against the 28 NFL club owners. The delegates supported passage of the omnibus trade reform bill, plant closing legislation and the Textile & Apparel Act of 1987. Strong opposition to the Supreme Court nomination of Judge Robert H. Bork was also registered.

State AFL-CIO President Dan Gustafson and Sec.-Treas. Bernard Brommer were re-elected to new four-year terms. Elected to the executive council were 25 district vice presidents, including 20 incumbents.

In an address to the convention, Gov. Rudy Perpich (D) thanked the state federation for its support of his appointments to judicial posts of women, minorities and others outside the traditional legal establishment, some of which have been criticized by the news media. Perpich announced a major funding measure for the next legislative session that will "expand and improve our schools so that Minnesotans will be well-trained for the new economy of the world."

Union women

Delegates to the four-day convention heard Joyce Miller, president of the Coalition of Labor Union Women and an AFL-CIO vice president, stress that "what working women want is a union contract." She emphasized that one of every three new union members is a woman.

AFL-CIO COPE Director John Perkins detailed the rules for central labor bodies in the 1988 presidential race. "We altered the political landscape" in 1986 and now labor must elect delegates to the political party conventions to influence the nominations for the presidency, Perkins said.

At a COPE banquet, Rep. Richard A. Gephardt (D-Mo.), a presidential contender, plugged the tough House version of the omnibus trade bill. Campaign rival Gov. Michael Dukakis (D-Mass.) hosted a delegates breakfast at which he observed that President Reagan already has the authority to rectify the nation's foreign trade problems, but refuses to do so.

Forum explores issues essential to young workers

A day-long session of brainstorming and debate marked a conference for young workers sponsored by the AFL-CIO Dept. of Education, Frontlash—the federation's youth support group—and the Youth Policy Institute, an educational group that evaluates federal, state and local programs.

The 26 participants—about half from unions—discussed legislative and political issues, job training, proposals to increase the minimum wage and other common concerns.

Workshop sessions also covered a range of family issues—including divorce, teenage pregnancy and civil rights—as well as labor education programs and union organizing.

AFL-CIO Sec.-Treas. Thomas R. Donahue told the forum at the George Meany Center for Labor Studies that the trade union movement represents a true cross section of workers, from engineers to bartenders to janitors. He also explained the structure of the labor movement and focused on its participation in the political process.

The group, in the 20-30 age bracket, found common ground in several workshops, with many of the nonunion participants acknowledging that they were unaware of labor's programs.

Presentations were made by Education Director Dorothy Shields; Assistant COPE Director Joe Velasquez; Assistant Director Jeffrey MacDonald of the Meany Labor Studies Center; Reese Hammond, education and training director for the Operating Engineers; Jo Marie Agriesti of the Hotel Employees & Restaurant Employees, and Josh Nieman of the AFL-CIO Food & Allied Service Trades Dept.

AFL-CIO Sec.-Treas. Thomas R. Donahue with young workers at Meany Center forum.

Under bankruptcy law

Pension rights bill advances in Congress

Congress moved a giant step closer to protecting retired workers from losing health or life insurance benefits as the House joined the Senate in approving labor-supported changes in federal bankruptcy law.

Cash payments to retired workers are already substantially protected through federal pension insurance. But some employers have tried to use bankruptcy law as a shield to discontinue other benefits provided as part of a company's retirement package.

That's a loophole the House and Senate bills would close—permanently.

When the LTV Corp. bankruptcy imperiled health protection for thousands of retired Steelworkers last year, Congress passed a temporary law barring employers from discontinuing insurance coverage. The stopgap law expired Oct. 15 but the new legislation is expected to be put quickly in its place.

Retiree protections are almost identical in the bill the Senate passed last July and the House approved Oct. 13 by voice vote under a shortcut, no-amendment procedure.

It is modeled in large part on the change in the bankruptcy law adopted three years ago. At that time, Congress barred companies from using bankruptcy as an excuse to unilaterally cut wages or disregard other obligations of their union contracts.

Bargaining required

Under the pending legislation, an employer contending that a cutback in retiree health or life insurance benefits is needed for a bankrupt company's survival would first have to bargain with the union or other representative of its retirees.

As part of the process, the employer would have to provide financial information necessary for an informed decision.

If good-faith bargaining failed, the employer could ask a bankruptcy court to impose necessary modifications that would treat all parties "fairly and equitably."

If the company's condition subsequently improved, retirees could seek restoration of any cutbacks that had been negotiated or imposed by the court.

The remedial legislation, shaped in close consultation with unions whose members were most threatened by the bankruptcy loophole, had bipartisan support in both the House and Senate. Sen. Howard M. Metzenbaum (D-Ohio) and House Judiciary Committee Chairman Peter W. Rodino Jr. (D-N.J.) were the floor managers.

The White House raised no objections, leaving the impression that the changes will be signed into law when the final version reaches the President's desk.

Brock resigns post to join Dole camp

Labor Sec. William E. Brock is leaving the Cabinet Nov. 1 to direct the presidential campaign of Senate Republican Leader Robert J. Dole.

Brock became Secretary of Labor in April 1985 after having served for four years as U.S. Trade Representative.

Before that, he was chairman of the Republican National Committee—a job that both Dole and Vice President George Bush, his chief rival for the Republican presidential nomination, have held. Brock is a former one-term senator and four-term congressman from Tennessee.

He's Dole's second recruit from the Reagan Cabinet. Elizabeth H. Dole resigned as Secretary of Transportation to campaign for her husband. Her designated successor, Deputy Sec. James H. Burnley, has antagonized senators dealing with transportation issues and may have confirmation problems.

Critics force agency retreat on curbing Medicare appeals

The Social Security Administration backed off from plans to end, or seriously limit, face-to-face hearings on Medicare claims by instituting a telephone hearing process.

William L. Roper, head of the SSA's Health Care Financing Administration, told a House Judiciary subcommittee that claimants will be given the choice of whether to use the telephone procedure or insist on a hearing before an administrative law judge.

The AFL-CIO supported the optional approach when the sweeping telephone appeals plan was first announced.

That plan could be of help to the elderly and disabled who might have difficulty getting to a hearing site, said Director Bert Seidman of the Dept. of Occupational Safety, Health & Social Security. But unless it's voluntary, he said, it could have a "devastating effect" on those who want to meet face-to-face with judges or consult with a lawyer during the proceedings.

Under the Administrative Procedure Act of 1946, Seidman pointed out, individuals have the right to appear in person and have the benefit of counsel in any formal proceeding before a federal agency. Abandoning that route, as HCFA first proposed, would violate due process, he emphasized.

Still at issue are HCFA plans to hire 42 administrative law judges of its own, instead of continuing to use those already working for the Social Security Administration.

Potential conflict

The federation objected to this approach, warning that the responsibility for ruling on appeals shouldn't be placed "in the hands of people controlled by the agency that made the original decision to deny benefits."

At the subcommittee hearings chaired by Rep. Barney Frank (D-Mass.), Sally Hart Wilson of the National Senior Citizens Law Center made the same point. In-house ALJs, she stressed, "will lack the independence" needed for fair assessment of claimants' appeals.

The plan was criticized on similar grounds by Massachusetts Atty.-Gen. James M. Shannon, Vice President Melford Cleveland of the HHS Association of Administrative Law Judges and Althea T. Simmons of the NAACP, among others.

South African imports pour in despite U.S. ban

A year-old congressional crackdown on some South African imports has failed to stem a flow of more than $130 million in embargoed goods from the white-supremacist country, an analysis of government trade data reveals.

Commerce Dept. figures show that South Africa shipped $2.3 million worth of textile products and a staggering $128.2 million in iron and steel into this country after the ban went into effect.

The trade embargo was part of a package of economic sanctions imposed by Congress on Oct. 2, 1986, as a lever with which to pry the Pretoria government out of its pattern of race discrimination and repression.

The Administration lobbied strongly against the bill. But it went on the statute books anyway after votes of 313-83 in the House and 78-21 in the Senate overrode President Reagan's veto. The measure is designed to encourage a peaceful transition to a democratic political and social structure in South Africa.

The Comprehensive Anti-Apartheid Act of 1986 required the President to report back to Congress within 12 months on the effectiveness of the measure in achieving the goal of ending the white-minority government's repression of the black majority.

Under the act's provisions, Reagan was directed to recommend additional sanctions to Congress if South Africa hadn't made "substantial progress" toward ending apartheid.

On the anniversary of the bill's enactment, the White House said the crackdown hadn't persuaded Pretoria to abandon its racist policies. The law required the President to choose from a wide selection of added sanctions—ranging from prohibitions on diamond imports and strategic minerals to a ban on South African deposits in U.S. banks.

Instead of recommending additional penalties, Reagan called for another round of "creative diplomacy." That's the same tack the President used a year ago in arguing against sanctions.

What Reagan failed to tell Congress, however, was that there appear to be serious holes in the net that's supposed to catch illegal entries of embargoed South African goods.

Textiles keep coming

The ban on textile imports went into effect Dec. 31, 1986. In the six-month period since then, South Africa shipped $1.2 million in wearing apparel and accessories, over $1 million in raw textile fibers and more than $970,000 in yarns, fabric and textile articles into this country.

The congressional ban on iron and steel imports took effect immediately. In the last quarter of 1986, imports from South Africa in this category totalled $68.8 million. And between January and June of this year, another $59.4 million worth entered the American market.

The U.S. Customs Service, which monitors illegal imports under directives issued by the Treasury Dept., isn't quite sure how all this happened.

On the textile imports, Customs Service officials said, it's possible that the Commerce Dept. "inadvertently" mislabeled the country of origin. Or it's possible that customs inspectors subsequently discovered that the goods should have been stopped and contacted importers to order that the goods be returned to sender.

As for the iron and steel imports—the ban on which took effect at midnight Oct. 2, 1986, immediately on enactment of the law—the Treasury Dept. allowed an exemption for any shipments on which American firms had valid contracts entered into prior to Aug. 15 of that year.

This, they say, could account for some if not all of the $68.8 million in iron and steel imports in the October-December period last year.

But despite the existence of contracts, the Treasury Dept. said no South African iron or steel would be admitted to this country after Dec. 31, 1986. Yet in the six months that followed, imports of these commodities continued to flow into the U.S. market—to the tune of $59.4 million.

The Customs Service is now looking into all of these imports reaching back to the effective date of the ban to find out how they managed to be recorded on the Commerce Dept.'s list of general imports when they were supposed to be turned back at ports of entry.

The law provides penalties ranging from fines of $50,000 and up to 10 years' imprisonment for individuals and fines of up to $1 million for firms that willfully violate the ban. Thus far, no criminal or civil penalties have been assessed.

Meanwhile, Congress reacted angrily to Reagan's call for a return to "diplomacy" as the way of ending apartheid which has made South Africa's black majority a permanent and disenfranchised underclass.

Rep. Howard Wolpe (D-Mich.) charged that Reagan had "refused to comply with the law," and pledged to fight for new economic penalties, including a complete ban on trade between the two countries and total disinvestment in South Africa by American institutions.

Double standard

Wolpe accused the Administration of applying "a racial double standard in its policies toward South Africa."

And Rep. Ron Dellums (D-Calif.) said that a stringent new sanctions bill should include aid to South African trade unions, which have emerged as a major political force in the battle to dismantle the racist policies of the Pretoria regime.

Reagan couldn't find support even in his own party's ranks. Rep. Jim Leach (R-Iowa) said the United States can't adhere to the discredited "constructive engagement" policy that Reagan followed from 1981 until Congress enacted sanctions over vigorous White House protests.

"Business as usual today implies prejudice as usual tomorrow," Leach said.

Trade loss soars toward new peak as exports decline

Continued from Page 1

August to $20.2 billion—their lowest level since February.

For the first eight months of this year, imports outstripped exports by $114.1 billion—a 5.5-percent faster rate than the $108-billion trade loss during the same period a year ago.

Economists estimate that America loses some 22,500 jobs for every $1 million in imports that enter the domestic market. Since President Reagan came to office, more than 2 million factory jobs have been washed away by the rising import tide.

The Commerce Dept. data showing continued deterioration in international trade came as congressional conferees prepared to go into session to resolve the differences between House and Senate versions of trade legislation aimed at curbing the import glut.

Both measures would limit imports from countries that exploit low-wage workers, deny worker rights, grant special incentives for exports to the U.S. market and engage in other unfair tactics. And both measures have been assailed by Reagan, who has threatened to veto either version.

The trade imbalance with Japan dipped slightly to $4.9 billion during August—the first time it's been below the $5-billion level since April. But in the first eight months of this year, the shortfall with Japan is running at an annual rate of nearly $60 billion—well above last year's pace.

Meanwhile, the deficit with Canada—with which the Administration reached tentative agreement on a so-called free-trade pact earlier this month—soared 45 percent. It rose from $645 million in July to $939 million in August.

The deficit with the OPEC nations rose nearly 6 percent to the $1.8-billion level, as oil prices increased.

Numbers game

The Reagan Administration continues to trust Canadian customs figures more than those compiled by its own agency—and is using that device to play a numbers game on international trade.

Several months ago, it claimed that the Canadians kept better records on goods moving into their country from the United States. These records make U.S. export figures appear higher and make the nation's trade shortfall appear smaller.

So the Commerce Dept. has been "adjusting" the figures to reflect the Canadian data. In the first eight months of this year, the government was able to "reduce" the trade deficit by $4.2 billion.

Not content with juggling the present set of books, the Administration has reached all the way back to 1970 to substitute the Canadian data for U.S. customs figures. As a result, it shaved $10.1 billion from the 1986 trade shortfall, bringing it down to $156.1 billion.

But not even the Canadian caper can disguise two facts:

- **The $156.1-billion deficit last year was still the largest in history.**
- **And the $171.1-billion annual pace at which the deficit is now running would top that mark by $15 billion—a 9.6-percent increase.**

IATSE cites threat to jobs from foreign camera crews

The Theatrical Stage Employees vowed to fight attempts to ease federal restrictions on the entry of foreign film production crews to the United States and charged that the Association of Film Commissioners' stance on the issue shows a "total lack of concern" for the domestic workforce and the nation's economy.

IATSE President Alfred W. DiTolla took sharp aim at the AFC's renewed call that the Immigration & Naturalization Service allow foreign film crews entry to the United States under business visas.

Currently, foreign workers can enter the country under special visas that require work-related clearances.

Aliens are supposed to be granted such temporary visas only if they possess special talents that are not matched by available American workers.

On Oct. 1, the INS published in the Federal Register a call for comments on expanding the use of business visas, citing a renewed interest in such action.

DiTolla said the AFC "proposes to open the floodgates to all foreign workers regardless of the devastating impact" such actions would have on film and television productions workers. For the AFC, whose members are state and local government film commissioners, to take such a stance is "deplorable," he said.

Feverish activity

The AFC's attempt to gain support from President Jack Valenti of the American Motion Picture Association of America is of particular concern to IATSE, DiTolla said.

The AFC's "feverish" activity in "encouraging nonunion production" comes at a time when more and more American workers find themselves without union-won benefits and is of special concern to all entertainment unions, he added.

The AFL-CIO Dept. for Professional Employees and the entertainment unions thwarted an attempt by the INS and the State Dept. in 1984 to reinterpret policies regarding the use of B-1 visas for foreign film and television production crews.

The DPE executive board, which meets Oct. 22, will consider a resolution urging stronger visa restrictions on foreign production crews.

Reagan fails to sway Bork opponents

Continued from Page 1

cleansed it of its most provocative phrases.

In the cleaned-up version, Reagan did not charge that "a few liberal special interests have declared a war of conquest on the American system of justice." But his later remarks made clear that he would have liked to have done so.

Neither the President's confrontational attitude nor the Senate debate on which Bork insisted are likely to change the votes of any of the 54 senators who have already declared their intention of opposing the nomination. In fact, their number is likely to grow as the last few undecided senators take their stand.

Democratic leaders offered to take up the nomination promptly and bring it to a vote after a one-day debate, thus leaving more time in this session of Congress to consider a substitute nomination. But the GOP leaders refused.

Senate Majority Leader Robert C. Byrd (D-W.Va.) served notice, however, that he would not let the Senate adjourn for its midterm recess in November without assurance that the White House wouldn't try to evade the Senate confirmation process by making a recess appointment to the Supreme Court.

Such an appointment would be valid through the 1988 session.

Rail Signalmen elect Speakman as Bates retires

Mount Prospect, Ill.—V.M. Speakman Jr. was elected president of the Railroad Signalmen by the union's executive council. He fills out the unexpired three-year term of R.T. Bates, who retired Oct. 1.

Speakman, 39, joined Signalmen's Lodge 52 in Dayton, Ohio, in 1974 when he went to work for the Penn Central Railroad, now part of Conrail. He was appointed a staff representative in 1979 and named director of research in 1984. He was elected a national vice president at the union's 1985 convention and has served as a labor member on the National Railroad Adjustment Board.

"During my presidency," Speakman said, "I intend to maintain and protect the integrity of the signal craft, demonstrating to all concerned the skill levels necessary not only to meet today's technology, but also tomorrow's in the art of signaling."

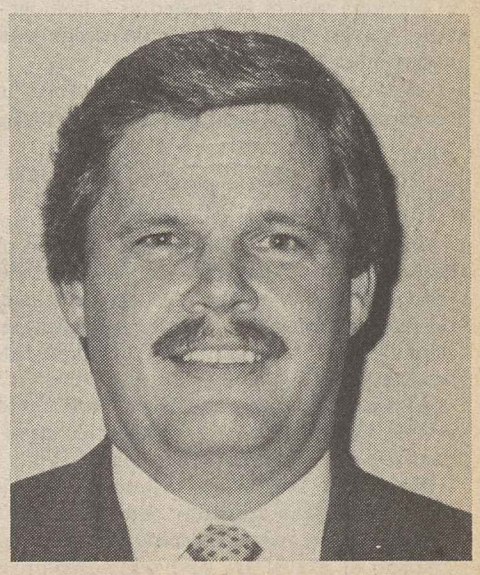
He pledged that the union "will continue to work with all rail labor to combat the proliferation of shortline operations that are intent on union-busting and circumventing agreements that were negotiated in good faith."

Bates, 60, had served as president since October 1977. He comes out of Oregon Local Lodge 152, which he joined in 1945 while working at the Southern Pacific Railroad. He was elected local chairman in 1957 and general chairman in 1963.

Bates was elected the western regional vice president in 1967, and secretary-treasurer in July 1970.

Richard Foley, a 36-year-old staff representative, was selected to fill the vice president slot vacated by Speakman.

The officers' terms expire at the 1988 convention.



V.M. Speakman Jr.

Federal role termed vital for jobless

Inadequacies of the nation's unemployment insurance and employment service programs won't be solved by turning federal responsibilities over to the states, the AFL-CIO warned.

Legislative Director Robert M. McGlotten expressed labor's concern about various defederalization proposals made by the Reagan Administration, the Chamber of Commerce and a small group of states.

The AFL-CIO "remains adamantly opposed to any proposal that would undermine or alter the current method of funding either of these programs," McGlotten wrote members of the House Ways & Means Committee and the Senate Finance Committee.

A portion of the unemployment insurance payroll tax is a federal levy earmarked for administering the federal-state program. Replacing the federal tax with a state tax "would increase pressure to further cut services to the unemployed," McGlotten warned.

"The nation's unemployment insurance system is one of this country's few social insurance programs," he noted. It eases the hardship of unemployment and spreads the cost of doing so.

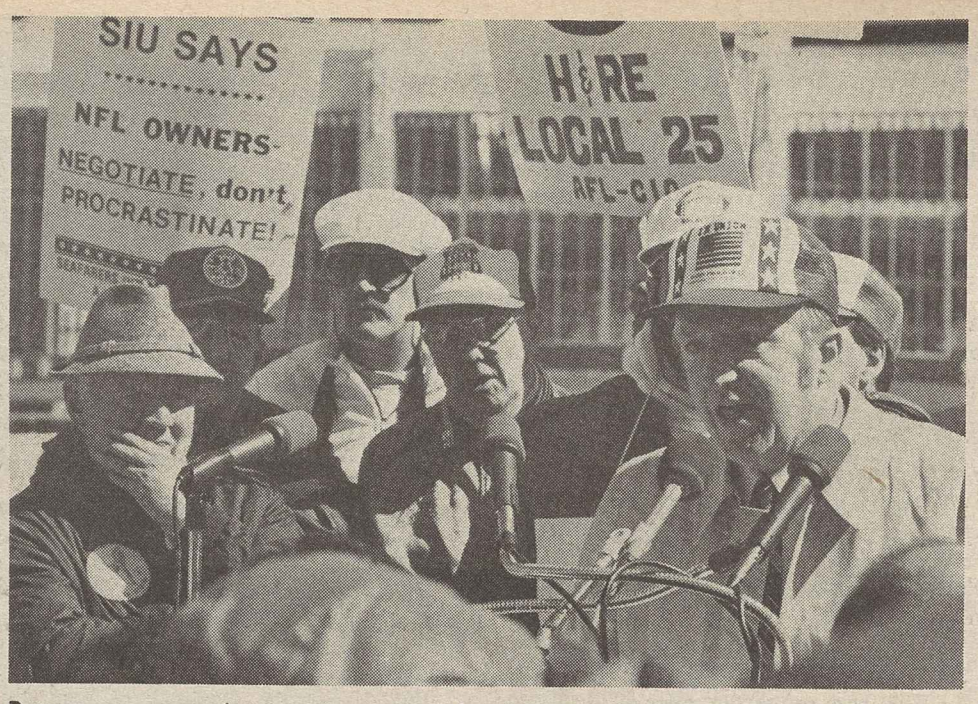
Adoption of any form of defederalization will make it even harder for states to cope with high levels of unemployment, McGlotten said.

Lacking benefits

Congress should be more concerned over the fact that a high proportion of the nation's jobless are without unemployment insurance, McGlotten suggested.

"For the past four months, less than one-third of the nation's jobless received benefits under the unemployment compensation program," he noted. For August, only 29.3 percent of the nation's more than 7 million unemployed received benefits.

Some of the advocates of defederalization are understandably concerned at the failure of the federal government to adequately finance the administration of the unemployment and job service programs, McGlotten acknowledged. But the proposed cure "could be worse than the illness," he cautioned.



Between convention sessions, Maryland-D.C. AFL-CIO President Ed Lamon rallies supporters of striking Washington Redskins outside RFK stadium.

Maryland-D.C. convention backs congressional slate

The Maryland State & District of Columbia AFL-CIO convention endorsed Sen. Paul Sarbanes (D) and five Maryland congressmen for re-election, citing their exceptional voting records, and backed measures to enhance labor's political impact.

During the two-day convention in Washington, the 150 delegates endorsed, besides Sarbanes, Representatives Benjamin J. Cardin, Roy Dyson, Thomas McMillen, Steny Hoyer and Kweisi Mfume. All six Democratic legislators addressed the convention, as did Democratic presidential candidate Rep. Richard A. Gephardt (Mo.).

In a convention address, AFL-CIO Sec.-Treas. Thomas R. Donahue declared that the nation "has been brought, by Ronald Reagan and by changes that surround us, to the point at which we must legislate a new and better set of national economic and social policies." To do this, union members must help elect worker-oriented officials at all levels, he said.

Donahue advised the delegates that organized labor has to "break free of the false perception that the goals we seek are the special issues of special interests. They are nothing of the kind. Every man, woman and child has a stake in every item on our agenda."

He called the federation's Democracy at Work program the "greatest political education effort we have ever undertaken" and stressed the need to "do everything in our power to increase unity and solidarity" between now and Election Day 1988 to give maximum strength to labor's voice.

Full affiliation

Toward that end, Donahue urged full affiliation of union locals with state central bodies. A convention resolution backed a campaign to boost affiliation.

The delegates called for establishment of political education committees in each local union, urged increased labor participation at the precinct level, backed an all-out effort to register new voters, recommended that COPE checkoff be included in contracts, and supported Hatch Act reforms.

President Edward R. Lamon reported on the Maryland-D.C. AFL-CIO's close working relationship with the state legislators and congressional delegations. He stressed that unemployment and economic development are critical issues in Maryland and the District of Columbia and pledged "we will work to see positive action is taken on these measures in 1988."

The federation's executive board recessed its meeting prior to the convention to join striking Washington Redskins on the picketline at RFK stadium.

Keynote speaker Sen. Edward M. Kennedy (D-Mass.) was welcomed with cheers of "Run, Teddy, Run." The senator detailed his objections to President Reagan's Supreme Court nominee, Judge Robert H. Bork, and described the social impact of the Administration's domestic policies.

In other resolutions, the convention called for licensing of all construction contractors in Maryland with proof of workers' compensation insurance being one of the requirements, backed health care cost containment measures, opposed employer telephone monitoring of workers, and supported medical care for the jobless.

The delegates called on the State of Maryland to "undertake a salary and pay plan reorganization to upgrade job classifications predominantly held by females."

The convention also urged Congress to amend the National Labor Relations Act to "give workers a fair chance to organize, streamline NLRB procedures and eliminate union-busting delays.

UFCW wins two-year pact at Prudential

Newark, N.J.—The Food & Commercial Workers reached a tentative agreement on a new two-year contract with Prudential Insurance Co. that would provide vast improvements in pensions and working conditions for 15,000 agents nationwide.

The proposed settlement was unanimously recommended by the negotiating committee for approval by the membership when it votes in membership meetings Oct. 23, reported Joseph Pollack, associate director of UFCW's Professional, Insurance, Finance & Health Care Division.

The company will contribute an additional $10.78 per week to the pension fund for each agent. By 1989, the pension formula would be brought into full compliance with the 1986 tax reform law, requiring that only half of pension benefits can be offset by social security payments.

The tentative settlement improved on language in the previous contract on the issue of agents being given a free choice on whether to join the union. Prudential agreed to spell out its neutrality on the back of union dues deduction authorization cards.

Pay raises

Wages and fringe benefits under the proposed accord would increase by $36.38 a week in the first year and $26.88 in the second year. Agents would receive "temporary agency adjustments" totaling $1,430 over the two years.

The number of "permissible" days off would double to 10 and could be used as personal days or for state holidays not covered under the eight provided in the agreement. Other improvements include doubling of the vision care and routine physical examination benefits to $100, and higher commissions on variable investment plans.

Farm Belt rally presses drive for jobs with justice

Des Moines, Iowa—More than 1,700 union members turned out for a "Jobs with Justice" rally at the state fairgrounds, where they made the campaign's pledge to "be there" in supporting other workers' battles in the coming year.

State AFL-CIO President James J. Wengert told ralliers that the myth of Iowans being immune to recession was killed in the Reagan years. When recession hit this area of the farm belt, "nobody was prepared," Wengart said.

The labor turnout, affected somewhat by the area's cold weather and snow, was augmented by members of other groups in the Jobs with Justice campaign, including many family farmers.

Communications Workers President Morton Bahr and Auto Workers Vice President Bill Casstevens hit on the key campaign themes of job security for all workers, the right of workers to an adequate and fair standard of living, the right to organize and the need to protect family farms.

Other rally speakers included Food & Commercial Workers Vice President Lewie Anderson and President Howard Flatt of the Iowa Building & Construction Trades.

A congressional hearing, held the day before the rally by members of the House Education & Labor and Agriculture Committees, heard testimony from supporters of the Jobs with Justice campaign on issues critical to workers and farmers.

Asian-American conference finds labor a 'natural ally'

Los Angeles—Union representatives and members of the diverse Asian-American community discussed common concerns and ways to improve their relationship at a one-day conference on organizing Asian-Pacific workers.

The program was sponsored by the Los Angeles AFL-CIO, and the Labor and Asian American Studies centers at the University of California.

More than 100 participants attended the session. They reviewed the history of Asian Americans in the labor movement and the state, and focused on language, cultural and other barriers that impede unionization among workers of Asian-Pacific heritage.

Charles McDonald, director of the federation's Dept. of Organization & Field Services, stressed that the labor movement recognizes it must reach out and develop new alliances with groups of workers.

Workers cannot be treated as a homogenous group having the same needs and nationalities, he noted.

McDonald emphasized that labor is concentrating on establishing a mutually beneficial relationship with the Asian-American community that could work not just in crisis situations but on a permanent basis. He also pointed out that the federation's associate membership program is a good way for Asian workers to become union members.

AFL-CIO Regional Director David Sickler emphasized that the labor movement has a good opportunity—through the federation's on-going immigrant assistance effort—"to take Asian workers who have benefited under collective bargaining and put them in leadership positions" and focus on organizing.

Participants also examined Asian workers' concerns about immigration reform, noting workers' mistrust of the amnesty process and their fear that applying for legal status would force some family members to return to their home countries.

Internment payments

Stewart Kwoh, director of the Asian Pacific American Legal Center, reviewed legislation now before the Senate to compensate Japanese Americans for their illegal internment by the U.S. government during World War II. The House earlier approved the measure which calls for a $20,000 payment and a government apology to the illegally detained citizens.

Other speakers included Executive Sec.-Treas. William Robertson of the Los Angeles AFL-CIO, Vice President Art Takei of the Food & Commercial Workers, Director Steve Nutter of the Ladies' Garment Workers, Glenn Omatsu of UCLA's Asian American Studies Center, Vice President Linda Wong of the Mexican American Legal Defense & Educational Fund, June McMahon of UCLA's Center for Labor Research & Education and Eun Jin Lee of the Korean Labor Association.

Newspaper Guild elects McLaughlin chairperson

Rockville, Md.—Peter E. McLaughlin of New York has been certified the winner in the Newspaper Guild's election for chairperson, defeating Cleveland's Richard M. Perry, a past vice president from the Midwest region.

McLaughlin chairs the New York Guild and is the incumbent regional vice president for the New York City area.

He will be sworn into office on Oct. 19 along with the Guild's new President Charles Dale, who succeeds the retiring Charles A. Perlik Jr., and other executive board members.

Rail unions challenge strike ban

Pittsburgh—Fourteen rail unions appealed a temporary restraining order that forced 750 members to end their three-week strike against the Pittsburgh & Lake Erie Railroad.

The back-to-work order was handed down by Judge Alan Bloch of the U.S. District Court for the Western District of Pennsylvania. The unions walked out Sept. 16 after the PLE refused to negotiate in good faith over the pending loss of 500 jobs in the wake of its takeover by the Chicago West Pullman Transportation Corp.

The judge acted after the Interstate Commerce Commission refused to grant a request by the unions and public officials in Pennsylvania and Ohio to hold up the sale until the issue of labor protective provisions could be resolved.

Unions involved in the walkout include the Transportation Communications Union, Machinists, Electrical Workers, Signalmen, Dispatchers, Carmen, Transport Workers, Boilermakers, Firemen & Oilers, Yardmasters, Sheet Metal Workers, Maintenance of Way Employees, and the unaffiliated United Transportation Union and Locomotive Engineers.

EDITORIALS

States to the Rescue

UNTIL RECENTLY, state minimum wage laws served primarily to fill the gaps in coverage left by the federal Fair Labor Standards Act.

Except in abnormally high-cost states like Alaska, it was generally considered reason to applaud if a legislature chose to set a minimum equal to the federal level.

Under normal conditions, that's the way it should be. A level playing field is the best means of avoiding the destructive competition for industry and business that has caused some states to keep unemployment benefits unconscionably low so that its payroll tax can be lower than a rival state.

But these are not normal times.

Increasingly, states are being compelled to raise the minimum wage above the federal level out of simple human compassion—and out of awareness that taxpayers at state as well as federal levels subsidize low-wage employers because of the need to provide public assistance and social services for the working poor.

AT LATEST count, a dozen states had passed minimum wage legislation that exceeds the federal level, or will do so in the near future.

As Lane Kirkland noted at House hearings, the level playing field supposedly established by the Fair Labor Standards Act is starting to look as irregular as a moonscape.

All credit to those states that have recognized a responsibility to fill a gap that has grown unconscionably wide.

No credit to those in Congress and the White House who have embraced a deliberate strategy of repealing the minimum wage concept—in fact if not in law—by simply doing nothing until an outdated pay level becomes totally meaningless.

That time is not far off unless Congress quickly meets its responsibility.

Lives at Stake

SHOULD THE government institute a program to alert workers to health hazards they may have been exposed to in their present or former jobs?

Should it provide workers at high health risk with counseling that could help them avoid serious illness? And should it require employers to offer such workers medical checkups to spot early symptoms and assure prompt treatment?

By passing the high-risk notification bill, the House of Representatives responded with a loud and clear "Yes."

During the House debate, opponents complained of harassment of businesses, of a new bureaucracy, of intrusion by government. There was even a speech warning that workers who find out that they have been exposed to hazardous substances might sue their bosses for the "stress" resulting from the knowledge.

All of the arguments raised against the legislation fade into insignificance when matched against this single grim statistic: in a typical year, 100,000 people will die from occupational diseases.

A significant number of them would still be alive, some in good health, if the bill the House passed were already law.

That's why it's of life-and-death importance that the high-risk notification bill become law.

Jobs and Homes

THE TRADE DEFICIT that won't go away is pushing up interest rates, dampening opportunities for economic expansion, and again sending the costs of homebuying far above the capabilities of even two-income families.

That's the reality that confronts the House and Senate conferees on the trade bill.

Their response will determine whether the United States will take effective steps to deal with a trade imbalance that is draining the nation's economy. We're talking jobs and homes, not just the gyrations of the stock market.

To the Rescue

Memo from Sister President

Union-busting consultants invade church institutions

By Msgr. George G. Higgins

Msgr. Higgins writes a weekly column for National Catholic News Service. He's the former social action director at U.S. Catholic Conference.

The Washington Post reported recently that union-busting, skillfully orchestrated by "several thousand management consultants and lawyers," has become a big and lucrative business in the United States—estimated at up to $250 million a year.

It profiled a Washington attorney who is proud of his specialized expertise in "deunionizing" American corporations. "The time is ripe," he said at the beginning of one of his recent seminars, "for employers to examine what the procedures are for deunionization. . . . There is nothing illegal. Nothing to be ashamed of. No sacrilege. Nothing unethical." Eliminating unions, he said, "is every bit as legal as the actions of unions to organize employees in the first place."

One would like to think that he was taught differently than that in his course on ethics at the prestigious Catholic institution of higher learning which he is proud to call his alma mater. At the very least, his professors must have told him that union-busting runs counter to the letter and the spirit of Catholic social teaching going back to the 19th century.

Pastoral letter

Faithful to this teaching, the U.S. bishops in their 1986 Pastoral on the Economy, state that "the church fully supports the right of workers to form unions or other associations to secure their rights to fair wages and working conditions." Moreover, the bishops "firmly oppose organized efforts, such as those regrettably now seen in this country, to break existing unions and prevent workers from organizing."

Sad to say, a number of Catholic institutions in the United States disagree with the bishops in this regard. Let me cite but one glaring example out of many that have recently come to my attention. Last month the Sister President of a major Catholic hospital on the Eastern seaboard, where a union organizing drive is currently underway, sent a memo to all of the hospital's employees urging them in the strongest possible terms to vote nonunion.

The Sister doesn't say so, but I would give almost unlimited odds that her memo was drafted by a union-busting management consultant. It is a blatantly anti-union memo from beginning to end—one of the worst of its kind I have ever seen. It indiscriminately describes union representatives, all union representatives, as "shoddy third party outsiders" intervening between the hospital and its employees. In the same vein, and again indiscriminately, it charges that all unions indulge in "coercion, corruption and violence" and are guilty of "hypocrisy."

All-out opposition

In summary, the memo urges the hospital's employees not to give up their "individual independence" for union "collectivism." It concludes with no ifs, ands, or buts, that the hospital intends "to do everything legally possible to oppose any union getting in here."

That's a far cry from the church's constant emphasis on the social nature of work and an even farther cry from Pope John Paul II's flat statement in his encyclical, "On Human Labor," that unions are "indispensable" in today's world.

Anti-union memos of the kind referred to above will not be easy to counter. If they are not withdrawn, they must be openly repudiated by church authorities. The church's credibility is at stake here. As the 1971 Synod of Bishops stated: "While the church is bound to give witness to justice, she recognizes that anyone who ventures to speak to people about justice must be just in their eyes. Hence, we must undertake an examination of the modes of acting and of the possessions and lifestyle found within the church herself."

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New Jersey's 77,000-seat Meadowlands stadium is virtually deserted for the Redskins-Giants scab game.

NFL owners slapped with antitrust suit

Players vote to return while working to resolve dispute

The National Football League Players brought suit against the 28 owners of the multi-million-dollar franchises, charging them with violating the Antitrust Act by using their combined economic power to conspire against union players throughout contract negotiations.

The suit was filed in the federal district court in St. Paul, Minn.—the same court in which a decade ago the players were successful in loosening NFL Commissioner Pete Rozelle's iron-fisted grip on players' compensation.

The legal action came after the NFLPA player representatives voted to send members of all teams back to work while efforts went forward to work out a settlement of the three-week-old labor dispute.

But players arriving at practice fields across the country were in effect locked out. Owners told them they couldn't play in this weekend's games and sent the players home. In 1982, NFLPA members reported back to their teams on the same day—a Thursday—and played in regular games as the suspended season resumed three days later.

In the antitrust suit, the union charged NFL owners with using their combined economic power to precipitate a walkout. Back in April, three days after the NFLPA submitted its contract proposals, the owners laid plans to replace them with scabs.

The owners then dragged their feet throughout the summer and, as the season approached, engaged in what the union said were sham negotiations, refusing the players' plea that unresolved issues be submitted to binding arbitration.

The back-to-work decision came less than 24 hours after AFL-CIO Vice President Gene Upshaw, president of the Professional Athletes and executive director of the NFLPA, reported that the two sides had reached agreement on three key issues:

- Resumption of negotiations in the presence of a mediator—either one from the Federal Mediation & Conciliation Service or a private mediator.
- A pledge that management wouldn't take reprisals against players who walked off the job.
- Protection of player representatives and union officials from dismissal from their teams for union activity.

After denying the union members access to practice fields, the NFL owners went ahead with plans for still another round of "scab ball" even though the first two weekends of anti-union games had drawn slim crowds, and a declining television audience.

Attendance was up at some of the stadiums during the second week, but in at least some cases this resulted from owners' use of come-on gimmicks.

At Tampa Bay, the offer of free gifts and a chance to win a 10-day trip to the Super Bowl and Pro Bowl helped lure 23,873 curiosity seekers to the 74,315-seat stadium to watch scabs play as the Buccaneers and the San Diego Chargers.

And the antics between the fill-in Denver Broncos and Los Angeles Raiders were viewed by 61,000 at Mile High Stadium—the largest attendance for any scab game in the first two weeks.

Free tickets for all

But at least 20,000 of those were school kids who got in on free passes ladled out by management. And others worked for firms that supply services to the Bronco management—including a printing house that handed out free tickets to all its employees.

The players had been joined on the picket lines by thousands of rank-and-file union members who gathered to let the public know—as AFL-CIO President Lane Kirkland said in a message read outside the 14 stadiums where the anti-union games were being staged—that "scab ball isn't pro ball."

Union members would rather watch the real football players, Kirkland said. But they weren't about to watch castoffs and hastily recruited substitutes take away the jobs of NFLPA members.

As Chicago AFL-CIO President Robert M. Healey told nearly 12,000 supporters of the real Bears picketing Soldier Field, "Whether it's in a bus, a steel or textile mill or an auto plant, or whether it's a classroom or the cockpit of a 747 or in a football stadium, union members have one thing in common—they have a right to a union contract."

Los Angeles organizers celebrate

Los Angeles—Union officials, organizers and activists traded success stories at a luncheon program celebrating the 25th anniversary of the AFL-CIO's Los Angeles/Orange Counties Organizing Committee.

The pilot organizing project was established by the Executive Council in 1962 and targeted unorganized workers in manufacturing, retail trade, hotels and restaurants and government agencies. Fifty-five unions signed on to the project, and over its 25-year history, the organizing campaign won nearly 500,000 new union members.

In a keynote address, Director Charles McDonald of the federation's Dept. of Organization & Field Services stressed that the coordinated organizing campaign succeeded because of four critical elements: a strong commitment to organizing, cooperation among affiliates, continued support from international union leadership, and a "staff that is smart, savvy, imaginative and loyal."

The committee's record serves as "a prototype of the new, evolving labor movement," expanding relationships with different groups and building the labor movement through such innovative approaches as the federation's associate membership program, he noted.

As a highlight of the anniversary program, plaques were presented to the committee's founding unions and to the coordinators and supporters of the campaign.

The committee currently is coordinating organizing activities with the federation's immigration assistance project and has been working with the National Football League Players in the union's three-week strike.

Safety reports by employers under scrutiny

The AFL-CIO questioned the accuracy of employer reports that the Centers for Disease Control used in determining that occupational injuries and deaths are declining to meet federal objectives set in 1980.

Federation safety director Margaret Seminario pointed to the citations doled out by the Occupational Safety & Health Administration against major employers over the past 18 months as proof that the government records on workplace injuries and illnesses are "not necessarily accurate."

She cited the recent admission by the nation's largest meatpacking firm, IBP Inc., that it maintained two sets of injury and illness logs—one that it gave OSHA inspectors and the other containing 10 times as many entries. The firm was cited last July for numerous record-keeping violations and fined $2.59 million by OSHA.

But the CDC reported recently that the 3,750 workplace fatalities equalled a 1980 goal set by the Public Health Service for reductions in worker deaths by 1990.

The CDC report said that progress had injuries in 1985—less than eight cases per 100 full-time workers—surpassed the 1980 goal of no more than 8.3 per 100 workers by 1990.

The CDC rerport said that progress had been made toward other goals set for 1990, including notification of workers about potential on-the-job health hazards, greater use of generic standards for "major, common" hazards, routine attention to hazard control for new workplace equipment and processes, and routine attention by physicians to workers' job histories.

New cut in funds for homeless called Reagan absurdity

The Reagan Administration wants to slash federal funds that local jurisdictions use to offset the cost of temporarily housing homeless families in hotels. The AFL-CIO branded the proposal as foolish.

Regulations outlined by the Dept. of Health & Human Services would cut off federal funds to cities and communities for hotel housing after the first 30 days. Under the current rules, the federal government must reimburse localities for half the cost of housing the homeless in hotels with no cut-off date.

Federation housing specialist Henry Schechter said that the Reagan Administration had "reduced to almost zero the production of low-income housing," forcing communities to use higher-priced facilities including the temporary residence hotels.

The Health & Human Services Dept.'s proposal is just another attempt "to reduce the housing benefits that poor people get" and to foist the problem of finding safe, affordable residences for the nation's homeless entirely on local jurisdictions, he pointed out.

"It's another example of the penny wise, pound foolish approach that the Reagan Administration follows," Schechter declared.

Last year, food stamp benefits for homeless families living in hotels also were slashed by a change in HHS regulations, Schechter noted.

Nearly 12,000 union pickets and supporters join striking Chicago Bears outside Soldier Field.

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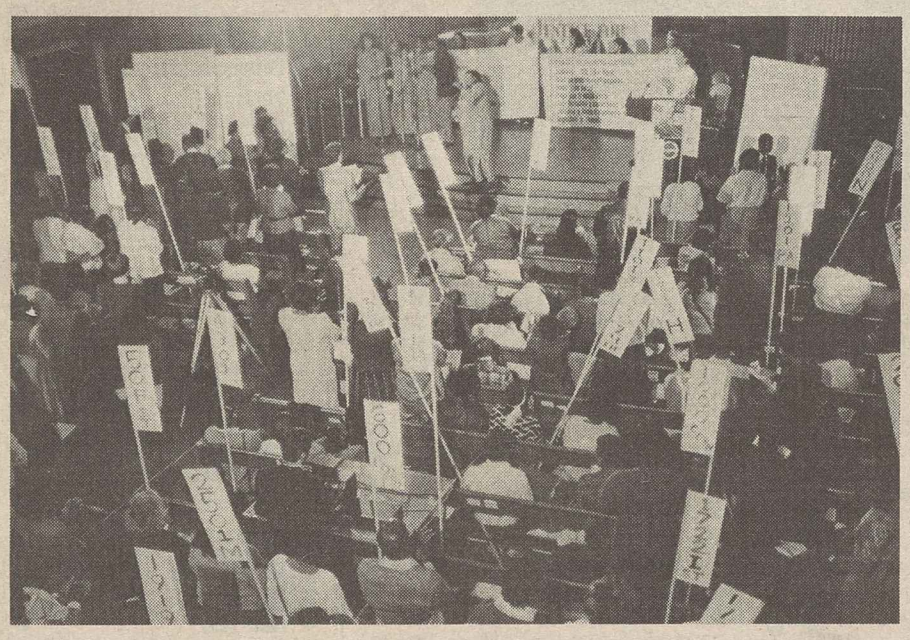
Council drafts agenda for growth



Janitors wage battle for justice

The Service Employees launched an organizing drive for 6,000 low-wage janitors who clean private office buildings in Washington.

Following a successful campaign in Denver, similar drives are under way in Pittsburgh, San Francisco, San Diego, Los Angeles and Philadelphia.

SEIU President John J. Sweeney addressed the opening convention of the "Justice for Janitors" campaign, where 500 custodial workers became charter members of SEIU Local 525.

The all-out effort will combine radio and buscard advertising that contrasts the earnings of wealthy real estate developers who control the building cleaning industry with the minimal wages and inadequate benefits paid to janitors.

The union also released a report, "A Tale of Two Cities: Poverty Amidst Plenty in D.C. Office Buildings," that documents the low wages paid to janitors who work in one of the nation's most profitable commercial real estate markets.

The report noted that Washington janitors—who primarily are black and Hispanic—take home just $100 a week and must rely on government-provided health care and other assistance.

Convention report pledges renewed fight for workers

Miami Beach, Fla.—The AFL-CIO Executive Council report to the federation's 17th convention reflects the resiliency of a trade union movement constant in its values and adaptable in its tactics.

A seven-year assault on workers and their unions has been blunted and Congress is again paying attention to the labor movement's concerns, Federation President Lane Kirkland declares in the opening segment of the report.

The convention, which starts here Oct. 26, will shape the AFL-CIO agenda for the next two years, set policy on a broad range of issues, and consider proposals for changes in the federation's constitution.

Kirkland's "President's Report" credits the political efforts of union members in the 1986 election campaign as a major factor in the "sea change" that brought in a Congress that is paying attention to labor's agenda. **(Excerpts on Page 7.)**

The Reagan Administration has done "deep and lasting damage" to decades of social and economic progress, he notes. But in the end, "the assault has been blunted."

Labor's leading role

On the world scene, Kirkland observes, there have been both gains and setbacks for free trade unionism. But the AFL-CIO is proud of its support for free trade unions and "American labor is playing a leading role in the struggle for freedom, the world over."

In the Financial Report section, Sec.-Treas. Thomas R. Donahue notes that over the 24-month period since the 1985 convention, the federation's 89 affiliated national and international unions paid average monthly per capita taxes on behalf of 12.7 million members, 407,000 fewer than the average in the 1983-85 period. The decline was less than the 649,000 between the 1983 and 1985 conventions.

Generally, declines took place among unions whose members are concentrated in manufacturing, while membership increased among unions representing service workers and public employees. But those patterns were uneven. The Auto Workers, for example, gained 24,000 in the reporting period. The biggest gain was posted by the Service Employees at 74,000.

Other highlights of the council's report to the convention:

Structure and Leadership: Five successful union mergers and one disaffiliation have brought the number of AFL-CIO affiliates to 89, compared with 96 two years ago and 106 in 1978. The 35-member Executive Council includes three vice presidents elected since the last convention to fill vacancies left by two resignations and one death.

The Changing Situation of Workers and Their Unions: New initiatives to increase the benefits of trade unionism and the number of workers enjoying those benefits, proposed by the council's Committee on the Evolution of Work and approved by the 1985 convention, have taken hold over the last two years.

Several programs to increase participation in union affairs are in place, most

Continued on Page 4

House budget bill keyed to shutdown of tax loopholes

The AFL-CIO is supporting a "responsible" budget reconciliation package that raises $12 billion in new revenues, mostly by closing tax loopholes.

The measure's adoption by the House would make a big start towards avoiding damaging across-the-board spending cuts, AFL-CIO Legislative Director Robert M. McGlotten said.

Rising interest rates and the stock market's gyrations make it clear that "we cannot continue to ignore massive budget and trade deficits," McGlotten stressed.

He noted that the revenue proposal was crafted to reach "those most able to afford it and to avoid crippling cuts in many essential programs. It protects most working Americans from increased taxes and builds on many of the reforms" of last year's tax law, McGlotten said.

The tax provisions were proposed by the Democratic majority of the Ways & Means Committee as essential to deal with the nation's fiscal crisis without shortchang-

Continued on Page 3

Senate begins full debate on Bork

The Senate began debate on the nomination of Judge Robert H. Bork to the Supreme Court, with rejection certain but senators on both sides desirous of putting strongly held views into the public record.

A 407-page Judiciary Committee report, containing majority and minority views along with individual comments, was on each desk as the Senate carried out its constitutional function to advise and consent on a presidential nomination.

From the majority—nearly united Democrats and a bloc of moderate Republicans—the advice to Reagan was to propose a less ideological replacement for Justice Lewis F. Powell Jr., who retired last summer. The eight members left on the court have often split down-the-middle in key decisions, with Powell as a moderately conservative swing vote.

Slanted approach

The Judiciary Committee's 9-5 majority verdict was that Bork's cramped and cold approach to the Constitution is "fundamentally at odds" with the spirit of that document.

Bork's approach, they found, is that individuals have no rights against government intrusion except those specifically granted in the Constitution. The sharply contrasting prevailing view is that the American people retain all the liberties that they have not specifically relinquished to the government.

The minority viewpoint, expressed by the five hard-core conservative Republicans on the Judiciary Committee, was that Bork is "eminently qualified by virtue of his ability, integrity and experience." His critics, they claimed, "misunderstand" the difference between Bork's often controversial statements in his role as "a legal commen-

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Reaganomics rattles financial world

Record twin deficits trigger investor vote of 'no confidence'

An across-the-board erosion of confidence in Reagan Administration economic policies—particularly on the skyrocketing trade and budget deficits—was at the heart of the stunning stock market crash, the AFL-CIO said.

"The financial community has made it clear that, like the rest of America, it has lost faith in Ronald Reagan's willingness to deal with the rising tide of imports and to negotiate with Congress on lowering the massive federal deficit piled up by his Administration," said Federation Research Director Rudy Oswald.

On Black Monday—Oct. 19—the Dow Jones average of blue-chip industrials crashed a record 508 points. The collapse reverberated in financial markets around the world.

The panic on Wall Street was triggered by the unchecked shortfall between imports and exports, Oswald pointed out.

Trade bill push

It should give congressional conferees new impetus to resolve the differences between House and Senate versions of trade legislation and send the final version to the President's desk as quickly as possible, he said.

"The only way to calm America's fears is for Congress to act quickly and responsibly in dealing with the rampaging trade deficit that threatens to wipe out additional jobs, destroy industries and impoverish communities," he said.

The AFL-CIO urged Reagan to "put away his veto ax" which he has threatened to wield against the pending trade bill and join Congress in a concerted effort to reestablish the United States as a viable trading nation—a position lost in the past seven years because of Administration refusal to stem the import tide.

Continued on Page 10

House rollcall on high-risk notification

These are the key votes the House took in passing a labor-supported bill to notify workers who have been exposed to serious job health hazards and provide medical counseling.

Column I shows the 234-191 defeat of a weak substitute bill by Rep. James M. Jeffords (R-Vt.). Right votes (R) against the substitute were cast by 217 Democrats and 17 Republicans. Voting wrong (W) were 158 Republicans and 33 Democrats.

Column II is the 225-186 vote to pass the bill. Voting right were 203 Democrats and 22 Republicans. Voting wrong were 147 Republicans and 39 Democrats.

Numerals show congressional districts. PR—paired right; PW—paired wrong; A—absent and not paired.

	I	II
ALABAMA		
1. Callahan (R)	W	W
2. Dickinson (R)	W	W
3. Nichols (D)	W	PW
4. Bevill (D)	W	W
5. Flippo (D)	W	R
6. Erdreich (D)	W	R
7. Harris (D)	R	W
ALASKA		
AL Young (R)	W	R
ARIZONA		
1. Rhodes (R)	W	W
2. Udall (D)	R	R
3. Stump (R)	R	W
4. Kyl (R)	W	W
5. Kolbe (R)	W	W
ARKANSAS		
1. Alexander (D)	R	R
2. Robinson (D)	R	R
3. Hammerschmidt (R)	W	W
4. Anthony (D)	R	R
CALIFORNIA		
1. Bosco (D)	R	R
2. Herger (R)	W	W
3. Matsui (D)	R	R
4. Fazio (D)	R	R
5. Pelosi (D)	R	R
6. Boxer (D)	R	R
7. Miller (D)	R	R
8. Dellums (D)	R	R
9. Stark (D)	R	R
10. Edwards (D)	R	R
11. Lantos (D)	R	R
12. Konnyu (R)	W	R
13. Mineta (D)	R	R
14. Shumway (R)	W	W
15. Coelho (D)	R	R
16. Panetta (D)	R	W
17. Pashayan (R)	W	R
18. Lehman (D)	R	R
19. Lagomarsino (R)	W	W
20. Thomas (R)	W	W
21. Gallegly (R)	W	W
22. Moorhead (R)	W	W
23. Beilenson (D)	W	W
24. Waxman (D)	R	R
25. Roybal (D)	R	R
26. Berman (D)	R	R
27. Levine (D)	R	R
28. Dixon (D)	R	R
29. Hawkins (D)	R	R
30. Martinez (D)	R	R
31. Dymally (D)	R	R
32. Anderson (D)	R	R
33. Dreier (R)	W	W
34. Torres (D)	R	R
35. Lewis (R)	W	W
36. Brown (D)	R	R
37. McCandless (R)	W	W
38. Dornan (R)	W	W
39. Dannemeyer (R)	W	W
40. Badham (R)	W	A
41. Lowery (R)	W	W
42. Lungren (R)	W	W
43. Packard (R)	W	W
44. Bates (D)	R	R
45. Hunter (R)	W	W
COLORADO		
1. Schroeder (D)	R	R
2. Skaggs (D)	R	R
3. Campbell (D)	R	R
4. Brown (R)	W	W
5. Hefley (R)	W	W
6. Schaefer (R)	W	W
CONNECTICUT		
1. Kennelly (D)	R	R
2. Gejdenson (D)	R	R
3. Morrison (D)	R	R
4. Shays (R)	R	R
5. Rowland (R)	W	W
6. Johnson (R)	W	W
DELAWARE		
AL Carper (D)	R	R
FLORIDA		
1. Hutto (D)	W	W
2. Grant (D)	R	W
3. Bennett (D)	W	R
4. Chappell (D)	R	W
5. McCollum (R)	W	W
6. MacKay (D)	W	W
7. Gibbons (D)	R	R
8. Young (R)	W	W
9. Bilirakis (R)	W	W
10. Ireland (R)	W	W
11. Nelson (D)	W	W
12. Lewis (R)	W	W
13. Mack (R)	W	W
14. Mica (D)	R	R
15. Shaw (R)	W	W
16. Smith (D)	R	R
17. Lehman (D)	R	R
18. Pepper (D)	PR	PR
19. Fascell (D)	R	R
GEORGIA		
1. Thomas (D)	W	W
2. Hatcher (D)	W	A
3. Ray (D)	W	W
4. Swindall (R)	W	W
5. Lewis (D)	R	R
6. Gingrich (R)	W	W
7. Darden (D)	W	W
8. Rowland (D)	W	W
9. Jenkins (D)	W	W
10. Barnard (D)	R	W
HAWAII		
1. Saiki (R)	W	W
2. Akaka (D)	R	R
IDAHO		
1. Craig (R)	W	W
2. Stallings (D)	R	R
ILLINOIS		
1. Hayes (D)	R	R
2. Savage (D)	R	R
3. Russo (D)	R	R
4. Davis (R)	R	R
5. Lipinski (D)	R	R
6. Hyde (R)	W	W
7. Collins (D)	R	R
8. Rostenkowski (D)	R	R
9. Yates (D)	R	R
10. Porter (R)	W	W
11. Annunzio (D)	R	R
12. Crane (R)	W	W
13. Fawell (R)	W	W
14. Hastert (R)	W	W
15. Madigan (R)	W	W
16. Martin (R)	W	W
17. Evans (D)	R	R
18. Michel (R)	W	W
19. Bruce (D)	R	R
20. Durbin (D)	R	R
21. Price (D)	R	R
22. Gray (D)	R	R
INDIANA		
1. Visclosky (D)	R	R
2. Sharp (D)	R	R
3. Hiler (R)	W	W
4. Coats (R)	W	W
5. Jontz (D)	R	R
6. Burton (R)	W	W
7. Myers (R)	W	W
8. McCloskey (D)	R	R
9. Hamilton (D)	R	R
10. Jacobs (D)	R	R
IOWA		
1. Leach (R)	W	W
2. Tauke (R)	W	W
3. Nagle (D)	R	R
4. Smith (D)	R	R
5. Lightfoot (R)	W	W
6. Grandy (R)	W	W
KANSAS		
1. Roberts (R)	W	W
2. Slattery (D)	R	W
3. Meyers (R)	W	W
4. Glickman (D)	R	W
5. Whittaker (R)	W	W
KENTUCKY		
1. Hubbard (D)	R	R
2. Natcher (D)	R	R
3. Mazzoli (D)	W	R
4. Bunning (R)	W	W
5. Rogers (R)	W	W
6. Hopkins (R)	W	W
7. Perkins (D)	R	R
LOUISIANA		
1. Livingston (R)	A	A
2. Boggs (D)	R	R
3. Tauzin (D)	A	A
4. Roemer (D)	PW	A
5. Huckaby (D)	W	W
6. Baker (R)	W	W
7. Hayes (D)	R	R
8. Holloway (R)	W	W
MAINE		
1. Brennan (D)	R	R
2. Snowe (R)	W	W
MARYLAND		
1. Dyson (D)	R	R
2. Bentley (R)	R	W
3. Cardin (D)	R	R
4. McMillen (D)	R	R
5. Hoyer (D)	R	R
6. Byron (D)	R	R
7. Mfume (D)	R	R
8. Morella (R)	W	W
MASSACHUSETTS		
1. Conte (R)	R	A
2. Boland (D)	R	R
3. Early (D)	R	R
4. Frank (D)	R	R
5. Atkins (D)	R	R
6. Mavroules (D)	R	R
7. Markey (D)	R	R
8. Kennedy (D)	R	R
9. Moakley (D)	R	R
10. Studds (D)	R	R
11. Donnelly (D)	R	R
MICHIGAN		
1. Conyers (D)	R	R
2. Pursell (R)	W	W
3. Wolpe (D)	R	R
4. Upton (R)	W	W
5. Henry (R)	W	W
6. Carr (D)	R	R
7. Kildee (D)	R	R
8. Traxler (D)	R	A
9. Vander Jagt (R)	W	W
10. Schuette (R)	W	W
11. Davis (R)	R	R
12. Bonior (D)	R	R
13. Crockett (D)	R	R
14. Hertel (D)	R	R
15. Ford (D)	R	R
16. Dingell (D)	R	R
17. Levin (D)	R	R
18. Broomfield (R)	W	W
MINNESOTA		
1. Penny (D)	R	R
2. Weber (R)	W	W
3. Frenzel (R)	W	W
4. Vento (D)	R	A
5. Sabo (D)	R	R
6. Sikorski (D)	R	R
7. Stangeland (R)	W	W
8. Oberstar (D)	R	R
MISSISSIPPI		
1. Whitten (D)	R	R
2. Espy (D)	R	R
3. Montgomery (D)	W	W
4. Dowdy (D)	R	R
5. Lott (R)	W	W
MISSOURI		
1. Clay (D)	R	R
2. Buechner (R)	W	W
3. Gephardt (D)	PR	PR
4. Skelton (D)	R	W
5. Wheat (D)	R	R
6. Coleman (R)	W	W
7. Taylor (R)	W	W
8. Emerson (R)	W	W
9. Volkmer (D)	R	R
MONTANA		
1. Williams (D)	R	R
2. Marlenee (R)	R	W
NEBRASKA		
1. Bereuter (R)	W	W
2. Daub (R)	W	W
3. Smith (R)	W	W
NEVADA		
1. Bilbray (D)	R	R
2. Vucanovich (R)	W	W
NEW HAMPSHIRE		
1. Smith (R)	W	W
2. Gregg (R)	W	W
NEW JERSEY		
1. Florio (D)	R	PR
2. Hughes (D)	R	R
3. Howard (D)	R	R
4. Smith (R)	R	R
5. Roukema (R)	R	R
6. Dwyer (D)	R	R
7. Rinaldo (R)	R	R
8. Roe (D)	R	R
9. Torricelli (D)	R	R
10. Rodino (D)	R	R
11. Gallo (R)	W	R
12. Courter (R)	W	R
13. Saxton (R)	W	R
14. Guarini (D)	R	R
NEW MEXICO		
1. Lujan (R)	W	R
2. Skeen (R)	W	W
3. Richardson (D)	R	R
NEW YORK		
1. Hochbrueckner (D)	R	R
2. Downey (D)	R	R
3. Mrazek (D)	R	R
4. Lent (R)	W	A
5. McGrath (R)	W	W
6. Flake (D)	R	R
7. Ackerman (D)	R	R
8. Scheuer (D)	A	PR
9. Manton (D)	R	R
10. Schumer (D)	R	R
11. Towns (D)	R	R
12. Owens (D)	R	R
13. Solarz (D)	R	R
14. Molinari (R)	R	R
15. Green (R)	R	R
16. Rangel (D)	R	R
17. Weiss (D)	R	R
18. Garcia (D)	R	R
19. Biaggi (D)	A	A
20. DioGuardi (R)	R	R
21. Fish (R)	W	W
22. Gilman (R)	R	R
23. Stratton (D)	W	R
24. Solomon (R)	W	R
25. Boehlert (R)	W	W
26. Martin (R)	W	A
27. Wortley (R)	W	W
28. McHugh (D)	R	R
29. Horton (R)	R	W
30. Slaughter (D)	R	R
31. Kemp (R)	PW	PW
32. LaFalce (D)	R	R
33. Nowak (D)	R	R
34. Houghton (R)	W	W
NORTH CAROLINA		
1. Jones (D)	R	W
2. Valentine (D)	R	W
3. Lancaster (D)	R	W
4. Price (D)	R	R
5. Neal (D)	W	W
6. Coble (R)	W	W
7. Rose (D)	R	W
8. Hefner (D)	R	W
9. McMillan (R)	W	W
10. Ballenger (R)	W	W
11. Clarke (D)	R	R
NORTH DAKOTA		
AL Dorgan (D)	R	R
OHIO		
1. Luken (D)	W	W
2. Gradison (R)	W	W
3. Hall (D)	R	R
4. Oxley (R)	W	W
5. Latta (R)	W	W
6. McEwen (R)	W	W
7. DeWine (R)	W	W
8. Lukens (R)	W	W
9. Kaptur (D)	R	R
10. Miller (R)	W	W
11. Eckart (D)	R	R
12. Kasich (R)	W	W
13. Pease (D)	R	R
14. Sawyer (D)	R	R
15. Wylie (R)	W	W
16. Regula (R)	W	W
17. Traficant (D)	R	R
18. Applegate (D)	W	R
19. Feighan (D)	R	R
20. Oakar (D)	R	R
21. Stokes (D)	R	R
OKLAHOMA		
1. Inhofe (D)	W	W
2. Synar (D)	R	R
3. Watkins (D)	W	A
4. McCurdy (D)	W	R
5. Edwards (R)	W	W
6. English (D)	W	W
OREGON		
1. AuCoin (D)	R	R
2. Smith (R)	W	W
3. Wyden (D)	R	R
4. DeFazio (D)	R	R
5. Smith (R)	W	W
PENNSYLVANIA		
1. Foglietta (D)	R	R
2. Gray (D)	R	R
3. Borski (D)	R	R
4. Kolter (D)	R	R
5. Schulze (R)	W	W
6. Yatron (D)	R	R
7. Weldon (R)	W	W
8. Kostmayer (D)	R	R
9. Shuster (R)	R	W
10. McDade (R)	R	R
11. Kanjorski (D)	R	R
12. Murtha (D)	R	R
13. Coughlin (R)	W	R
14. Coyne (D)	R	R
15. Ritter (R)	W	W
16. Walker (R)	W	W
17. Gekas (R)	W	W
18. Walgren (D)	R	R
19. Goodling (R)	W	W
20. Gaydos (D)	R	R
21. Ridge (R)	W	W
22. Murphy (D)	R	R
23. Clinger (R)	W	W
RHODE ISLAND		
1. St Germain (D)	R	R
2. Schneider (R)	W	R
SOUTH CAROLINA		
1. Ravenel (R)	W	W
2. Spence (R)	W	W
3. Derrick (D)	R	W
4. Patterson (D)	R	W
5. Spratt (D)	R	R
6. Tallon (D)	R	R
SOUTH DAKOTA		
AL Johnson (D)	R	W
TENNESSEE		
1. Quillen (R)	W	PW
2. Duncan (R)	W	W
3. Lloyd (D)	W	R
4. Cooper (D)	R	R
5. Vacancy		
6. Gordon (D)	R	W
7. Sundquist (R)	W	W
8. Jones (D)	W	W
9. Ford (D)	R	R
TEXAS		
1. Chapman (D)	W	R
2. Wilson (D)	R	R
3. Bartlett (R)	W	W
4. Hall (D)	W	W
5. Bryant (D)	R	R
6. Barton (R)	W	W
7. Archer (R)	W	W
8. Fields (R)	W	W
9. Brooks (D)	R	R
10. Pickle (D)	W	W
11. Leath (D)	W	A
12. Wright (D) Speaker		
13. Boulter (R)	W	W
14. Sweeney (R)	W	W
15. de la Garza (D)	R	R
16. Coleman (D)	R	R
17. Stenholm (D)	W	W
18. Leland (D)	R	R
19. Combest (R)	W	W
20. Gonzalez (D)	R	R
21. Smith (R)	W	W
22. DeLay (R)	W	W
23. Bustamante (D)	R	A
24. Frost (D)	R	R
25. Andrews (D)	W	R
26. Armey (R)	W	W
27. Ortiz (D)	R	W
UTAH		
1. Hansen (R)	W	W
2. Owens (D)	R	R
3. Nielson (R)	W	W
VERMONT		
AL Jeffords (R)	W	W
VIRGINIA		
1. Bateman (R)	W	W
2. Pickett (D)	R	W
3. Bliley, Jr. (R)	W	PW
4. Sisisky (D)	R	R
5. Daniel (D)	R	W
6. Olin (D)	R	R
7. Slaughter (R)	W	W
8. Parris (R)	W	W
9. Boucher (D)	R	R
10. Wolf (R)	W	W
WASHINGTON		
1. Miller (R)	W	W
2. Swift (D)	R	R
3. Bonker (D)	R	R
4. Morrison (R)	W	W
5. Foley (D)	R	R
6. Dicks (D)	R	R
7. Lowry (D)	R	R
8. Chandler (R)	W	W
WEST VIRGINIA		
1. Mollohan (D)	R	R
2. Staggers (D)	R	R
3. Wise (D)	R	R
4. Rahall (D)	R	R
WISCONSIN		
1. Aspin (D)	R	R
2. Kastenmeier (D)	R	R
3. Gunderson (R)	W	W
4. Kleczka (D)	R	R
5. Moody (D)	R	R
6. Petri (R)	W	R
7. Obey (D)	R	R
8. Roth (R)	W	W
9. Sensenbrenner (R)	W	W
WYOMING		
AL Cheney (R)	W	W

Parent leave bill revisions gain support

A modified version of the labor-backed parental leave bill has gained significant bipartisan support that greatly improves its chances of enactment in this Congress.

The original House sponsors of the bill —William L. Clay (D-Mo.) and Patricia Schroeder (D-Colo.)—along with Education & Labor Committee Chairman Augustus F. Hawkins, negotiated the compromise that turned an influential group of Republicans from foes to allies.

Most of the changes are designed to offset fears that the original version of the Family & Medical Leave Act might create problems for smaller employers.

The revised bill would cover only firms with 50 or more workers for the first three years after its enactment. Thereafter, it would apply to firms with 35 or more employees. The original bill affected firms with 15 or more workers.

Employees who have worked 20 or more hours a week for at least one year would have the right to take up to 10 weeks of unpaid leave over a 24-month period (18 weeks in the original bill) at the birth or adoption of a child, or to care for a seriously ill child or parent.

An employee would also be able to take up to 15 weeks of unpaid leave over a 12-month period (originally 26 weeks) if he or she has a serious health condition verified by a doctor's certificate.

Health coverage

As in the original bill, there is a requirement that health insurance coverage that had been provided to an employee must be continued during the period of unpaid leave.

A "Dear Colleague" letter to House members announcing the bipartisan agreement and inviting their cosponsorship was sent by Democrats Clay, Hawkins and Schroeder and Republicans James M. Jeffords (Vt.), Marge Roukema (N.J.), Nancy L. Johnson (Conn.), Olympia J. Snowe (Me.) and Claudine Schneider (R.I.).

In addition, Roukema, Johnson and Snowe sent their own "Dear Republican Colleagues" letter to GOP members inviting support.

The original bill cleared Clay's Labor-Management Relations subcommittee on a party-line vote, with all Republicans opposed.

The new version means that the legislation will move from the full committee to the House floor—probably early in 1988—with a bipartisan endorsement.

The next issue of the AFL-CIO News will be published Nov. 7, 1987, because of the federation's convention schedule.

That issue will contain detailed coverage of the actions of the AFL-CIO's 17th constitutional convention.

President Paul J. Burnsky spells out effort to preserve U.S. industrial base at Metal Trades Dept. convention.

Metal Trades in fight to save industry

Convention assails Reagan 'trench warfare' against workers

Miami Beach, Fla.—The Reagan Administration is waging "trench warfare" against American workers and defense industries by giving an increasing share of Pentagon procurement to foreign arms merchants, the AFL-CIO Metal Trades Dept. charged.

In his keynote address to the department's 63rd convention, MTD President Paul J. Burnsky accused the White House of turning the nation's shipbuilding industry into a "lifeless skeleton," leaving America's industrial complex a "smoking ruin," and then blaming both on American workers for failing to be "competitive."

Burnsky described the Administration policy as one that tells American workers to compete with shipbuilding workers making sweatshop wages in South Korea, Brazilian prisoners making auto parts under "near-slave conditions," seven-year-old girls making shirts in Singapore or Thailand and exploited Mexican campesinos in border factories across the Rio Grande from the American Southwest.

The Administration embarked on a determined anti-union policy, Burnsky told the nearly 100 delegates, handing over control of sensitive policy-making agencies to "the moguls of American industry," whose battle cry is:

"If occupational safety gets in the way of productivity, to hell with safety. If wage and hour laws, or minimum wage laws, or Davis-Bacon laws, or labor management laws or any other protective legislation threatens profits, we'll roll them over."

AFL-CIO Sec.-Treas. Thomas R. Donahue, in a convention address, emphasized that working men and women have suffered through "seven lean years" under the Reagan Administration because of "wrong-headed policies" that have piled up a record trade deficit and nearly trebled the national debt.

But labor is "no longer on the defensive" on the legislative front, Donahue told delegates. Because the voters "broke the Reaganite grip on the Senate" in 1986, he stressed, progress is being made on all fronts—from trade legislation and plant closing measures to Hatch Act reform, double-breasting, minimum wage and a host of other issues.

The theme of an Administration bent on undercutting the nation's industrial base was a thread that was stitched through the two-day convention.

Breaking sharply with her own Administration, Republican Rep. Helen Delich Bentley (Md.) accused the White House of abusing a 1984 congressional mandate that the Defense Dept. have back-up sources for all defense contracts. This law, she said, "has been interpreted by this Administration to mean that the second source is foreign."

Bentley was critical of former NATO Commander Gen. Bernard Rogers for insisting that the Administration's job was to create "a West European defense industrial base which can compete with the United States."

Lost dollars

The Republican legislator stressed that for every U.S. dollar spent abroad —whether by the Pentagon or any other federal agency engaged in buying foreign —the nation loses 42 cents in taxes that would otherwise be paid by American workers and employers and another 8 cents in interest the government pays because the Reagan Administration has piled up a staggering debt and must finance its spending by borrowing money.

The result, Bentley said, is that "an American-produced purchase is really 50 percent cheaper in the long run than the foreign product."

William G. Phillips, vice president of the National Council to Preserve the U.S. Industrial Base, stressed that the United States is in "an industrial trade war" with such "allies" as Japan, Britain, France, Italy, South Korea and West Germany, "and we are losing badly."

Among the casualties littering that battlefield, he said, are the 2 million manufacturing jobs lost in the past seven years, the failure of hundreds of thousands of small businesses, including key defense suppliers, and thousands of abandoned factories, steel mills, shipyards and mines.

John J. Stocker, president of the Shipbuilders Council of America, told delegates that 52,000 jobs have been lost at government and private shipyards in the last five years and that another 11,000 jobs will disappear before the end of the decade because of the Administration's "buy-foreign" policies.

Herman Rebhan, general secretary of the International Metalworkers' Federation, criticized the Administration for undercutting America's "full-employment, high-wage manufacturing economy" that set a global standard for other countries.

Abandoning responsibilities

He emphasized the increasing power of multinationals, warning that American companies no longer have "a sense of responsibility based on American traditions and values."

Ford Motor Co. owns 25 percent of Japan's Mazda, 10 percent of the Kia Motor Co. in Korea and 70 percent of Taiwan's Lio Ho which plans to export cars to the United States, he stressed, while General Motors Corp. owns half of Korea's Daewoo auto firm and 20 percent of Comau, an Italian company that makes machine tools for export to America.

Delegates approved resolutions that called for a U.S. maritime policy to rebuild the merchant marine and revitalize the nation's shipyards, opposed reflagging of Kuwaiti oil tankers that don't measure up to American manning and safety standards, recommended a $5-per-barrel levy on imported oil moving aboard foreign-flag tankers with the funds earmarked for U.S. shipbuilding, and urged removal of all merchant marine items from the pending trade pact with Canada.

In other resolutions, delegates supported pending trade legislation, opposed random drug tests for government workers, endorsed greater on-the-job safety efforts and called for reform of the Hatch Act and the federal retirement program.

Burnsky was unanimously re-elected to his fifth term as president. All 10 members of the MTD's executive committee also were re-elected without opposition.

Other convention speakers included Administrator James C. Fletcher of the National Aeronautics & Space Administration, Philip J. Bierbaum of the National Institute for Occupational Safety & Health and Ronald J. Kiss of the Navy's shipbuilding office.

Closing tax loopholes vital to backing of budget package

Continued from Page 1

ing America's domestic and military needs.

If they are retained intact in the bill brought to the House floor, they will have the AFL-CIO's full support, McGlotten said.

President Reagan has warned that he will veto any new taxes and has demanded that budget cutting be achieved solely by deep slashes in domestic programs, while leaving the military budget intact.

But Reagan backed down somewhat in the aftermath of the stock market crash, indicating a reluctant willingness to "look at" congressional proposals.

Two days later, after mounting criticism of his unwillingess to face the press, Reagan scheduled his first formal news conference since last spring and agreed to let White House aides meet with congressional leaders on the budget crisis.

An attempt by Treasury Sec. James Baker to blame the stock market collapse on fears that congressional Democrats might insist on modest tax adjustments to narrow the budget deficit backfired badly.

No responsible financial commentator gave it credence. House Speaker Jim Wright dismissed it as "balderdash." And comments from other members of Congress were even more pungent.

In urging support for the budget reconciliation package that is scheduled for an Oct. 27 vote in the House, McGlotten acknowledged that it is not perfect, and said the AFL-CIO has "serious concerns" about proposals by the Ways & Means Committee to strengthen funding for single-employer pension plans insured by the Pension Benefit Guaranty Corp.

The AFL-CIO supports an alternative version recommended by the Education & Labor Committee, which also will be part of the reconciliation package. McGlotten expressed the belief that a House-Senate conference "will address and correct" the pension insurance remedy.

McGlotten stressed, however, that the federation considers the overall package a responsible approach to a serious problem.

A Senate counterpart bill is being put in final shape, but indications were that it would be inferior to the House version from labor's standpoint.

Senate opens full debate on Bork nomination

Continued from Page 1

tator" and the "mainstream" positions he has taken as a judge.

But the committee majority noted that an unprecedented 1,925 law professors had written to the committee opposing Bork's confirmation. Thirty-two law school deans had joined in a letter warning that Bork's "fixed view of the Constitution is at odds with most of the pivotal decisions protecting civil rights and civil liberties that the Supreme Court has rendered over the past four decades."

Supporters of Bork charged that opposition to his nomination was strictly political. But Sen. Arlen Specter (R-Pa.) spoke from the viewpoint of a Republican who was troubled by Bork's controversial positions on equal protection of the law and freedom of speech.

It was a difficult vote, Specter said, "since I will be opposing my President, my party and a man of powerful intellect whom I respect and like." But when the future of the Constitution is at issue, "politics and personalities must give way."

Computer blackout

Dun & Bradstreet, a major credit-rating firm, has imposed the computer-age equivalent of a yellow-dog contract on a middleman company that sells access to various financial data services.

The AFL-CIO and several affiliates had been obtaining data on corporations that are not publicly owned by accessing Dun & Bradstreet's financial records file through Dialogue Information Services, a data base supplier.

Unions paid for access to the reports, which often are useful in preparing for collective bargaining. But Dun & Bradstreet takes the position that employers who provide the information don't want it going to unions. So it asserts a right to be "selective" in choosing its customers.

A yellow-dog contract, illegal since 1932, requires employees to promise that they won't join a union.

When Dun & Bradstreet found out that unions were buying its financial information, it insisted that Dialogue Information Services blacklist the unions.

Union librarians discovered this when the words "unauthorized file" flashed on their computers when they tried to access the code for the financial records file.

NABET focuses on local disputes

A tentative 29-month contract between the National Broadcasting Co. and the Broadcast Employees & Technicians was approved by all but two of the 14 units that have been on strike for 17 weeks. All 2,800 NABET members will remain on strike until local bargaining issues are resolved.

Under the union's bylaws, all units must ratify a contract before it becomes effective. The membership voted 1,507 to 738 to approve the contract, the union announced Oct. 19.

Those units voting against the package are the couriers in Chicago by a 17-1 vote, and air conditioning and plant maintenance workers in Burbank, Calif., by an 11-8 tally. The local issue in Chicago is work rules and in Burbank, it's job classification. Once the local issues are settled, those two units will vote again, said NABET.

The proposed package includes a back-to-work agreement that covers the return of the strikers, who are technicians, camera operators, news writers and other employees at NBC, a unit of General Electric Co.

The tentative contract would increase wages by $30 in the first year, $40 in the second year, with a 3-percent lump-sum payment on Apr. 1, 1989.

A key issue in the strike was NBC's insistence on using nonunion "daily hires." The proposed agreement would limit NBC's use of such workers to 4 percent the first years and to 6 percent for the remainder of the agreement.

Court rejects state bias in denial of jobless pay

St. Louis—South Dakota's denial of state jobless benefits to union members is discriminatory and violates federal labor law, the 8th Circuit U.S. Court of Appeals ruled.

Steelworkers who had voted to strike the Homestake Mining Co., in Lead, S.D., after their contract expired were denied unemployment compensation in a lockout while their nonunion co-workers were awarded benefits on appeal to the state labor department's referee.

The 7-3 appeals court decision affirmed a district court ruling—in a suit brought by the USWA—which held that the state's eligibility test "impermissibly conflicted" with the National Labor Relations Act's protections for workers seeking union membership.

In 1982, workers at Homestake won union representation and joined USWA Local 7044. While some refused to join the union, they did accept the benefits of the union-negotiated contract and paid no dues or agency fees, as is permitted under South Dakota's "right-to-work" law.

When the three-year collective bargaining agreement expired, a majority of USWA members at the mining company voted to strike. Homestake responded by locking out both union and nonunion workers.

Workers' claims for jobless benefits were rejected by the state's labor department, which maintained that benefits could not be paid to any worker whose "unemployment is due to a stoppage of work which exists because of a labor dispute."

But the department's appeals referee overruled the agency, stating that the nonunion workers were available and willing to work but were locked out by Homestake. Those workers received weekly benefits of $129. The USWA members, however, "initiated the labor dispute" and therefore were not locked out or willing to work, the referee said.

The referee denied the claims of all union members, although some had reported for work and were turned away by management.

The USWA filed suit in federal district court, charging that the state's differentiation between union and nonunion workers violated federal labor law because it awarded jobless benefits based on union membership.

Benefit test

The state claimed that because union members could vote whether or not to strike, they became responsible for their own unemployment.

But the district court disagreed, ruling that the law thwarted a worker's federally protected right to belong to a union and was "inherently destructive" of the right to organize.

In writing for the appeals court, Judge George G. Fagg upheld the concept of the state's "able and willing to work" test but stressed that it must be neutral with regard to union membership. South Dakota "failed to apply this test in a neutral, nondiscriminatory manner," he wrote.

"The record shows that in determining a union worker's eligibility for benefits, South Dakota focused on whether the claimant belonged to the union," Fagg noted.

He stressed that the state's supposedly neutral test "interferes with the congressional objective of protecting equally those who choose to participate and those who choose not to participate" in unions.

Council charts course for new growth

Continued from Page 1

notably the "Democracy at Work" political education effort which began with the distribution of 12,000 videocassettes presenting the views of Democratic and Republican presidential candidates to union members throughout the nation. Other communications programs include videoconferences, television productions by the Labor Institute of Public Affairs and an expanded "one-on-one" program in six states.

The council recommends that the convention amend the AFL-CIO constitution to incorporate the Organizing Responsibilities Procedure. That new procedure has been used to resolve 24 disagreements since 1985. Affiliates will also be given a financial incentive for affiliating all of their local unions with their respective state central bodies. A number of mergers have taken place to consolidate and strengthen local central bodies, with more in the works.

Union Privilege Benefit Programs: These nonprofit programs, aimed at enhancing the value of union membership to present members and future associate members, have now put one million low-cost credit cards in the pockets of members. The interest rate of 13 percent is well below market rates. The other two programs in place offer similar savings in legal services and travel, with more than 500 law firms offering low-cost services.

Organizing: Landmark organizing victories have been won after several years of suppression of unionism in both the public and private sectors, the council says. It lists a dozen examples led by the overwhelming votes by air traffic controllers to organize a new union in place of the one broken in 1981 by President Reagan and by publishing employees at Kingsport, Tenn., who have restored the union presence 25 years after a bitter loss. The council recommends that unions develop systematic programs to involve all of their members, officers and staff in the organizing process with emphasis on recruitment, training and supervision of rank-and-file volunteers.

State and Local Central Bodies: Significant progress has been registered toward the 1985 convention mandate to strengthen state and local labor councils. Some 35 consolidations have taken place among central bodies and more are in progress.

Oklahoma and New Mexico legislatures defeated compulsory open-shop legislation, but in Idaho a "right-to-work" law was pushed through by referendum in a battle that has been waged off and on since 1954. The council urges greater efforts by labor legislative committees and education programs to counter anti-union propaganda by employer organizations and front groups.

Radical-right efforts to force a constitutional convention through pressure on state legislatures have been fought to a standstill, the council observes, and the agenda has shifted to rolling back "ConCon" resolutions in some of the 32 states that have adopted them. The AFL-CIO urges state federations to continue to work with Citizens to Protect the Constitution in that effort.

Collective Bargaining: A weak economy, import pressures, high unemployment and "no-holds-barred anti-union conduct" by employers have eroded earnings for six years. The average wage in June 1987, adjusted for inflation, was $8.93 per hour, but it bought only $4.84 worth of goods in 1977 dollars, when wages averaged $5.25.

Even so, the average wage of union members in current dollars in June 1987 was $12.26 an hour plus $6.25 in benefits, compared with the nonunion average of $9.93 per hour plus $3.37 in benefits—maintaining the standard of union workers being about one-third better off.

Lockouts and the use of scabs have soared in numbers and virulence, leading the federation to establish a task force to assist workers in such situations. The system received its first two tests in support of workers involved in the five-month USX Corp. lockout and the late September strike of the National Football League Players. New "in-plant" and "corporate campaign" strategies are being used with growing effectiveness against union-busting employers.

Solid job guarantees have been won in the auto industry and the construction industry, where settlements, below average in wage increases from 1983 to 1985, rose at double the average for settlements in 1986.

Political Activities: In achieving its number one 1986 goal of restoring control of the U.S. Senate to friendly hands, labor "far outstripped the most optimistic predictions." Overall, 60 percent of COPE-endorsed candidates for Senate, House and governor were elected. The Senate score was 70 percent.

The 1987 objective was to give union members and their families access to the candidates of both parties through their own videotaped and written replies to key questions. That job will continue into 1988, when registration and the get-out-the-vote efforts will be added, aided by a continuing program of political education.

Legislative Activities: The convening of the 100th Congress broke a six-year legislative drought in which labor initiatives begun in the House were stymied in the Senate. The AFL-CIO won early victories on trade legislation, plant closing safeguards, and merger protection for airline employees. Labor lobbyists helped overcome Reagan's veto of a highway construction jobs bill and beat back two attacks on collective bargaining rights under federal housing and transportation laws.

The National Economy: The council's analysis of economic data leads it to conclude that workers continue to be threatened by high trade and federal budget deficits, growing foreign debt, high real interest rates, unemployment, falling real earnings, maldistribution of income, plant closings, corporate mergers and takeovers, and inadequate protections against layoff, illness and old age.

In urging the adoption of national policies for full employment, economic growth, stability and equity in the domestic and global economy, the council offers a closely reasoned set of recommendations relating to international trade and investment, employment and training, state and local needs, housing, corporate responsibility, energy, the environment, consumer protection, transportation and farm policy.

Worker Protections: Relentless assaults on worker protections in the Davis-Bacon and Service Contract Acts are traced in this section, along with the failure by late 1987 of Congress to update the badly outmoded minimum wage in the Fair Labor Standards Act. But on the vital subject of occupational safety and health, the council reports "some important gains, such as winning right-to-know protections about chemical hazards," even though the overall picture is still of "workplace injuries and illnesses continuing to take a tremendous toll on American workers" after six years of Reagan Administration in action.

Fifteen years after 19 essential recommendations were made by a national commission on workers' compensation, the council notes, "state legislatures have correctly calculated that Congress will do nothing to force them into compliance."

A national disgrace is outlined by the council in unemployment insurance: "In 1986, for the first time since the nation's unemployment insurance system was established 52 years ago, less than one-third of the jobless received benefits. Each month, more than 5.5 million unemployed workers went without assistance."

On pensions, it is noted that "Congress must act promptly to prevent corporate raids on pension funds" to take so-called "excess benefits."

Social Welfare: Crucial problems in health care and child care services continue to plague the workforce, the council notes.

Despite what is spent on health care services—and it will be $5,551 per person per year in the year 2000—37 million people are without any health insurance and 50 million are inadequately insured, the report says.

By 1990, it is pointed out, half the U.S. labor force will be women and 30 million infants will need child care services. "There is currently space for only 6 million children in licensed, not-for-profit centers and family homes," the council notes, "and the cost of available care is running $3,000 a year for one child."

Education: While the annual assaults on a federal role in public education continue under the Reagan Administration, the federation is experiencing continuing success with its labor in the schools, literacy and one-on-one programs.

Civil Rights: Full employment is indispensable to full rights for all Americans, the council notes in tracing the federation's work on affirmative action, discrimination based on sexual orientation, rights of the handicapped, community involvement, countering extremist groups and the success of a national holiday to honor Dr. Martin Luther King Jr.

Labor and the World: "Important progress has been made in the strengthening of free unions and emerging democracies in the Philippines, Argentina, Brazil and El Salvador," Kirkland says in the report. "Free unions continue to resist repression in such settings as Nicaragua, South Africa and Poland. It is heartening to review the impressive gains for free trade unions since our last convention. It is equally heartening to report that American labor is playing a leading role in the struggle for freedom the world over."

Other topics covered in the report include Labor in the Community and Labor and the Law. The council document includes the biennial reports of the AFL-CIO's eight constitutional departments.

'One Million Union Credit Cards'

Supplement to October 24, 1987 AFL-CIO News

NEW HORIZONS
UNION PRIVILEGE BENEFIT PROGRAMS

New Union Thrust

Associate Membership Under Way

Moving from concept to reality, the associate membership program is now under way among unions big and small across the country.

The new union thrust—which is taking many different forms—offers millions of non-union American workers the opportunity to share in a program of benefits and other services where they are unable to have the protection and coverage of a collective bargaining contract. The associate membership program is organizing new members and regaining former union members among workers in job environments where traditional organizing is difficult.

Direct mail to former members offers at-large membership to those who have suffered layoffs, shutdowns and move-outs. These members can retain union ties and receive the portable benefits of the Union Privilege Benefit Programs.

In each case, associate membership is available only where there is no collective bargaining status.

One union's program gives the associate member a voice at the local union level, and permits him/her to be seated as an observer at the national convention.

Another union plans a separate convention each year for its associate members, and will issue a directory for them.

Of special interest is the possibility of developing associate membership for individuals who support a long term organizing campaign. Often as many as half of a company's workforce fall within this category.

Likewise, a promising opportunity exists among individuals who want to join a union but cannot get employer recognition or an NLRB election.

"The associate membership program is the backbone of our effort to build our unions and enhance the AFL-CIO's influence in our economic and political life," AFL-CIO Secretary-Treasurer Thomas R. Donahue said.

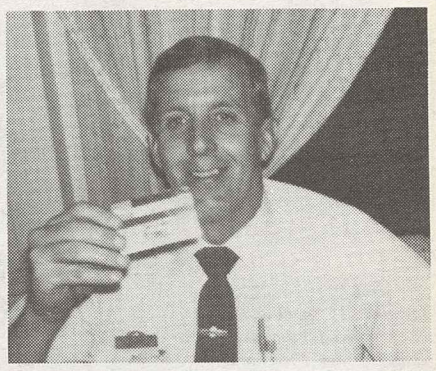
"The success of the concept is evident in the increasing number of unions coming into the program each month," he added. "This widespread acceptance further supports the belief long held within the movement that millions of workers now outside the Federation can be reached through innovative programs."

Donahue, who chairs the AFL-CIO Committee on the Evolution of Work whose recommendations led to the new programs, pointed out that until now workers have traditionally joined unions at worksites, after the union is established.

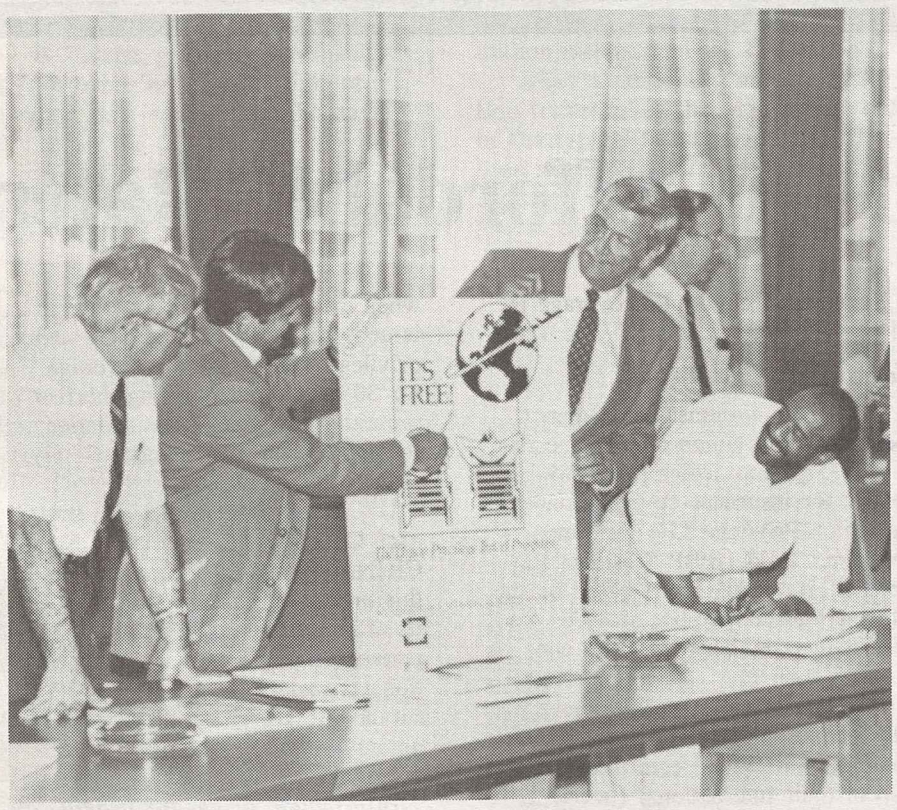
"Through the associate membership idea," he said, "we are appealing also to those hundreds of thousands of workers whose jobs are such that they cannot form viable organizing units, and who therefore are not eligible for full union membership.

"The alternative we are offering is good for them, bringing to them union ideals and collective purchasing power. If the American way is to invent new methods to overcome old obstacles, we are clearly reaching to that goal."

Unions in the associate membership program are creating their own materials—brochures, publications, wallet cards, as well as using UPBP benefit materials.



Amalgamated Transit Union member Max W. Norvell is the one millionth AFL-CIO member to receive a Union Privilege Credit Card. Norvell, 44, received his card in mid-October. A member of Local 1126, he drives a Greyhound bus and makes his home in Sioux City, Iowa.



Joe Tischler (left, pointing) vice president of TransNational Travel Corporation, calls attention to no-fee concept of the Union Privilege Travel Program launched in August. UPBP President Ray Denison (center) is joined by Martin Berger of the Ladies' Garment Workers and Charles Bremmer of the Electronic Workers at conference in AFL-CIO headquarters. See page 3.

What's UPBP?

Nearing its second birthday, Union Privilege Benefit Programs is the AFL-CIO's non-profit corporation created to extend the benefits of the labor movement from the workplace to the marketplace. UPBP utilizes the buying power of 13 million union members and their families and the negotiating expertise of organized labor to develop low cost benefits and services.

It grew out of the 1985 Executive Council Report, "The Changing Situation of Workers and Their Unions," and the conclusions of the Committee on the Future of Work.

"Less than two years after taking action to deal with the changing situation of workers and their unions," said AFL-CIO Secretary-Treasurer Thomas R. Donahue, "the AFL-CIO has implemented an array of benefit programs involving millions of members in national and international affiliates—programs that stretch members' paychecks and bring new or former members into the movement."

UPBP officials are Lane Kirkland, chairman; Thomas R. Donahue, vice chairman, and Albert Shanker, Gerald McEntee, John Sweeney, Larry Dugan, Susan Bianchi-Sands and John Kelly, trustees. Ray Denison is president; Robert Tahler, vice president, and William Collins, secretary-treasurer.

The first benefit was established in February, 1986: the Union Privilege credit card. Other programs already functioning and soon to come are detailed in this issue of **New Horizons.**

Further information on the organization and its programs is available. Write to:

Union Privilege Benefit Programs,

815 Fifteenth St., NW,
Washington, D.C. 20005.

Credit Card Value

Savings Top $30 Million

More than one million Union Privilege credit cards issued in the first year of the new program launched by the AFL-CIO have saved millions of dollars in interest and fees for union members. Savings for the year 1987 are estimated to top $30 million.

So far, according to Ray Denison, president of UPBP, the cards have broken every record in the book for member response, for number issued, and for pocketbook value.

In all, 65 unions representing 11 million members have subscribed to the program, with the first round of

Continued on next page

INSIDE

NO-FEE TRAVEL SERVICE
is new service that is already proving its value. *Page 3*

LEGAL SERVICES PROGRAM
wins high praise from union members around the country. *Page 4*

HEALTH INSURANCE
under study to provide protection for members when laid off, on strike or locked out. *Page 3*

LIFE INSURANCE
for all at affordable prices—that's role of major new program. *Page 2*

FUTURE PROGRAMS
to stretch the dollars in those hard-earned paychecks. *Page 4*

Our Credit Card is A 'Better Deal'

■ *Richard Lokken, IBEW Local 715 member in Minot, N.D., praises Union Privilege credit card program for its no-fee option.*

High praise for the Union Privilege credit card was voiced by the head of a major consumer organization.

Elgie Holstein, Director of the Bankcard Holders of America, warned in an interview that many so-called "low interest" cards are deceptive or have a catch.

In contrast, he added, "the AFL-CIO is a perfect example of the way it should be done."

"They negotiated a deal for an affinity group credit card at low interest, and they got the low interest deal simply because they decided to get a good deal for their members. . . ." he said.

In most cases where organizations sponsor cards, he explained, "the association will get a piece of the action. . . and so the result is that by the time the bank is finished taking its profit and the association has taken its profit, there's very little left to pass on to the members by the way of a better deal."

■ *Carol Meredith, ILG member, of Reading, Pa., displays the family credit card issued to her Steelworker husband.*

■ *Peggy E. Pinder, AFSCME Local 1510, of Philadelphia, displays her union MasterCard at front desk of motel where she was attending an AFL-CIO conference.*

■ *Jim Vallas, SEIU Local 585, Pittsburgh, proudly flashes his Service Employees MasterCard.*

Card Saves Big Bucks

Continued from page 1

mailings due to be completed before the year's end.

Membership response to the offer has been "phenomenal," Denison said. "No other mail offer by any national credit-card issuing institution has ever come close to the unions' performance."

"We are gratified by this tremendous response," Denison added. "Experts in the financial business world are stunned by this response, but we are not. It demonstrates the value of a low interest card benefit and the trust by union members in the recommendations of their leadership."

'For Members Only'

The "for members only" feature of the credit card—like others in the union privilege package—has already established itself as a unique benefit. Its attraction has proved to be so strong that many non-union workers in so-called right-to-work states have joined the union to qualify for the card.

The skip payment option whenever a union member is on strike for more than 30 days is also one of the unique features of the card.

Helpful, too, is the provision wherein union messages and materials may be included in billing statements four times a year, permitting affiliates to communicate with their members in a new way.

The Union Privilege MasterCard® enables members to charge purchases in either of two ways at interest rates well below the 18 to 21 percent currently being charged for the use of most major credit cards:

Program No. 1—True Credit. The annual percentage rate (APR) is 5% above the prime rate as of the last business day of the previous quarter. Charges apply on all purchases and cash advances from date of transaction. There is no annual fee.

Program No. 2—A grace period of at least 25 days on purchases. The APR is 7¼% above the prime rate. There is no annual fee the first year and no fee in subsequent years if purchases total $3,600. For purchases between $2,400 and $3,600 the fee is $7.50; for purchases less than $2,400 the fee is $15.

In addition to the skip payment option, other features include: no liability for lost or stolen cards, $250,000 travel accident insurance, and free additional cards for family members.

A toll-free line to the issuing bank is available for customer service questions.

'Credit Card War'

Since nationally syndicated financial columnist Jane Bryant Quinn tagged the AFL-CIO Union Privilege card as "perhaps the best" available anywhere in the nation, market analysts have noted a "credit card war" that may well have been a reaction to the UPBP program. However, the average national rate is still high above the low Union Privilege rate.

Beginning in January, 1988, a second mailing of the credit card offer will be sent to members of participating unions.

Unions currently in the program include:

AFL-CIO; Air Line Pilots; Aluminum, Brick Workers; Asbestos Workers; Automobile Workers; Bakery, Tobacco Workers; Boilermakers; Bricklayers; Broadcast Employees; Chemical Workers; Clothing Workers.

Communications Workers; Electronic Workers (IUE); Electrical Workers; Operating Engineers; Professional, Technical Engineers; Fire Fighters; Firemen, Oilers; Flight Attendants; Food, Commercial Workers; United Garment Workers.

Glass, Plastic Workers; Government Employees; Grain Millers; Graphic Communications; Hotel Employees & Restaurant Employees; Allied Industrial Workers; Iron Workers; Laborers; Leather Goods; Letter Carriers.

Machinists; Mail Handlers; Masters, Mates; Maintenance of Way Employees; Marine Engineers Districts 1 & 2; Molders; Musicians; Newspaper Guild; Office & Professional Employees; Oil & Chemical Workers.

Painters; Paperworkers; Pattern Makers; Plasterers; Plate Printers; Police; Professional Athletes; Rubber Workers; School Administrators; Service Employees.

Railway Signalmen; Siderographers; State, County Employees; Steelworkers; Stove, Furnace Workers; Television & Radio Artists; United Textile; Tile, Marble Workers; Train Dispatchers; Transit Workers; Transportation Communications, Transport Workers; Utility Workers; and Woodworkers.

New Low-Cost Benefit

Life Insurance Covers All—At Affordable Rates

A new term life insurance program for participating union members now offers coverage at rates generally lower than available to the public—and guarantees that all workers, regardless of occupation or health status, are eligible.

Term insurance is highly publicized as the cheapest protection available, yet TV offers and direct-mail solicitations can be very costly, and often do not measure up to their claims. Also, many workers in industries with greater-than-normal risks are excluded from coverage.

The UPBP package is superior to other plans that members could get individually in the general marketplace—and far more affordable.

The new program offers guaranteed protection for all union members and their spouses, ages 18-79 with a full range of coverage options from $10,000 to $100,000.

A unique new strike, layoff, and lockout benefit waives the member's premium payment for three months during a sanctioned strike, or during lockout, or when involuntarily laid off after being employed by a single employer for a minimum of 12 months or has worked regularly for a group of employers.

Three Plans Available

Three plans have been created to make term life insurance coverage available to members of participating unions:

■ Basic Life Plan—For members between ages 18 and 64 who qualify.

■ Guaranteed Benefit Life Plan—For those members age 18-64 who cannot medically qualify for the Basic Life Plan.

■ Senior Benefit Life Plan—For members between the ages of 65 and 79.

Spouse and children's coverage is also available.

No Medical Exam

"Under no circumstances whatsoever will any union member be required to take a medical exam to qualify for insurance coverage under the Union Privilege Life Insurance Program," said UPBP President Ray Denison. "Acceptance is based on the information the member provides—even if the member has health concerns."

Members of participating unions will receive information and application forms in letters from the leadership of their International Union.

Once a member applies and his or her application is processed, a certificate of insurance will be issued and mailed promptly.

An added feature: the union member sends no money to apply. And, when the certificate of coverage is issued, he or she has the right and privilege to examine the coverage for 30 days before making the first premium payment. If not satisfied for any reason, the member simply returns the certificate.

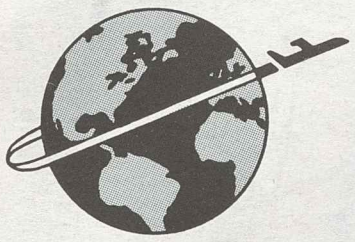
UPBP has selected the Life Insurance Company of America (LINA), a CIGNA company, as the carrier of this unique new program. LINA and its affiliates have decades of experience in the design, implementation, and administration of quality insurance programs for many AFL-CIO unions as well as organizations all across the USA.

Information about this benefit can be obtained from:

Union Privilege Benefit Programs,
815 Fifteenth St., NW,
Washington, D.C. 20005.

Going Places Fast

No-Fee Travel Service Takes Off

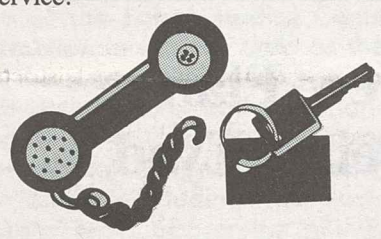


The Union Privilege Travel Program is going places fast. Fully operational since August, when a dedicated toll-free 800 number and hotline were placed in service, the no-fee service is providing thousands of members of participating unions with guaranteed lowest possible airfares, discount information on hotels, motels and car rentals, and many other free services.

Like other parts of the union privilege benefit package, the travel program is helping members get more value from their union-won paychecks.

"After paying for life's necessities, the next largest expense for the average American family is for travel," AFL-CIO President Lane Kirkland noted when the program was announced. "Union members have stood in line at airports, hotels and car rental counters where they saw business people receive discounts while they paid the full cost. The program ends this favoritism."

Noting that "this unique travel program does not currently exist anywhere else in America," Kirkland said, "It is a further opportunity for our members to stretch their hard-earned dollars and receive top quality service."



Nine Free Travel Benefits

To introduce the Union Privilege Travel Program to participating union members, "sign-up" ads are appearing in union publications and brochures are being distributed at union facilities. Participating members receive a toll-free number to call to utilize the program.

Details of nine free travel benefits —"money-saving travel services without spending a dime"—are listed. The member who signs up at no cost receives:

■ Lowest guaranteed available airfares every time, at the time of booking, or a refund from the travel service for the difference.

■ Car rental discounts

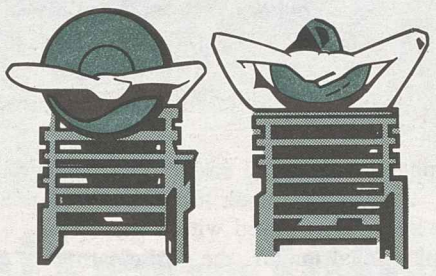
■ Hotel/Motel discounts of up to 20%.

■ Free Travel Service Starter Kit. Complete information on all free services and a member travel card with the exclusive toll-free 800 reservation number.

■ Reservation number allows member to make travel arrangements from anywhere in the U.S. without cost.

■ $250,000 travel insurance with every airline ticket bought through the Service.

■ Travel Privilege magazine. Each year, all members who sign up for the free travel program automatically receive a full color magazine with popular vacation destinations to choose from—at low



group prices up to 40% off what it would cost if purchased individually.

■ Short-notice vacation hotline. For those who can travel on short notice, usually within 21 days of scheduled departure, a telephone hotline updates special savings on selected charter and cruise vacations.

■ Free ticket delivery. Travel documents and confirmations are sent free via first-class mail when reservations are made through the Travel Service at least 7 days before tickets are needed. (Next-day delivery can be arranged for a modest fee.)

Travel Plus Club

Also available is an optional, impressive array of travel services for a yearly fee of $29 through the Travel Plus Club. Benefits include 3% cash rebate on all travel booked and paid through the club.

In developing the travel benefit, Union Privilege Benefit Programs staff negotiated with travel specialists across the country, carefully examining and researching the field before settling on what is confidently believed to be the best possible program that could be developed for the 13 million members of the Federation.

"After a home and a car, vacation travel takes the biggest bite out of the typical family budget," Kirkland said. "By banding together as a group, we can get tremendous values and discounts nationwide.

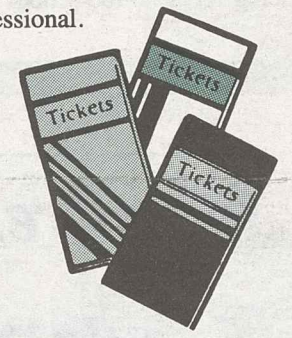
"It's all a part of our program to obtain for our members the best possible buy in the marketplace, the same way we seek the best in wages and working conditions in the workplace."

Created in negotiations with Trans National Group Services of Boston, a national travel organization with the resources and state-of-the-art technology capable of serving the federation membership's massive travel potential, the travel program—as with the credit card, the legal services, life insurance and other programs—is available only to members of participating unions and their families.

The special toll-free reservation number will only be given out by union leaders and in materials distributed on a "take one" basis to members. The number will be safeguarded from non-member usage.

Unions now participating in the travel program are:

AFL-CIO; Leather Goods; Maint. of Way Employees; Hotel Employees & Restaurant Employees; Police; Retail, Wholesale; Air Line Pilots; Service Employees; Machinists; Pattern Makers; Train Dispatchers; Clothing Workers; Ladies' Garment; Steelworkers; Electronic Workers; Prof. & Technical; Laborers; Mail Handlers; Siderographers; Rubber Workers; Transport Workers; Plasterers' & Cement Masons; Office & Professional.



Union Trio Meet At Checkout

■ **Local 400 UFCW member Cleo Foster, clerk at Woodward & Lothrop department store in Landover, Md., takes Union Privilege MasterCard from Robert Stewart, while Glenda Marshall waits with her UFCW MasterCard.**

Labor Editors: Spread the Word

Millions of union members look to the labor press for information they can't get anywhere else. For that reason, the labor press is important to the success of any union program.

A case in point: the Union Privilege Benefit Programs. Several of the programs will become known to the members and used by them only by learning about them in the labor press. No TV, radio or media promotion here. These are programs for members of participating unions only.

Many unions are taking advantage of the great variety of materials UPBP has prepared for national and local publications—press releases, fact sheets, clip art; in fact, a kit full of useful material to fully describe the many programs that AFL-CIO unions are participating in.

Editors of newsletters, shop papers, local journals and national publications: we want to assist each of you. Contact the UPBP Creative Department, 815 Fifteenth St., N.W., Washington, DC, 20005. (202) 662-1990.

HEALTH

High Priority

Health Insurance Studied For Strikes and Layoffs

Currently under study by Union Privilege is the development of affordable health insurance programs for members who lose their coverage when laid off, are on strike or locked out.

"There's a huge gap that must be filled," said Ray Denison, UPBP president. "The sudden loss of health insurance can be disastrous for a family, and is very expensive if purchased individually."

The UPBP staff is studying health care alternatives at cost levels most individual members can afford when faced with the loss of employer-paid protection and the high premiums for individually purchased replacement coverage.

These protection plans are further being designed to provide basic health care plans for associate members who have no coverage, and for all members who need protection from financial ruin should catastrophic illness strike.

Specific programs with affordable protection are being developed for;

■ union members on strike;

■ union members on short-term or indefinite layoffs;

■ terminated employees unable to receive protection under COBRA due to time limitation, ineligibility or affordability (COBRA) is legislation requiring most employers to provide continuation of health benefits to terminated employees (voluntary or involuntary) at the employers' group rate plus an administrative charge of no more than 2%);

■ those members whose employer coverage is inadequate for their needs.

Under review are various programs that would cover basic hospital expenses for room, board, surgical and miscellaneous expenses.

Alternately, plans are under study that would wrap around a member's basic program by lifting the provision for medical, surgical and hospital expenses up to $1 million.

This affordable coverage will help to alleviate the concern over catastrophic health care cost.

Also being investigated for future introduction are supplemental programs such as hospital cash, excess major medical and limited term emergency health plans.

Members Give High Praise To Legal Services Benefit

Since its inception in February 1987, the Union Privilege Legal Services program has won consistently high marks from members receiving free and low-cost legal services from participating attorneys in its nearly 500 locations nationwide.

Two-thirds of all matters brought to the lawyers' attention were resolved through free consultation and document review services, while the remaining third resulted in legal services paid for at 30% below the usual fees charged for such help.

"Getting this lawyer through the union was a real break for me," said R. S. Real of Salt Lake City, a retired typographer. "I had a small estate to probate. He told me exactly what to expect. Took the mystery out of the law for me, and was real friendly. He's a fine fellow!"

More than 95% of union members who have utilized the program are similarly impressed, rating the legal services on evaluation forms provided by UPBP as a follow-up on the program.

Comments range from "very satisfactory" to "extremely favorable" in almost all cases. Many members take the trouble to write in additional comments.

A sampling of the variety of questions the union lawyers have been asked to deal with:

In Scranton, Pa., a child custody matter; in White Plains, N.Y., home refinancing for a retired school principal; in Rhode Island, a real estate question; in upstate New York, a divorce matter; in Wyoming, an insurance company problem on a home owner's policy relating to flood damage.

In Atlanta, Ga., creditor harassment at work; in Pennsylvania, legal questions regarding a relative's death; in Boise, Idaho, a question about a trust for a child; again in Pennsylvania, a will and a trust; in Boston, a family law question.

UPBP has developed a substantial package of materials to aid participating unions in publicizing the legal service program. These materials are easily adaptable to the special needs of each union. They are available from Union Privilege Benefit Programs in Washington.

These are the essential facts the member needs to know about the legal services program.

Free 30-minute consultation. The member who participates meets with a UPBP lawyer at the lawyer's office or by phone on any matter. There is no limit on the number of consultations, provided each is about a separate matter.

Free document review. Personal, non-business transactions, such as leases, insurance policies, installment sales contracts can be carefully reviewed, avoiding costly mistakes.

Free follow-up services. Sometimes a problem can be solved by having the lawyer write a letter or make a phone call—at no cost to the member.

30% discount on additional services. When faced with a more complex legal matter, the participating lawyer will charge only 70% of his/her normal fee.

Written fee agreement. The UPBP attorney will provide a written agreement on fees, protecting the member and preventing any surprises.

Quality control. Each time a UPBP lawyer's services are used, a simple, short evaluation form will be provided to the member, who chooses whether or not to identify himself/herself.

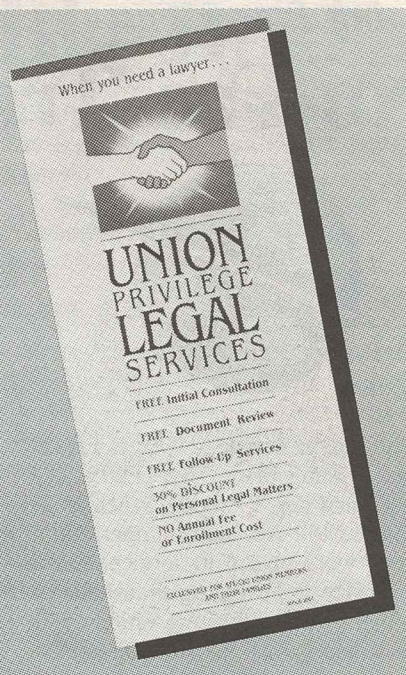
"When You Need a Lawyer." This brochure outlining in more detail the program is available through participating unions or from the Union Privilege Benefits office.

The following unions have subscribed to the Union Privilege Legal Services Program:

AAAA; AFL-CIO; Automobile Workers; Bricklayers; Broadcast Employees; Carpenters; Clothing Workers; Communications Workers; IUE; Operating Engineers; Fireman/Oilers; Flight Attendants.

Food and Commercial Workers; Ladies' Garment Workers; United Garment Workers; Government Workers; Grain Millers; Industrial Workers; Leather Goods; Leather Workers; Machinists; Molders; Musicians; Laborers; Mailhandlers.

Newspaper Guild; Office & Professional Employees; Painters; Pattern Makers; Police; Prof. & Tech. Engineers; Retail, Wholesale; Roofers; Rubber Workers; School Administrators.



Seafarers; Service Employees; Siderographers; Railway Signalmen; State, County Employees; Steelworkers; Teachers; Tile, Marble; Train Dispatchers; Transport Workers; Transportation Communications Union.

Labor Press Hails New Benefit Programs

Cut Up Your High-Interest Credit C

AFSCME Has a Low-Cost Card for You

Most AFSCME members will receive an application form by the end of October.

CWA Launches Legal Services Program

Page Seven

WHITE COLLAR

January-February-March 1987

Cost-saving MasterCard offer coming in the mail

Professional Employees International receiving a special mailing from Union Privilege credit card

Union Power in the Workplace...Now in the Marketplace

IBF&O to Offer Low-cost Credit Card

IBF&O members will soon have a low-cost union-sponsored Master Card as a new

- No Annual Fee
- Lower Rate
- Free Personalized Checks
- Skip Payment Privileges
- Free Additional Cards
- Credit Lines up to $5,000
- $250,000 Free Travel Accident

Legal service plan offers new 'plus' for AIW members

MILWAUKEE — The AIW is offering another service to its members.

The International Union announced that it is joining some 25 AFL-CIO unions which have agreed to participate in the Union Privilege Legal

IUOE's New Benefit Program Begins With Engineers MasterCard

The IUOE family is about to get some exciting new member benefits.

By now, U.S. members should have received an invitation to sign up for the money-saving Operating Engineers MasterCard. Use it just like any other MasterCard, to pay for goods and services from over 5 million merchants all around the world.

But this card has special features: When you keep a balance, you'll pay less than you do with other cards. Others today charge 15 to 21 percent—but the IUOE "family card" charges a variable rate, only 5% above the

The AFL-CIO's new Union Privilege Benefit Program introduced the union-members-only MasterCard as the first in a series of new member benefits. In negotiating this program, the AFL-CIO stressed the point that it was the combined buying power of 13.5 million union members that supplied the force to cut the high cost of financing charged purchases.

Neither the IUOE nor AFL-CIO realize any

penalty (although finance charges do apply).

More than 60 unions are scheduled to join the program in the coming months. Eventually up to 13.5 million workers will be eligible to apply for this very special deal.

New members, or those who did not receive the original mailing, may get IUOE

New Plans Being Eyed

Union Privilege Benefits Programs are adding up the savings and services for members who participate, but there's more to come.

In addition to the programs now in place, UPBP is developing new programs of insurance, services and products.

In the insurance area, studies are under way in auto and homeowners. A different kind of insurance for financial retirement, to protect members' dollars once earned, is also on the drawing board.

The need for high quality auto and homeowners insurance is a national problem, as companies redline whole states and cancel individual coverage capriciously.

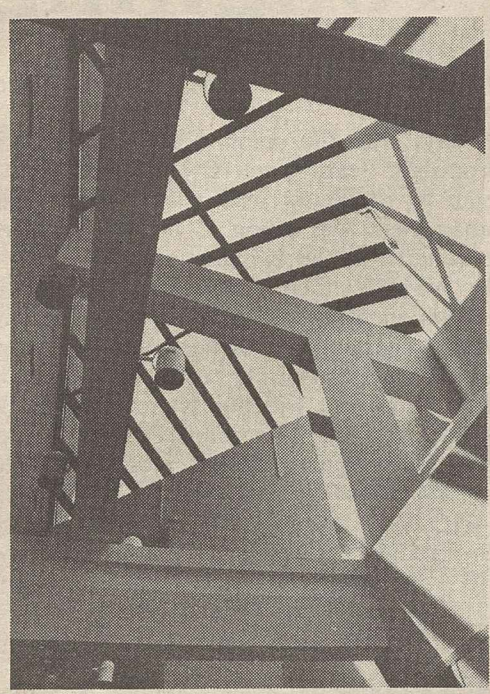
And fast-talking promoters and fly-by-night investment schemes, even at the most prestigious brokerage houses, have made most Americans apprehensive as to where they can safely entrust their savings.

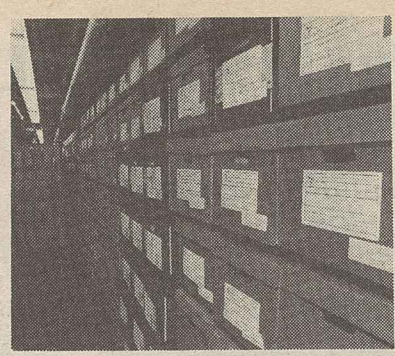
Experts hired by UPBP are helping to develop alternatives to serve future needs.

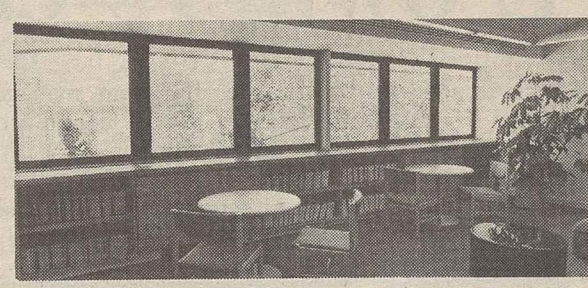
The goal is to put together a program that would offer the most return at the least risk on investment whose sponsors are not anti-union and whose policies are not contrary to those of the American labor movement.

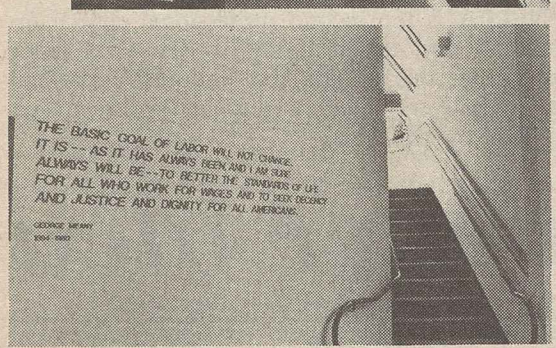
Other programs under consideration are:

- eye care
- discount buying
- dental care
- prescriptions
- a book club
- an auto club
- car leasing
- funerals
- and many more benefits that will enable to member to stretch that hard-earned buck.









Meany Archives—labor's treasure chest

A large and important segment of the trade union movement's history is housed in the George Meany Memorial Archives, which the AFL-CIO established to honor its first president.

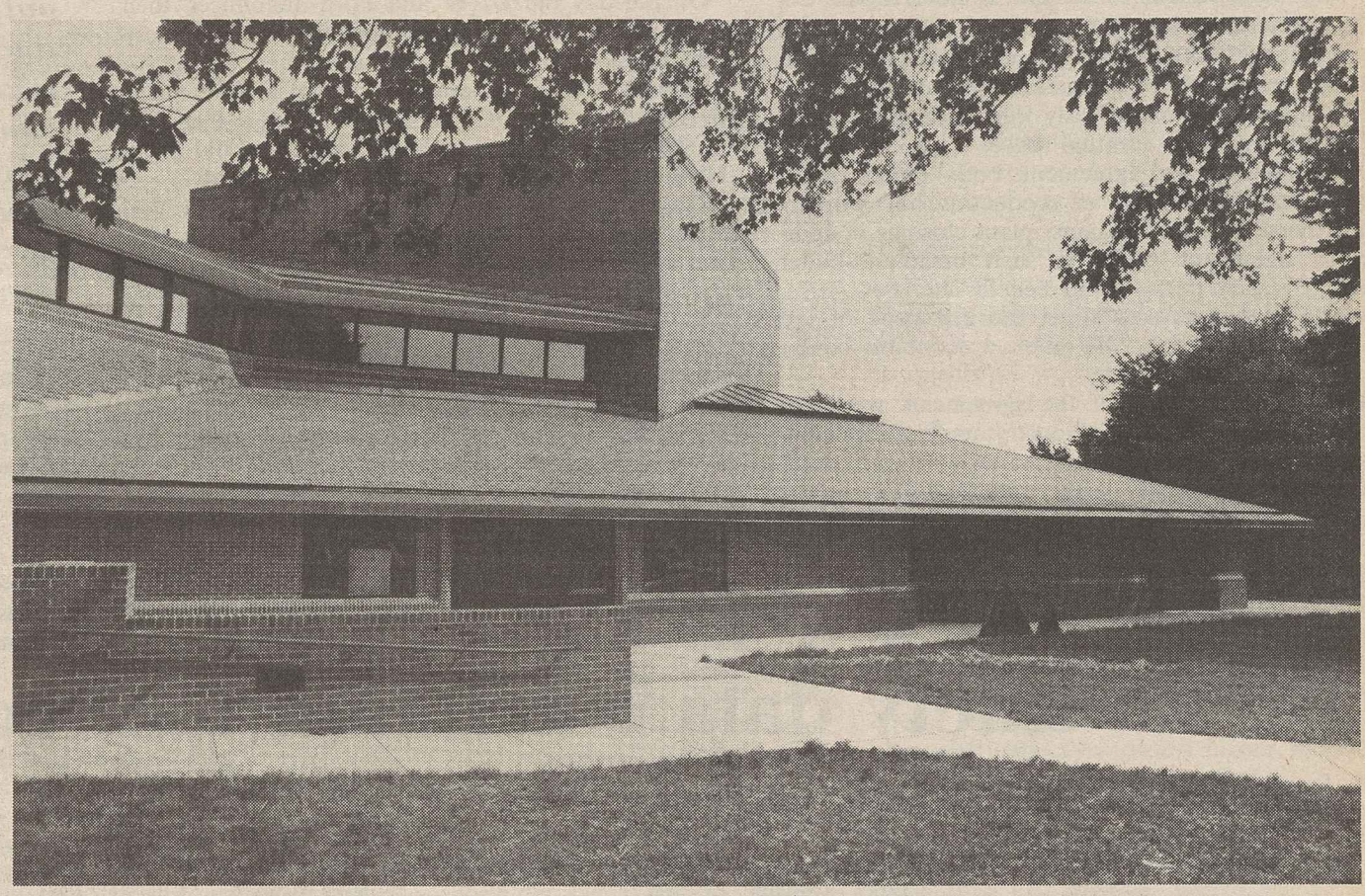
The archives building, a handsome addition to the Silver Spring, Md., campus of the Labor Studies Center, is an attraction in its own right as the photos on this page testify.

It will feature both permanent and changing exhibits on the people and events that shaped the modern labor movement—including the evolution of Meany from apprentice plumber to a world leader. The distinctive bust of Meany by sculptor Robert Berks greets visitors.

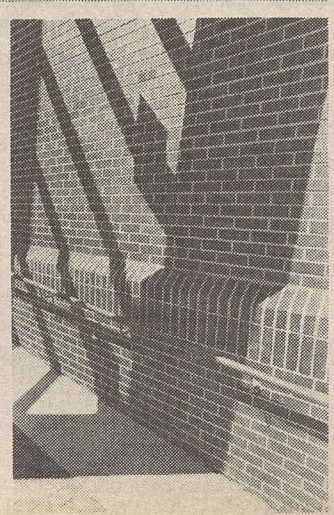
The official opening of the archives awaits final installation of security equipment, expected to be completed in November.

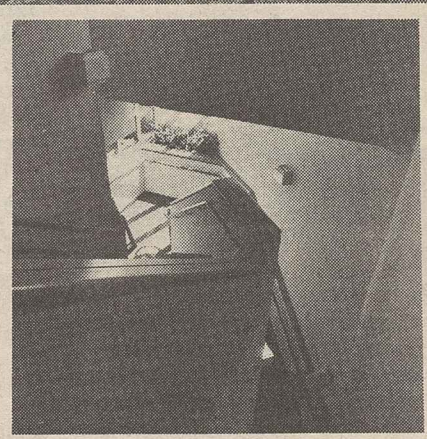
Scholars and historians from unions as well as universities will find the archives a treasure chest of documents, publications, tapes and films.

They will tell labor's story, and by so doing tell an important part of the story of America.



Archives staff at the bust of George Meany. From left: Chief Archivist Katharine Vogel, Director Stuart B. Kaufman, archivist Pete Hoefer and archives technician Janet O'Connor.





Off side NFL owners called for roughing

Owners of the multi-million-dollar NFL franchises —who refused to bargain with the National Football League Players over expanding roster limits to 49 —arbitrarily hiked the rolls to 89 after the players returned to work without a contract.

From start to finish, the 23-day football strike was marked by management's raw display of economic power.

The owners dragged their feet at the bargaining table, engaging in what the union called "sham negotiations" that precipitated a walkout. Then they went ahead with a scheme to replace professional players with scab teams composed of has-beens, would-bes and castoffs to cash in lucrative network television revenues.

Five years ago, professional players were allowed to suit up on a Thursday as soon as agreement was reached, and regular season games were resumed three days later.

But not this time. When the 28 player representatives voted to send all teams back to the gridiron on Thursday, NFL owners uniformly snubbed players who announced they were prepared to play.

Instead, the owners refused to play them nor pay them, insisting on fielding replacement teams for a third straight weekend of "scab ball."

The message from management was simply this: the players are to be punished for exercising their trade union rights.

Team owners voted to raise the playing roster, thus threatening the professional players with the prospect that they could be replaced by the scabs when regular play resumes over the Oct. 25-26 weekend or at any time in the future.

Three days after the union first presented its contract proposals, team owners perfected their own game plan to round up scab teams—a clear signal that management was going to engage in unsportsmanlike conduct at the bargaining table.

From the outset, management was in no mood to negotiate with the NFLPA over such wide-ranging issues as free agency, salaries, pensions and protection of player representatives against being dismissed for union activity.

Three days after the union first presented its contract proposals, team owners perfected their own game plan to round up scab teams—a clear signal that management was going to engage in unsportsmanlike conduct at the bargaining table.

While NFLPA members returned to practice fields, the union went into U.S. District Court in St. Paul, Minn., charging the owners with violating the Antitrust Act by conspiring to crush the union. It also filed a complaint with the National Labor Relations Board, charging that management's refusal to allow players to return to their jobs constituted an unfair labor practice.

AFL-CIO Vice President Gene Upshaw, president of the Professional Athletes and executive director of the NFLPA, charged that the team owners "refused to deal fairly" with the strikers and "abused their monopoly power to the extreme detriment of the players."

The NFLPA is the second professional sports union forced to turn to the courts to resolve a labor impasse. Earlier this month, the National Basketball Association players filed a similar antitrust suit against NBA owners.

Fair play *Auto industry has a better idea*

When the Auto Workers negotiated their historic agreement with General Motors Corp., industry analysts were proved dead wrong in the prediction that the nation's No. 1 automaker would never accept any settlement similar to the one at Ford Motor Co.

The GM contract, providing unprecedented job security for 335,000 UAW members, was negotiated against a backdrop of predictions by investment experts who almost unanimously forecast back-breaking negotiations and an eventual strike.

The GM and Ford agreements both contain provisions protecting the jobs of production line workers and provide safeguards against plant closings in addition to significant gains on such bread-and-butter issues as wages, pension and benefit increases.

While both contracts target the key issue of job security, they recognize the different economic conditions facing each company.

The significance is that the agreements were obtained by workers in an industry undergoing rapid change.

The forces at work in the auto industry are the same ones that have devastated jobs throughout the industrial sector—unfair foreign competition from low-wage countries with protected domestic markets and the introduction of new technologies in this country.

But industry analysts were convinced that General Motors would flatly reject any settlement similar to the one at Ford, because GM's sales and profits picture wasn't nearly as bright.

On the day the UAW and Ford announced their accord, Michael Luckey, an analyst for the investment house of Shearson Lehman, said:

"This is going to guarantee a strike at GM unless one side caves in. It's an absolute given that GM won't buy a plant closing ban and they would probably find the economics of the deal too costly."

Susan Jacobs, an economist at Merrill Lynch, told Reuters that GM would choke on the UAW's bargaining goal and would never accept restrictions on its ability to continue to cut hourly employees from its workforce.

Montgomery Securities analyst Ronald Gantz predicted a 10-week strike against General Motors, while another said he was advising his clients to sell GM stock—so sure was he of a strike when he saw the terms of the Ford agreement.

But the settlement the UAW and GM reached without a walkout contains both plant closing and job security provisions. It is tailored to a recognition of the company's competitive position and its need to address the issues of quality and productivity without doing so at the expense of workers.

The settlement the UAW and GM reached without a walkout contains both plant closing and job security provision. It is tailored to recognize the company's competitive position and its need to address the issues of quality and productivity without doing so at the expense of workers.

Under the banner of "international competitiveness," employers in other industries have used those same trends as an excuse to slash their workers' wage and benefit levels and threaten plant closings and layoffs if the unwarranted takebacks weren't fully accepted.

The Ford and GM agreements demonstrate that "competitiveness" doesn't require cutting wages and benefits of American workers to the lowest common denominator.

Federal safety data collection faulted

Study calls for needed changes as employers skew reports

By Arlee C. Green

An 18-month study of national occupational injury and illness data confirms the long-time concerns of organized labor that there is widespread inaccuracy with no system in place to verify the employer-provided information, the AFL-CIO said. The result is that "we aren't finding out what's causing job-related injuries and illnesses or how to prevent them."

The biggest part of the problem is employer underreporting.

Federation Safety Director Margaret Seminario represented labor on the 12-member panel for the study commissioned by the National Academy of Sciences. Seminario said that the panel's two-dozen recommendations "would result in more complete and accurate information" if followed by the involved federal agencies.

The depth of the reporting problem, Seminario noted, is borne out by the lack of accurate statistics on the number of workplace fatalities. "This is an area where one would think it would be cut and dried and the parameters well defined," she said, "but we find that even for fatalities, there is underreporting, no system to verify the accuracy of the data and no single agreed upon estimate of fatalities."

The Bureau of Labor Statistics reported 3,740 worker deaths in 1984, while the National Safety Council estimated 11,700. The panel indicated that employers may be failing to report as much as 30 to 45 percent of worker fatalities.

She stressed that there are a lot of statistics available or that could be made available, but which are not being used by the Occupational Safety & Health Administration. Seminario added that the agency doesn't even use data it generates in setting agency goals or targeting programs.

Under the Reagan Administration, the inspection emphasis at OSHA shifted sharply to give priority to quick review of employer-kept injury and illness logs, which were used as a basis for exempting companies from full-scale OSHA inspections. In the past 18 months, the agency has found severe underreporting by a range of large corporations.

Inadequate data

Congress approved funding for the study at the request of the Bureau of Labor Statistics' Labor Research Advisory Committee on Occupational Safety & Health Statistics, which is comprised of union representatives.

In its report, the panel concluded that the BLS data systems in their current form are inadequate to provide OSHA with the data essential to maintain an effective program for preventing worker injuries and illnesses. Further, OSHA is not using the data available to it "nor does it seem to recognize the need for data to manage its program."

Even if current BLS data systems were modified, they would be unable to measure the rate of occurrence of occupational illnesses, especially those with longer latency periods. The panel said that there is no adequate evaluation of the extent of underreporting of injuries and only a small portion of the data employers are required to record on injuries and illnesses is actually collected.

The panel examined several BLS data systems, the centerpiece of which is the annual survey on occupational injuries and illnesses, a voluntary reporting program covering some 280,000 workplaces. The study recommended that this survey be modified to permit collection of data on severe occupational injuries categorized as those resulting in death, hospitalization or outpatient surgery, and include specific categories of injuries, such as burns, amputations, fractures, cut, sprains and other.

The panel urged that the National Institutes for Occupational Safety & Health be the lead agency in developing a comprehensive occupational disease surveillance system. It also supported the "concept of worker notification"—notifying all workers currently exposed to hazardous substances, as well as all surviving workers of studies that show significant job risk factors.

The report recommends also that OSHA request, and Congress approve, resources for ongoing inspections of employer practices in recording injuries and illnesses.

BLS Commissioner Janet Norwood said the agency will act quickly on the recommendations and that in some instances, "BLS has activities under way to improve the data."

Record deficits trigger crash of financial markets

Continued from Page 1

The federation emphasized that it's more than the big-time Wall Street traders who were affected by the record selloff. "Millions of working men and women are taking it on the chin because the pension funds which they rely on for security in their old age have been eroded by the market's collapse," Oswald stressed.

Corporations that have raided pension funds to grab "huge paper profits" generated by the bull market on Wall Street may have to make "substantial contributions" to keep pension plans intact, he said.

To revive public confidence in the wavering U.S. economy, Oswald said, the Administration has to deal with not only a trade deficit that threatens to hit $171-billion this year, but must also join Congress in lowering the budget deficit.

Although Reagan continued to insist that the basic economy is "sound," an obviously chastened President bowed to the call by House Speaker James C. Wright (D-Tex.) for a "domestic economic summit" to deal with the budget crisis.

Throughout his presidency, Reagan has stubbornly refused to consider revenue-raising steps. In agreeing to a top-level meeting of Administration and congressional officials, Reagan seemed to send a new signal.

While not stating flatly that he would go along with tax increases aimed at corporations and the wealthy, Reagan said he was "willing to consider whatever proposals" Congress raises at the summit.

EDITORIALS

The Road Back

THE PAST seven years have been hard for workers and their unions. The nation has suffered a deep recession, and unemployment remains at depression levels in some sectors of our economy.

We are paying the price of ill-conceived and worse-executed economic and tax policies. The staggering Reagan budget and trade deficits assure that payments will be made on those follies for years to come.

In legislation, we have found ourselves obliged to fend off attacks not only on progress, but even on bedrock protections that most people would have believed were beyond violation.

On the job, many union members have found their contracts under assault, their jobs in peril and their families' standard of living at risk.

Decades of progress for the middle class, the young, the elderly, minorities and women have been threatened by a philosophy which has as its goal the dismantling of decades of social and economic progress for working, middle-class Americans.

The attempt to force that agenda on the nation has done long-lasting damage, but in the end that assault has been blunted. The labor movement deserves credit for resisting, for standing firm on our bedrock principles.

WE HAVE advocated and made progress on measures that will not only start to repair the damage done to our society and economy but also contribute to its advancement.

In Congress, we now can count on interest in the protection of jobs, pensions and workers' rights in the aftermath of hostile takeovers, mergers and bankruptcies.

We have made strides toward a law to curb double-breasted contractors and provide some protections for workers and their communities threatened by plant closings.

In the midst of an Administration that seeks to destroy the minimum wage, we are again working with Congress toward a fair increase in that basic protection.

We have supported tax reform and realistic efforts to cope with the federal budget deficit. We are playing a key role in the effort to achieve a good trade bill.

We continue to thwart hostile assaults on prevailing wage protections and the rights of strikers on the picket line.

There is new attention being paid to the labor movement's concerns on such issues as parental leave, high-risk notification, reform of unemployment compensation, improved health care insurance, civil rights, pay equity, protection from violations of workers' privacy and labor law reform.

There is hard work ahead before these goals are won. But we can credit the continuing vitality of the labor movement's political action for our legislative progress.

The sea change that took place in the 1986 elections should make it clear that union members continue to be a potent political force in the electorate—as voters and as volunteers.

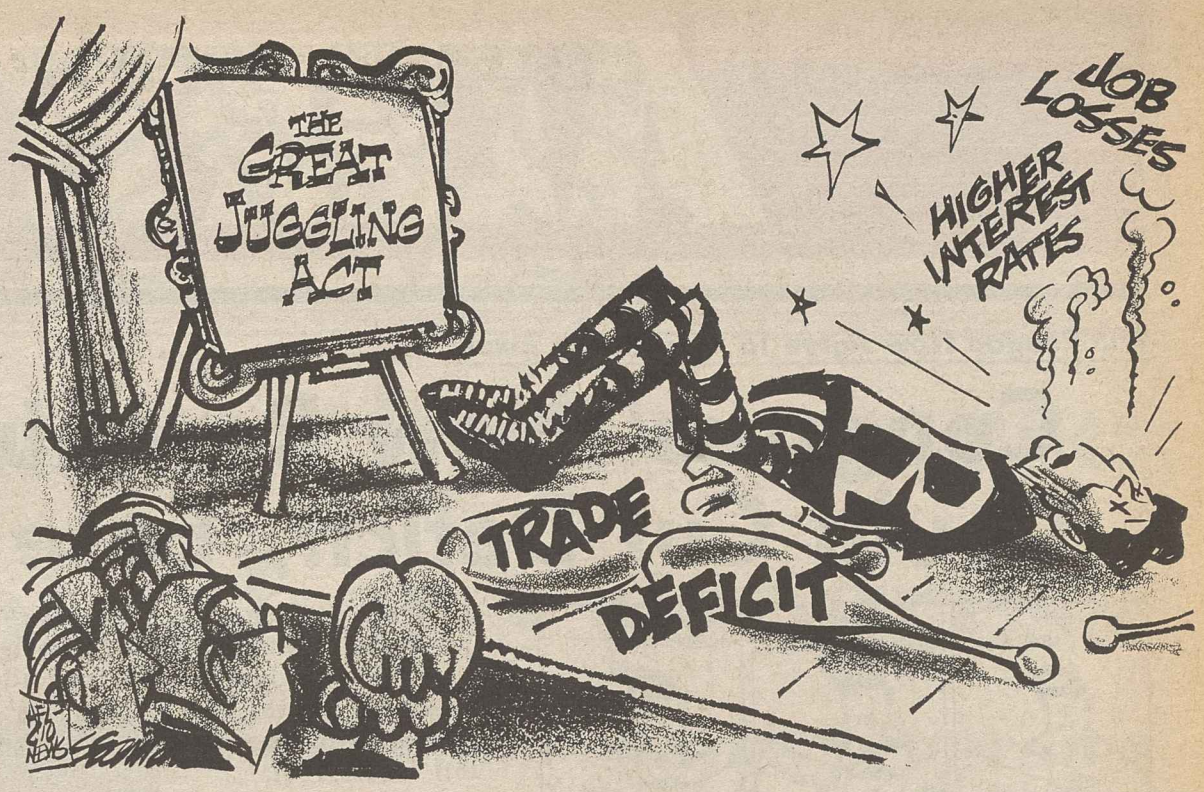
THE CONCERNS of union members over the future of the labor movement are at the root of the AFL-CIO's action on the Evolution of Work. There was widespread interest in the development of new services for union members, including retirees and associate members. This led to the development of the Union Privilege Benefit Programs.

In response to the report's conclusions that the AFL-CIO should commit greater resources to organizing, the Executive Council adopted a new procedure to help decide organizing disputes. The AFL-CIO has also established the comprehensive organizing tactics and strategy project . . . to work with affiliates to explore innovative techniques in organizing and bargaining.

When 22,000 members of the Steelworkers employed by USX Corp. were locked out last year, the Executive Council put into action another recommendation that grew out of the committee's work—the development of a unified program of assistance to enable other unions to come to the aid of an affiliate engaged in a bitter dispute.

The labor movement is here to stay. We have survived every trial by ordeal this far, and those who seek our extinction should take heed: We win because we will not quit.

—From AFL-CIO President Lane Kirkland's report to the federation's 17th biennial convention.



Washington Window

Bosses shortcircuit curbs on electronic sweatshops

By Press Associates

One of U.S. management's favorite excuses to run roughshod over worker rights is that the nation is losing out in international economic competition.

The usual argument by business and its conservative defenders is that the nation's need for higher productivity cancels basic workers' needs.

But in the rush to spin out economic abstractions, business and its conservative political mouthpieces conveniently ignore the point that most of this country's successful industrial competitors are far more socially progressive than the United States.

This is so in the basic worker needs of health care, parental leave and child care. It also is true for an issue new only in the United States—employee rights in electronic workplaces.

While U.S. management continues its workplace electronic surveillance—counting wordprocessing keystrokes, listening in on employee phone calls, and so forth—western European nations began to set limits on such practices a decade ago.

According to a new report by the congressional Office of Technology Assessment, "The Electronic Supervisor: New Technology, New Tensions," Norway and Sweden moved quickly to prevent electronic sweatshops. Their studies found that machine-paced, monotonous work, performed in social isolation, can have harmful physical and emotional effects.

Strains eased

Under the Norwegian Work Environment Act of 1977, technology, work organization, working hours and wage systems "shall be set up so that the employees are not exposed to undesirable physical and mental strain."

The law also requires that efforts "be made to avoid undiversified, repetitive work and work that is governed by machine or conveyor belt in such manner that the employees themselves are prevented from varying the speed of the work. Otherwise efforts shall be made to arrange the work so as to provide possibilities for variation and for contact with others, for connection between individual job assignments, and for employees to keep themselves informed about production requirements and results."

The Swedish Codetermination Act of 1976 requires that workers participate in decisions about computer system design and monitoring. Sweden's Work Environment Act of 1978 guarantees workers the right to a "satisfactory" work environment and is interpreted as discouraging machine pacing and computer monitoring.

Voice for workers

The Works Constitution Act of 1972 requires West German employers to provide information about new technology and gives workers a role in quality of worklife decisions.

In the late 1970s, West German unions, which traditionally share power over workplace issues with employers and government, launched a successful campaign to get model codes for computer work in the industry-wide and plant level agreements. Provisions of the codes prohibited individual monitoring.

What about the United States' stiffest competitor, Japan? According to the OTA report, individual electronic monitoring violates Japan's cultural values that stress the importance of the group effort, and is therefore considered offensive and ineffective toward higher productivity.

In an interesting reverse of the U.S. attitude, individual monitoring is used in one way in Japan, but not to increase individual workers' performance. It is to keep workers from hurting themselves by overworking.

The United States would do well to emulate its competitors' concerns for workers in the quest for a higher place in economic competition.

If management cannot understand that productivity will only increase in an atmosphere of respect for workers' health and rights to privacy, fairness, dignity and autonomy, then Congress must assure these rights through legislation.

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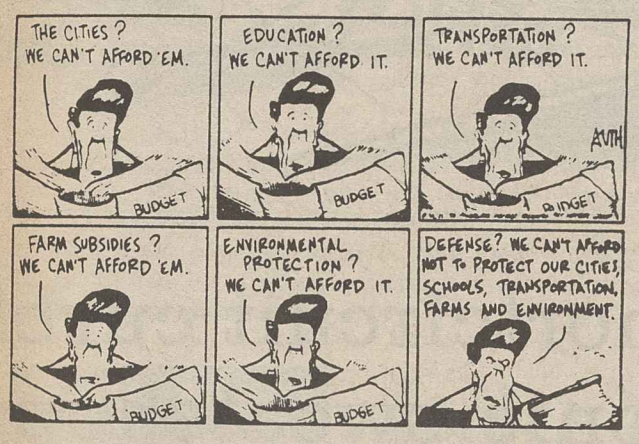
AFL-CIO LEGISLATIVE
ALERT!

Will Reagan Now Agree To Responsible Taxes?

Congress' New Revenue Raising Plans Could Cut Deficit, Ease Market Turmoil



The October 19th free-fall on the stock exchange may have accomplished what years of congressional agitation have failed to do: force President Reagan to consider a responsible fiscal policy. Seven years of "voodoo" economics have resulted in a $2.8 trillion budget deficit, yet until last week the Administration was unwilling to even *discuss* a budget plan that was not a variation of their old smoke and mirrors formula.

If and when a joint White House-congressional budget summit takes place, the first item on the agenda will be two new revenue packages developed by the Democratic members of the House Ways and Means and Senate Finance Committees (under pressure from the Administration most Republican committee members refused to participate). But time is running short, if a budget plan is not adopted by November 20th, the disastrous Gramm-Rudman-Hollings automatic spending cuts will take effect.

Under the Democrats' plans, tax increases would account for about half of the $23 billion deficit reduction required by the revised Gramm-Rudman-Hollings law.

Both the House's $12.3 billion and the Senate's $11.6 billion tax packages build on tax proposals originally made by President Reagan. The remainder of new revenues are mostly raised by progressive changes in the tax code. Both plans are designed to impose taxes on those most able to afford them while protecting the poor and the middle-class.

Some of the most important provisions would: freeze the estate tax rate for the wealthy, close down the tax incentive for indiscriminate corporate raiding, improve tax collection, and change tax-biased accounting rules. The House Ways and Means version also contains a long overdue provision which would end the tax deferral privilege for runaway U.S. plants.

Although the AFL-CIO is generally pleased with these tax proposals, and feels that they were carefully crafted to protect the interests of most working Americans, there are a few problems in both the House and the Senate packages.

Unfortunately, employer-provided educational and legal tax-free benefits were not extended, but efforts will be made to include them in later legislation. In addition, both the House Ways and Means and the Senate Finance packages contain pension funding provisions which are inferior to pension proposals passed by the House Education and Labor and Senate Labor and Human Resources Committees. The AFL-CIO is urging that the labor committees' proposals be adopted.

Whatever the outcome of the crisis on Wall Street, one can only hope that it will provide the necessary incentive to place President Reagan at the bargaining table --talking instead of name-calling.

It is not an optimism that is universally shared -- Jim Wright, the Speaker of the House, said of the President, "I'll believe it when he sits down and says, 'O.K., I'm willing to face reality.'"

What You Can Do: The House is expected to consider their reconcilation this week, and the Senate as early as next week. Contact both of your senators and your representative and ask that they support the reconciliation measures. Urge that they work toward the adoption of a sensible and equitable budget, before the Gramm-Rudman-Hollings cuts take effect.

Floor Debate Begins

Bork Supporters Call Names, Dodge Issues

With the majority of senators already counted in opposition, Judge Robert H. Bork's Supreme Court nomination finally reached the Senate floor on October 15th. The often bitter debate was marked by Bork supporters trying to shift the focus off of the Judge's record and onto the tactics of the opposition. Among other things, conservative senators laid changes of politicization, slander, and unfair pressure tactics at the feet of opposition groups.

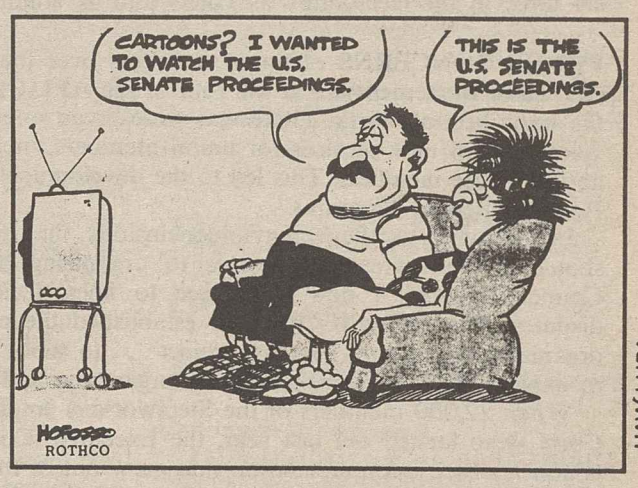
The following excerpts are from a response by Senator Joseph Biden (D-DE), Chairman of the Judiciary Committee.

How much money did they all spend, radio, television, and newspaper ads? If I am not mistaken, and if my information is correct, they spent less than a total of $1 million. The ad that was most heavily criticized, the People for the American Way TV ad, narrated by Gregory Peck, ran a total of 86 times in America. It was a 60-second ad, and that means a total of 86 minutes Gregory Peck was on the air, and add to that the replay that the news organizations may have given it. Double it, triple it. Say it is 5 hours, which would be 2 1/2 times what it was paid for to be. Are you telling me that that is going to force the dean of Harvard Law School to say Judge Bork should not be in the Court? Are you telling me that 2,0000 law professors are going to sign a letter saying do not put Judge Bork on the Court? Are you telling me that 56 of the U.S. Senators are going to say, "Oh, my God, I heard from Gregory. Do not put Bork on the Court." Are you telling me that 32 law deans, are you telling me the former Secretary of Transportation, William Coleman, are you telling me that two distinguished former presidents of the ABA--as a matter of fact, three -- the American Bar Association, are you telling me that Barbara Jordan, are you telling me that the 48 distinguished witnesses who testified against Judge Bork did it because Gregory Peck told them to?...

It's President Reagan who has politicized this matter by allowing his Justice Department to adopt litmus tests for nominees to be Federal judges; by failing to include even one Democrat among his nearly 70 appointees to the Courts of Appeals, unprecedented; campaigning for Republicans across the country just last year saying that Democratic senators would, in the quote offered by my Democratic colleague from North Carolina, allow "drugs, thugs and hoodlums to pervade society by placing a bunch of sociology majors on the bench."

Is that not politicizing how we choose and who we choose for the Court? Or by nominating Judge Bork to pursue an agenda on the Supreme Court -- an agenda that has been repudiated by the Congress in the face of a warning from key senators and from his own staff that the nomination would be the most controversial and divisive he could make.

This politicizing has also come from the scrupulous inattention among many of Judge Bork's proponents to the extensive and substantive committee record upon which most senators have rested their votes. These vague claims about distortions, lynch mobs, and misleading advertisements and, most of all, about political campaigns, are nothing but a smoke screen to distract the Senate and the American people from the testimony of Judge Bork and other witnesses, and from the committee record.



—UAW-LUPA

Reminder:

House Vote On Polygraphs Is Coming On Nov. 4th

If you have not yet written to your representative, please do the next best thing: call his/her district office (in your local white pages), and ask that they protect your right to privacy by voting for H.R. 1212 on November 4th.

AFL-CIO news

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AFL-CIO LEGISLATIVE ALERT!

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Unity convention charts course for renewal of labor's progress

Lane Kirkland and Thomas R. Donahue on their re-election.

'Welcome home' ovation greets Teamsters' return

Miami Beach—The AFL-CIO welcomed the 1.7-million-member Teamsters Union back into the federation after an absence of three decades.

Delegates loudly applauded Federation President Lane Kirkland's announcement on the convention's opening day that the Executive Council had unanimously accepted the IBT's reaffiliation, as of Nov. 1.

And on the convention's last day, Teamsters President Jackie Presser received a standing ovation when he recalled a telephone conversation a week earlier in which he told Kirkland, "Lane, we want to come home."

Special cap

The IBT president was prepared for the occasion. He appeared at the microphone wearing a visored cap bearing a logo specially designed for the occasion.

It read: "AFL-CIO — Teamsters."

The union's formal petition to rejoin the family of labor was approved 30 years to the date after the council suspended the Teamsters for failing to abide by the federation Constitution. Subsequently, delegates to the second constitutional convention in Atlantic City, N.J., in December 1957 voted to expel the IBT.

In announcing the council's vote on reaffiliation as the convention began, Kirkland recalled the pledge he made in his acceptance speech on being elected federation president in 1979.

At that time, Kirkland told delegates to the 13th convention, "I take special note of your injunction to explore anew the affiliation of those organizations now outside our ranks, and I propose to do so, within the terms of that resolution."

Eight years ago, Kirkland reminded delegates, he stressed the belief that "all workers belong in the unions of their trade or industry, and all true unions belong in the AFL-CIO."

Reaffiliation of the Teamsters, who pledged to "abide by the terms and conditions of the AFL-CIO Constitution," is a "major step" toward the goal of the reunification of the labor movement, Kirkland said.

He expressed the "strong hope" that it would produce further progress in this direction before the next convention.

Continued on Page 5

Federation shapes programs geared to post-Reagan era

By John M. Barry

Miami Beach—A spirit of renewal infused the AFL-CIO's 17th convention as it adopted programs to strengthen the labor movement and help move America beyond the Reagan era to "a new national course."

Federation President Lane Kirkland set the themes for the four-day convention in his opening address.

"Our challenge is clear," he said. "We must continue the task of fortifying this labor movement at every level and by every means available to us, and we must strengthen the voice of working people in the democratic process."

Kirkland referred to a series of victories since the previous AFL-CIO convention which he said symbolize "the endurance of the trade union spirit." Among them he cited the return of trade unionism to the Kingsport Press in Tennessee, the emergence of a new union of air traffic controllers from the ashes of the one destroyed by President Reagan, and the successful conclusion of the Coors beer boycott.

He also noted the key part played by organized labor last year in ending control of the U.S. Senate by right-wing Republicans. And he predicted that by next November American voters will decide "they have had enough of yo-yo economics, roller coaster markets, runcible exchange rates, stone-age sociology and moonbeam trysts with terrorists."

The 764 delegates to the landmark convention roared their approval when Kirkland reported the reaffiliation of the Teamsters, which he called "another major step toward . . . the reunification of the entire labor movement" under the AFL-CIO banner.

"We are today on the road again—to a resurgent labor movement, with growing numbers, stronger organizations, deeper solidarity, and a voice that will be heard," Kirkland declared.

96 resolutions approved

The delegates responded by approving programs and policies ranging across the broad spectrum of organized labor's concerns. These were embodied in 96 resolutions and five amendments to the AFL-CIO Constitution, many of which continued to carry out recommendations of the pioneering 1985 report of the Executive Council on The Changing Situation of Workers and Their Unions.

One outgrowth of that report is "Union, Yes," a long-range television and radio campaign to increase public awareness and understanding, especially among young

Continued on Page 3

Constitution changes adopted

Miami Beach—Convention delegates approved five amendments to the AFL-CIO Constitution to meet the rapidly changing situation of the labor movement. The amendments:

- Empower the Executive Council to create temporary vice presidencies to give council representation to unions that join or return to the federation. Such action strengthens the council's hand in integrating these unions into the federation.
- Establish machinery for determining organizing responsibilities in all areas except the building and construction industry. This program is aimed at eliminating wasteful conflict between affiliates in election campaigns. This formalizes the successful experiment begun in Feb. 18, 1986, that has made it possible for a union to seek exclusive bargaining representation without being subject to competition from another AFL-CIO affiliate.

Three other constitutional amendments, dealt with in greater detail elsewhere in this issue of the News, will:

- Permit national and international unions to affiliate their entire membership with various state central bodies by paying a monthly national affiliation fee directly to the AFL-CIO with the federation rebating the fees to state bodies on the basis of membership, per capita rate and need.
- Increase the per capita tax to finance the two-year, $13-million "Union, Yes" public information campaign. The monthly payments will rise from 31 cents to 33 cents next January, and another 2 cents in January 1989.
- Allow affiliates which have experimented successfully with the development of associate membership categories to pay the federation a reduced monthly per capita tax for these associates equal to two-thirds of the regular per capita levy.

'Union, Yes' media campaign tuned up

Delegates vote funds to air labor's message on TV, radio

Miami Beach—A coordinated, long-term campaign to communicate labor's message more effectively to the American people—particularly through the technology of television and radio—won strong support from the convention.

Known as "Union, Yes," the federation's two-year, $13-million campaign will be financed by a 2-cent increase in the monthly per capita payment effective January 1988 and an additional 2-cent boost for a total of 35 cents in January 1989—increases contained in a constitutional amendment adopted by the delegates.

"For over 100 years," the federation pointed out, "the American labor movement has provided a voice for working people and millions of others who have sought the American dream."

Union democracy

The convention emphasized that union democracy has flourished because of the nation's firm commitment to freedom—"freedom of association, which permits workers to organize; freedom of speech, which permits us to speak out; and political freedom, which permits us to play a vital role in the political life of this nation."

But, the delegates conceded, labor's message hasn't been reaching most Americans, and a "negative image of labor" has developed in the country to which labor must mount an effective response.

During floor discussion prior to adoption of the resolution AFL-CIO Vice President Gerald W. McEntee of AFSCME underscored the same point. Polls have repeatedly shown the need for better communication with members and non-members alike.

In particular, he said, there's a need "to communicate with a new generation of

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11/7/87

Sec.-Treas. Thomas R. Donahue chats with new vice presidents John J. Barry of the Electrical Workers and John A. Gannon of the Fire Fighters.

Top officers re-elected for new two-year terms

Barry, Gannon, Presser join council

Miami Beach—AFL-CIO President Lane Kirkland and Sec.-Treas. Thomas R. Donahue were re-elected by acclamation to their fifth two-year terms by convention delegates.

The convention also unanimously re-elected 31 incumbent vice presidents—members of the Executive Council—and two new vice presidents to succeed retiring council members Thomas W. Gleason and Charles H. Pillard.

The new vice presidents are John J. Barry, president of the Electrical Workers, and John A. Gannon, president of the Fire Fighters. Also joining the federation as a vice president is Teamsters President Jackie Presser, who was seated by the Executive Council following the convention's approval of a constitutional change that creates temporary vice president positions and affords a council seat to unions joining or returning to the federation.

Kirkland told delegates that he is honored to lead the federation during "one of the most interesting, stimulating and exciting times" in the history of trade unionism.

Despite "all of our difficulties," Kirkland said, the labor movement is following a course of "experimentation, innovation and expansion" that might not have been considered at a time when "growth and gains came much more easily."

At the helm

Kirkland, 65, earned his union card with the Masters, Mates & Pilots during a World War II stint as a merchant marine officer. He served as executive assistant to former AFL-CIO President George Meany and as federation secretary-treasurer before succeeding Meany in 1979.

Donahue underscored the federation's on-going efforts to "improve and strenthen the labor movement" which have produced a "stronger, leaner and more effective organization."

Donahue said he took great pride in accomplishments that have achieved a labor movement "more united than ever before," that is educating, negotiating and organizing better.

"You see at every level vastly improved organizations ready now to elect a Congress and a President who will believe in government and believe the people," Donahue said, and that is "ready to legislate a new national agenda designed to make America work."

Donahue, 59, was a vice president of the Service Employees and an executive assistant to Meany prior to his election as secretary-treasurer in 1979.

New vice presidents

Barry, 63, was elected president of the IBEW in 1986. He joined the union as an apprentice with Local 43 in Syracuse, N.Y., and was elected business manager in 1962. He also served as an international representative and was elected vice president in 1976. Barry is a vice president of both the AFL-CIO Building & Construction Trades and Industrial Union Depts.

Gannon, 64, has headed the Fire Fighters since 1980. He served as president of IAFF Local 93 in Cleveland for more than ten years and was elected a national vice president in 1976. Gannon is an executive board member of the federation's Public Employee Dept.

Kirkland acknowledged retiring vice presidents Gleason and Pillard for their lifetimes of service to the trade union movement.

He praised Gleason, 86, as "the dean of the American labor movement" who began his career on the docks at age 15 and went on to "a long and productive career of service and leadership."

Pillard, 69, joined IBEW Local 41 in 1940 and was elected president and business manager during his decades of service there until his election as international president, Kirkland said.

Both men were lauded by Kirkland for their "extraordinary service in helping to formulate AFL-CIO policy and in representing the American labor movement in national and world forums."

Organizing success linked to recruitment of volunteers

Miami Beach—Organizing is the concern of everyone in the labor movement, the convention said.

It called on each AFL-CIO affiliate to "involve its entire membership in the process" and to set up structured volunteer organizer programs. Such programs should supplement, not replace, the efforts of full-time staffers, the resolution urged.

Management anti-union campaigns are becoming "more and more sophisticated," the convention noted, and unions must be prepared to train and supervise volunteers, as well as recruit them.

The resolution gave a strong endorsement to cooperation among the AFL-CIO's unions in organizing campaigns.

It pointed to the success of the procedure for resolving organizing disputes—which the convention made part of the AFL-CIO Constitution after it had been successfully tested as a voluntary agreement.

The procedure, which utilizes a mediation and arbitration process, has reduced "wasteful rivalry" and fostered inter-union cooperation, the delegates noted.

Sharing resources

Efforts towards cooperation should continue, the convention said. It proposed exploring such measures as "sharing staff, conducting joint training programs and inter-union pooling of volunteers." And it suggested that a local central body would be "an ideal place to begin developing a pool of trained volunteers to assist in a variety of organizing efforts."

The resolution also urged continued experimentation with "nontraditional" methods of organizing and with concepts such as associate memberships.

While many unions have established structures for associate members, it noted, "few have actually developed a way to use these associates in their organizing."

In a related area, the convention urged unions to continue to explore "new approaches to the challenge of organizing and representing professionals."

The organizing resolution stressed labor's "outrage" at the Reagan Administration's hostility to workers' rights to organize and charged that union-busters have operated with the "tacit" approval of the National Labor Relations Board.

AFL-CIO Vice President John J. Sweeney of the Service Employees told the delegates that "the real challenge is to convince our members that they cannot maintain their contracts without organizing their fellow workers."

Spread unionism

Sweeney said workers need to be aware "that we cannot maintain their wages and benefits when they are the only organized company or facility."

Federation Vice President William W. Winpisinger of the Machinists welcomed the focus on volunteer organizing as the best way to revive the "dedication and missionary-like zeal" of an earlier era.

The constitutional right of freedom of association is being eroded by the tactics of labor's foes, Winpisinger noted. But to reclaim it, he said, unions must establish the right to organize "all by ourselves. No outside authority or force is currently available to help us."

AFL-CIO Vice President Gerald W. McEntee of AFSCME welcomed the organizing responsibilities procedure as assuring that unions wouldn't be using their limited funds and resources "against one another."

To Robert Harbrant, president of the AFL-CIO Food & Allied Services Dept., the labor movement is the only group able to do anything about the exploitation of unorganized workers.

Grassroots efforts called key to beating back RTW forces

Miami Beach—The key to defeating "right-to-work" reactionaries is the "education, motivation and mobilization of union members," AFL-CIO delegates declared, calling for expanded programs of "member-to-member contact that emphasize the facts and expose the myths" of anti-labor laws and state constitutional amendments.

"Recent union successes in defeating 'right-to-work' measures in Oklahoma and New Mexico" demonstrate the strength of the federation's legislative action committees and grassroots campaigns, the resolution noted.

Grassroots campaigns and "alliances with those who share trade union goals and principles" are needed to counter the anti-union reactionary forces.

These reactionary groups continue to "raise millions of dollars to finance their anti-union political and legislative campaigns" while persisting in "deceptive efforts to enlist public support," the convention stressed.

AFL-CIO Vice President Morton Bahr of the Communications Workers recounted some of the National Right to Work Committee's campaigns to harass workers and their unions in the courts. These included suits filed against CWA over the use of union dues and agency shop fees and the union's activities opposing the nomination of Judge Robert H. Bork to the Supreme Court, Bahr noted.

Idaho AFL-CIO President Jim Kerns outlined the NRTWC's 30-year crusade to overturn the state's union shop law. That effort finally succeeded when the state legislature adopted the anti-labor statute and a 1986 voter referendum narrowly failed to overturn that action, he said.

Hollow promises

But the promises of the compulsory open shop crowd have fallen flat, as unionists knew they would, Kerns said. He noted that in the 33 months since the measure was adopted, business failures in Idaho rose 209 percent, per capita income fell to 45th place among the 50 states and 27,000 skilled workers left the state to find work elsewhere.

Henry Dropkin of the Clothing & Textile Workers warned delegates that anti-union forces have become active in West Virginia, "one of the hearts of trade unionism." He echoed the convention's call for stepped up political action and grassroots campaigns in which workers use "their know-how and political influence" to defeat the anti-union agenda.

Restoration bill tops rights agenda

Miami Beach—America's unions will work with allies in the civil rights movement to protect anti-discrimination laws against a hostile Administration and build support for needed improvements.

A convention resolution reiterated the AFL-CIO's support for the Civil Rights Restoration bill. It would make clear congressional intent that federal funds should not go to institutions that discriminate in any of their activities or programs. The bill would remedy a Supreme Court decision that opened a wide loophole in the enforcement of a group of civil rights laws.

The convention also called for enactment of legislation to strengthen enforcement of the fair housing law and passage of the Family & Medical Leave bill.

There is no conflict between the AFL-CIO's support for non-discriminatory seniority systems and its advocacy of "affirmative action programs developed to overcome historic discrimination and employment barriers" that have held back minorities and women, the resolution stressed.

It urged affiliates to work with the federation's civil rights staff in developing programs to remove all vestiges of discrimination.

The convention renewed the AFL-CIO's opposition to any job discrimination based on a worker's sexual orientation. It supported legislation at all levels of government to ban such discrimination in employment, housing, credit, public accommodations and public services.

Handicapped aid gutted

It protested the Reagan Administration's attempts to weaken anti-discrimination laws protecting the handicapped. The Administration "gutted the Rehabilitation Act," the convention said, allowed school systems to evade responsibility for education of handicapped students, and failed to deal with problems of medical treatment, architectural barriers and transportation.

The resolution urged coalition-building with like-minded organizations, and recommended continued participation in Dr. Martin Luther King Jr. birthday anniversary celebrations. It also called on unions to combat extremists groups and bigots by exposure and educational campaigns.

Floor discussion of the resolution stressed the labor movement's determination to build on past progress.

AFL-CIO Vice President Barbara Hutchinson of the Government Employees told the convention that because of labor's unity on civil rights, "we have not let them turn the clock backward."

Federation Vice President John T. Joyce of the Bricklayers said unions have been in the forefront in addressing civil rights issues "within our own ranks" as well as in the legislative arena.

He noted that minorities now make up 22 percent of all building trades apprentices.

There is more to be done, Joyce said, and "it's now time to go on the offensive again in behalf of civil rights."

AFL-CIO Vice President Joyce D. Miller of the Clothing & Textile Workers and Evelyn Dubrow of the Ladies' Garment Workers also took part in the floor discussion.

AFL-CIO President Lane Kirkland's keynote sets the tone for the federation's 17th convention.

Unity convention sets course for post-Reagan era

Federation's new programs shaped to bolster labor movement's resurgence

Continued from Page 1

workers, of the role unions play in the community and in the nation. To finance the program in its first two years, the convention approved a two-stage increase in the per capita payment that will raise the total to 35 cents a month effective in January 1989.

Another major initiative seeks to strengthen the grass roots of the AFL-CIO by encouraging full affiliation with state central bodies. A constitutional amendment permits what amounts to a 25-percent discount in total fees for full affiliation of a union's locals with their appropriate state central bodies.

Other amendments written into the constitution are the machinery for the Organizing Responsibilities Program, lower per capita payments for associate members, and authority for the Executive Council between conventions to create additional, temporary vice presidencies to accommodate new or returning affiliates.

The last-named measure was invoked by the council at its post-convention meeting when it elected Teamsters President Jackie Presser to serve on the council.

The convention itself re-elected Kirkland and Sec.-Treas. Thomas R. Donahue by acclamation, along with 31 incumbent vice presidents. To succeed two retiring vice presidents, Thomas W. Gleason of the Longshoremen and Charles H. Pillard of the Electrical Workers, the delegates chose John J. Barry, president of the IBEW, and John A. Gannon, president of the Fire Fighters.

A highlight of the convention was the presentation of the George Meany Human Rights Award to Kim Dae Jung, leader of the democratic opposition in South Korea, for his courageous struggle for worker rights and freedom. The award was accepted by Kim's son, Kim Hong-up.

Political guidelines

Among other major actions, the convention endorsed the voluntary political guidelines drawn up by the Executive Council, called for new emphasis on organizing through the use of volunteers, urged federal and state labor law reforms for both the private and public sectors, backed a rise in the federal minimum wage as long overdue, and endorsed a host of measures to strengthen family life, civil rights and women's rights.

The resolution on Labor and the World focused on the trouble spots around the globe and on the denial of workers' rights by dictatorships of both the right and left. The convention stressed that free trade unions are vital to a democratic society.

Throughout the convention, the Labor Institute of Public Affairs—the federation's television production arm—televised floor discussions and the activities at the podium on a giant screen that dominated the front of the convention hall. The proceedings also were shown on closed-circuit television in convention workrooms and offices.

The IBT's Presser led the roster of speakers, and he pledged that the Teamsters will take an active role in carrying out the AFL-CIO's political, social and economic programs. Other speakers on domestic issues included Sen. Edward M. Kennedy (D-Mass.), outgoing Labor Sec. William E. Brock, Rep. William Clay (D-Mo.), Rep. Marcy Kaptur (D-Ohio) and NAACP Executive Director Benjamin Hooks.

Addressing international concerns were Natan Sharansky, recently freed Soviet dissident; General Sec. John Vanderveken of the International Confederation of Free Trade Unions; Director Gen. Francis Blanchard of the International Labor Organization, and fraternal delegates Fred Jarvis, past president of the British Trades Union Congress, and Daryl Bean, general vice president of the Canadian Labor Congress.

Speaking on behalf of the 118 foreign visitors who observed the convention sessions were Jose Miguel Leunda, president of ELA-STV, the Basque labor federation in Spain; Hassan Sunmonu, general secretary of the Organization of African Trade Union Unity; Democrito Mendoza, president of the Trade Union Congress of the Philippines; and Luis Anderson, general secretary of the Inter-American Regional Organization of Workers.

764 delegates registered

The 764 delegates to the convention represented 80 national and international unions, eight constitutional departments, 47 state bodies, 183 local central bodies, five directly affiliated local unions and two fraternal organizations. A press and broadcast media corps of 300 covered the proceedings.

The Resolutions Committee, chaired by Federation Vice President William H. Wynn of the Food & Commercial Workers, considered 230 resolutions. Of these, 96 were adopted—38 with amendments—124 were covered by similar resolutions and 10 were referred to the Executive Council.

Labor law reforms put on 'high priority' track

Miami Beach—Labor laws that are stacked against unions and administered by hostile agencies are depriving workers of the opportunity to organize and frustrating collective bargaining, the convention charged.

"There can be no higher priority for the AFL-CIO than an overhaul of those laws," delegates insisted.

A strongly worded resolution was reinforced in floor discussion as 14 speakers from a spectrum of unions and central bodies gave first-hand testimony to the failings of a system that allows management to trample on the rights of workers with impunity.

The resolution noted that the AFL-CIO's landmark report on The Changing Situation of Workers and Their Unions forms "a strong foundation" for the federation and its affiliates to "work for the resurgence critical to the labor movement."

It urged unions to make the report a living document by continuing to develop new approaches to reach and serve today's workers.

Harsh laws

But the resolution cautioned that the labor movement's ability to move forward is hampered by "the harsh, anti-worker labor laws we confront."

Public employees at all levels of government often are denied effective collective bargaining, the resolution noted. Even more frequently, they are barred from striking to back up their legitimate demands.

Workers covered by the National Labor Relations Act and the Railway Labor Act find that their right to join together in a union "exists in theory but too often not in practice." And the resolution noted that exclusions from bargaining units written into federal law have been so broadly interpreted that even elevator operators and university professors have at times been denied the right to collective bargaining.

It said judicial and administrative decisions have driven large loopholes through the basic labor laws—"loopholes which enable employers effectively to intimidate employees without being held to have violated the law."

In any event, the resolution noted, employers don't even have to bother with "such legal niceties." The penalties "are so weak and so slow in coming that employers can overtly flout the law, secure in the knowledge that under these statues wrongdoing does pay."

Both the NLRA and the Railway Labor Act fail to assure workers the opportunity to deal with employers "as equals through the give-and-take of collective bargaining," the resolution protested. It noted the "increasingly common" tactic of employers putting unreasonable demands on the table, going through the motions of bargaining, and using tactics such as lockouts and permanent replacement of strikers to force acceptance of takeback demands.

At the same time, the convention noted, restrictions such as the ban on so-called secondary boycotts prevent "joining together with workers in other workplaces in mutual defense."

Labor law reform in the private sector and securing full bargaining rights in the public sector are goals that must be addressed by the next President and the next Congress, the convention said, and by the candidates.

"Among our principal objectives," it declared, "must be to ban the hiring of permanent replacements during strikes or the hiring of temporary replacements during lockouts, and to preclude the transfer of work during the term of a collective bargaining agreement."

These are some of the comments made from the floor when the resolution was being debated:

Rights denied

AFL-CIO Vice President Lynn R. Williams of the Steelworkers told the delegates that "millions of workers across America who need to have a union and who want to have a union" are denied that right because labor laws are tilted towards employers or ineffective.

Williams termed the use of anti-labor consultants to battle unions "a shame and a disgrace."

Bosses shouldn't have "a damn thing to say about whether employees choose to have a union," he said. "That's the workers' business."

AFL-CIO Vice President Wayne E. Glenn of the Paperworkers told the convention that Canada bars hiring permanent replacements during the first six months of a strike. But in the United States, he noted, a company like Georgia-Pacific Corp. can line up 1,000 potential strikebreakers "to take your jobs" even before a contract expires.

"What kind of collective bargaining can your committee do when they're sitting down with that kind of an employer?" Glenn asked.

"We have to protect the bargaining process," AFL-CIO Vice President Gene Upshaw of the Professional Athletes told the convention. "It is the only chance we have as workers to stand against the multinationals, the rich employers."

Upshaw thanked the trade union movement for its support of the National Football League Players during their recent strike. "Our fight is not over," he told the applauding delegates.

AFL-CIO Vice President William H. Bywater of the Electronic Workers said the basic rights of workers are destroyed when an employee with 25 years of service to a company can be "permanently replaced overnight if he goes on strike."

Hostile administrators who depart from the intent of the Railway Labor Act are helping railroads and airlines go non-union, AFL-CIO Vice President Richard I. Kilroy of the Transportation Communications Union charged.

Boilermakers President Charles W. Jones noted that tax laws favor employers over workers in labor disputes. He said unions must overcome the ability of employers to replace economic strikers and victimize locked-out workers in order to save "the institution of collective bargaining."

Vincent J. Sirabella, organizing director of the Hotel Employees & Restaurant Employees, said unions must turn more to "self help" in order to resist union-busters while keeping up pressure for labor law reform. He stressed solidarity by unions through helping each other in strikes.

Lane Kirkland presents Meany human rights award to Kim Hong-up, who accepted for his father, South Korean democratic leader Kim Dae Jung.

Korean Kim Dae Jung wins Meany Award for human rights crusade

By Candice Johnson

Miami Beach—The 1987 George Meany Human Rights Award was presented to Kim Dae Jung, leader of South Korea's democratic opposition, for his lifelong struggle to win freedom and dignity for Korean workers.

In presenting the federation's highest honor, AFL-CIO President Lane Kirkland praised Kim for "his courage, leadership and commitment to labor rights and freedom."

Kim has paid a heavy price for his love of democracy, Kirkland said. He has endured kidnapping, assassination attempts, exile, imprisonment and house arrest for his opposition to the South Korean dictatorship.

In a videotaped message, Kim accepted the award on behalf of the working people of Korea, who for 27 years, "have suffered under governments which paid scant attention to the rights and dignity of our workers."

"The 'economic miracle' of Korea was built upon the sweat, tears and blood of our workers" who seek an equal partnership with management and to be treated with dignity, he said.

Seeking dignity

Kim said that Korean workers who organized protests at more than 3,300 worksites across the country sought three basic conditions—equal treatment with management, decent wages and improved working conditions, and dignity. Workers are demanding "the freedom to form unions independent of government control and to elect their own leaders," he added.

Kim asked for the continued support of the American labor movement in the effort to maintain and strengthen democracy in Korea.

"We have to adopt a new constitution which will guarantee the democratic rights of all the Korean people . . . . We have to elect a new president through free and fair elections . . . . We must revise our present labor laws which are repressive," he said. "We need your help."

Kim expressed hope that the United States will increase its support of "the democratization process" in Korea.

New constitution

As he presented the award, Kirkland read a dispatch reporting that Korean citizens had overwhelmingly approved a new constitution calling for free and democratic elections.

The human rights honor consists of a copy of the bust of the late AFL-CIO president that is displayed at the Meany archives, and a $5,000 check.

On hand to accept the award for his father was Kim Hong-up, who described for delegates the "miserable conditions of young men and women desperate for work" in South Korea.

"Young girls who are the mainstay of our textile and electronic industries work 12 hours a day, six days a week or more for a less than living wage of 50 cents an hour," he said. And if workers try to organize unions, "they have their heads handed to them," he added.

The Korean people have forced the Chun Doo-hwan government to begin to institute democratic reforms, including direct election of the president and protection of worker rights, the son of the Korean opposition leader noted. But he repeated his father's call for help from the American labor movement, stressing that "the cause of American and Korean workers is the same."

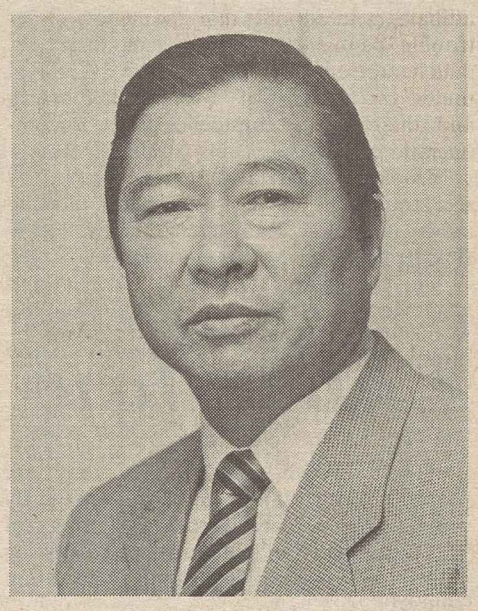
Presidential candidate

Kim, 63, declared himself a candidate for president following the voters' endorsement of popular elections and the new constitution. A former adviser to the Reunification Democratic Party, Kim said he will form a new democratic opposition party "to fulfill my responsibility to history."

In 1980 he was convicted of sedition and sentenced to death by a military court, but that sentence was reduced to life imprisonment following worldwide protest.

After a temporary exile in the United States, Kim returned to Korea in 1985 and was arrested. He was released earlier this year.

Previous winners of the Meany award include Ernesto Herrera, general secretary of the Trade Union Congress of the Philippines; Andrei Sakharov, winner of the Nobel peace prize, and Lech Walesa, leader of the Polish Solidarnosc trade union movement.



Kim Dae Jung

Kennedy points to progress after 7 lean Reagan years

Miami Beach—The "seven long years of Republican rule and ruin"—and President Reagan's "anti-labor, anti-union, anti-worker" policies—came under withering assault from Senate Labor Committee Chairman Edward M. Kennedy (D-Mass.).

"America today stands on the threshold of a new era of workers' rights," Kennedy told cheering delegates. "We came part of the way back in 1986 by electing a Democratic Senate, and we intend to come all the way back in 1988 by building on our majority in the Senate and by electing a Democratic President."

Kennedy—hailed by AFL-CIO President Lane Kirkland for leading the battle against the confirmation of Judge Robert H. Bork for a seat on the Supreme Court—said the 58-42 vote against Reagan's nominee blunted efforts to give the high court a right-wing tilt.

"Robert Bork was wrong on free speech, wrong on civil rights, wrong on equal rights for women, wrong on the right of privacy and wrong on voting rights, and President Reagan was wrong to try to put him on the Supreme Court," he declared.

And, he added to the cheers of delegates, "The Reagan Administration is just as wrong on the rights of workers."

The Senator posed three questions that, he said, would send a message to Washington:

"Have we had enough of jobs that are dangerous to workers' health?

"Are we sick and tired of employers who get a free ride by ignoring the health of their employees?

Ready to work

"Are you ready to work . . . against the armies of greed and neglect . . .?"

Each time, the convention hall rocked with roars of "Yes!"

Kennedy accused the Administration of turning "a deaf ear to the American worker," charging that it is unconcerned about falling wages, runaway imports, plant closures and layoffs, the rising toll of death and disease in the workplace, a minimum wage whose purchasing power has been eroded by inflation and a health care system that leaves 37 million Americans with no medical insurance protection.

Kennedy promised that plant-closing protections that the Senate added to the trade bill will be enacted into law this year—"with President Reagan's signature if possible, but over his veto if necessary."

Sen. Edward M. Kennedy

And he pledged to continue to work in partnership with organized labor in the campaign for basic health care coverage.

Kennedy sharply criticized the National Labor Relations Board and the courts for carving "an unacceptable loophole in current law," allowing unionized contractors to set up dummy, nonunion corporations.

The Senator told delegates that Congress is united with them in their support of legislation to mandate parental and medical leave, and to put an end to the use of lie detectors in the workplace.

By its action on these measures, Kennedy said, "Congress will help workers—and we will also help America's competitive position in the world."

Waiting period sought for handgun buyers

Miami Beach—The AFL-CIO endorsed a nationwide drive to keep handguns out of the hands of criminals and the mentally unbalanced.

Delegates supported passage of federal legislation establishing a seven-day waiting period on the purchase of handguns and called for "swift and severe punishment" of those who use guns to commit crimes.

The resolution pointed out that police overwhelmingly favor the concept of a waiting period sufficient to give law enforcement officials the chance to check the records of potential buyers and screen out unlawful purchases.

Blanchard sounds ILO call for jobs

Miami Beach—Labor, management and government must join forces in "fighting unemployment, improving labor standards and defending human rights," Director Gen. Francis Blanchard of the tripartite International Labor Organization told the convention.

"Chronically high unemployment is leaving millions of people—especially young people—a heritage of poverty, waste and despair," he told delegates. And slow economic growth has laid an unacceptably heavy burden on workers.

In the face of sluggish global economic growth and the shock waves that have rolled through the financial world, Blanchard said, the ILO will convene a high-level meeting in Geneva next month to find ways to promote jobs, equitable economic development and social justice.

"There is no contradiction between promoting economic growth and establishing decent working conditions," he emphasized, as American unions have demonstrated.

Blanchard stressed that fair labor standards must include such basic human rights as freedom of association, the right to organize, the right to bargain collectively, and "freedom from discrimination based on race, creed, sex, national origin or political opinion."

Francis Blanchard

ILO standards on these issues "have been a rallying point for trade unions" around the globe, he said, and the tripartite labor body has used the machinery of its conventions to press for their implementation.

"In an age when a great deal is said about human rights but much less is actually done, the ILO's proudest claim is to have achieved concrete results in making human rights more of a reality," Blanchard told delegates.

As a result, he said, "overly restrictive laws" have been changed in many countries, impediments to free trade unions have been removed, and "numerous trade unionists have been freed from jail and even saved from death."

But, he added, the task of winning human rights on a global scale remains immense and there is an upsurge of violations in many countries.

Next year, Blanchard said, marks the 40th anniversary of the ILO's landmark Convention 87 on freedom of association and of the Universal Declaration of Human Rights. He urged that the occasion be marked by rededication to the goal of "making human rights a reality for all workers."

Policy changes prescribed for ailing U.S. economy

Miami Beach—With the American economy ailing because of the flawed economic policies of the Reagan Administration, the convention endorsed a wide range of remedies to restore its health.

Reaganomics has caused an epidemic of record trade and federal budget deficits, driven the U.S. deeper into hock with the rest of the world, eroded the value of workers' paychecks and has left millions of Americans jobless or forced to take low-paying, part-time jobs, the delegates observed.

A wide-ranging resolution pointed out that Administration failure to deal with these problems triggered the collapse in stock markets in America and abroad.

Nosediving stock prices, the convention stressed, not only affect wealthy investors but also workers whose pension benefits, stock participation plans and life insurance policies are linked to Wall Street investments.

The resolution urged Congress to create a broad-based tripartite commission of labor, management and public representatives to assess the impact of the stock market decline on worker benefit funds and to recommend appropriate actions.

AFL-CIO Vice President Lynn Williams of the Steelworkers challenged President Reagan's claim that the American economy is "fundamentally strong." He pointed out that the Wall Street collapse demonstrated the "underlying weaknesses" that are the legacy of Reaganomics.

Crumbling industries

America's industrial base has been destroyed, Williams declared, and workers thrown on unemployment lines have been forced to take low-wage, part-time jobs.

Federation Vice President John T. Joyce of the Bricklayers assailed the Administration's "voodoo economics." He said the stock market crash makes clear that the American people are no longer under the spell of Reagan's "mass hallucination" that the economy is robust.

The most important test of any economy, Joyce said, is its ability to create full employment—and this can be achieved only if labor, management and government are made equal partners in developing programs to revitalize the nation as it stands on the threshold of the 21st century.

Recommendations on dealing with the flagging economy include:

- Expanding employment and training policies, creation of public jobs when the private sector is unable to offer employment, a higher minimum wage, safeguards for workers and communities against plant closures and workers' compensation reform.
- Improving aid for the unemployed, the aged, the disabled and the poor as part of an intensified battle against poverty, homelessness and hunger, coupled with national policies to curb soaring health care costs and broaden access to quality health care for all Americans.
- Developing federal tax and budget policies to support economic growth in basic industries, housing, small businesses and farms and rebuilding the decaying infrastructure.
- Curbing speculators and corporate raiders, preventing the use of paper surpluses in pension funds to finance takeovers, and puncturing a hole in "golden parachutes" that allow top management to bail out while workers' jobs are shot out from under them.
- Establishing a nationwide reindustrialization program, financed through a national development bank, to channel investments into economically depressed regions.

The convention also went on record in opposition to such arbitrary budget-cutting mechanisms as the balanced budget amendment, the line-item veto, Gramm-Rudman-Hollings or state tax limitation initiatives.

Approaching fiscal policy this way, delegates warned, encourages "boom-or-bust economic cycles" and destroys government's flexibility in dealing with both unemployment and inflation.

Return of Teamsters greeted with 'welcome home' cheers

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In introducing Presser to the convention on the closing day, Kirkland called the readmission of the IBT "a renewal of the historic solidarity" of the trade union movement, emphasizing the point that "our unity strengthens the voice of all American labor."

During the three decades that the Teamsters were outside the labor fold, Kirkland said, the "common enemies" of the federation and the IBT "continued to attack us with equal fervor and fine impartiality."

Presser made the same point, noting the assaults on the labor movement from the Reagan Administration and big business. "There have been untold billions of dollars spent by anti-labor companies and union-busters," he said.

The president of the federation's newest affiliate pointed out that "America is in trouble," citing the nation's raging trade deficit, the collapse of major industries under the weight of unchecked imports and the flight of other firms to foreign operations.

Meanwhile, he said, "right-to-work laws are strangling people from making a living."

Wholehearted support

Presser pledged that the IBT would join wholeheartedly in the federation's efforts on all political, social and economic fronts.

In the keynote address in which he announced the Teamsters reaffiliation, Kirkland reiterated the position taken by the council in August, opposing Administration attempts to put unions under trusteeship.

The statement adopted by the council two months ago made clear that "a government-supervised trade union, like an employer-supervised union, is a contradiction in terms."

Kirkland denounced the "orchestrated leaks and planted press stories" that the Justice Dept. was proposing such action against the IBT and other unions "under the contrived theory of collective guilt."

If the Administration goes forward with this scheme, he said, it would put Reagan in bed with such dictators as General Pinochet of Chile and General Jaruzelski of Poland who would know how to "use this new device to control and to destroy unions."

Labor's pledge

Kirkland said such a move would violate ILO Convention 87 on freedom of association and pledged that the federation would use its full resources to battle the takeover of any union both in American courts and international labor bodies.

He emphasized that labor favors "full and vigorous law enforcement aimed at those who seek to prey on our movement." But, Kirkland added, the government must carry out its responsibilities "with scrupulous regard to the rights of individuals before the law and respect for the presumption of innocence until guilt is proven."

Later in the convention, delegates ratified a constitutional amendment giving the Executive Council authority to create additional vice presidencies between conventions.

Pointing out that "the need for trade union solidarity has never been more urgent," the convention concurred in the plan making council seats available to unions like the IBT that enter the AFL-CIO.

"Unfortunately," he declared, "it seems that with this crowd in power, those who should be the doctors of a free and well-ordered society have become, instead, the disease."

The convention action gives added strength to the continuing campaign to integrate these unions into the federation. Any vice presidencies created under this procedure will be temporary.

Teamsters President Jackie Presser flashes thumbs up sign as President Kirkland and convention delegates welcome IBT back into the labor federation.

Takeback raids on pensions blasted as ripoff of workers

Miami Beach—Congress must act speedily to halt corporate raids on pension funds and prevent the destruction of the retirement security of millions of American workers, the convention declared.

Delegates condemned the trend in recent years that has seen employers terminate well-funded defined-benefit plans in order to grab so-called excess assets, replacing them with defined-contribution plans that offer an uncertain payout when workers reach retirement age.

They adopted a resolution emphasizing the principle that "active workers and retirees have a right to share in surplus assets when a termination takes place."

The federation expressed concern about an Administration scheme that would set variable rates on the premiums paid to the federally operated Pension Benefit Guaranty Corp., linking such payments to the level of unfunded liabilities.

These liabilities usually result when credit for past service is recognized at the time a pension plan is established and when unions negotiate subsequent benefit increases.

The Administration plan, the convention said, would discourage this practice, undermine retirement security, and would have "a major cost impact on employers in troubled industries, many of whom might be forced to terminate pension plans or go out of business."

Delegates said the end result could be bankruptcies, termination of pension plans and the piling of greater financial burdens on the already overladen PBGC. The better course to follow, they said, would be to make employers fully liable for all promised pension benefits.

Voicing concern about the growing trend toward abuses in pensions for state and local government employees, the AFL-CIO stressed that the only solution lies in effective legislation. It called on Congress to enact a range of safeguards for these workers comparable to those in private industry.

'Union, Yes' to carry labor's message

Continued from Page 1

American worker, a younger worker who doesn't have the feel of the history and the tradition of the American labor movement."

McEntee praised the work already accomplished by the AFL-CIO's Labor Institute of Public Affairs in developing within the federation a mechanism on which the expanded communication system can be constructed.

Labor needs to speak to the American people "not on just an occasion, not on just an issue, but day in and day out" to get across the message that unions are a part of the nation's everyday life, McEntee emphasized.

The "Union, Yes" campaign is an outgrowth of the work done by the Executive Council's Committee on the Evolution of Work.

In the landmark report issued in February 1985, The Changing Situation of Workers and Their Unions, the committee stressed the need for labor to "overcome the misconceptions about what unions do" and make the public aware of labor's contributions in the workplace and society.

Laying the groundwork for the convention's action on the broad-ranging communications program, the report proposed "that within our resources, we mount and sustain a coordinated and long-range communications program, employing every technique and medium available."

Public awareness

It directed the AFL-CIO to investigate such a program that could be utilized "to improve the public's understanding of labor."

Delegates put their stamp of approval on the radio and television plan, augmented by other materials that will integrate labor's public message into all aspects of union activity, including its organizing efforts.

The twin goals of the two-year undertaking include:

- Raising the level of public understanding of unions.
- Increasing the awareness of a new generation of American workers—those between 20 and 40—of the way unionism responds to their needs and concerns.

The campaign will drive home the positive nature of unions and their effectiveness both on the job and in the broader community.

"We must show America that unions are problem-solvers, that unions make things happen," the resolution emphasized. "We must emphasize the voice that every individual within a union enjoys while benefiting from the strength of collective action."

To assure maximum effectiveness, delegates said, the federation's "Union, Yes" program will depend on its being augmented by all affiliates.

"It is time for the labor movement to speak proudly and strongly to the American people, to speak with one voice and to regain our rightful place in their daily life," the resolution stressed.

"It is time for younger workers to again understand that a union provides the indispensable tool for gaining a better life."

United Way saluted on centennial mark

Miami Beach—The AFL-CIO saluted the United Way on its 100th anniversary and pledged labor's continued financial support and active involvement in its service to the community.

A convention resolution noted that union members have contributed "millions of volunteer hours and dollars" to support the United Way in helping meet the health and human needs of all citizens.

The result, delegates said, has been "the enhancement of the quality of life throughout the nation."

Political guidelines send 'get involved' message

Active role for union members from first primaries through Election Day

By David L. Perlman

Miami Beach—The AFL-CIO and its affiliates will encourage America's union members to participate actively in the presidential selection process—from the first primaries and caucuses through Election Day 1988.

There won't be an early presidential endorsement because at this stage of the campaign union members are divided or still undecided on their preference. But the convention adopted near-unanimously the guidelines drawn up by the Executive Council to assure a trade union role in the nominating process.

The guidelines, which remain voluntary, ask national and international unions not to endorse or provide funds for a presidential candidate pending action by the entire federation on an endorsement.

The declared intent is to maintain the labor movement's unity during the presidential selection process in a way that results in as many union members as possible being chosen as delegates to the nominating conventions and that permits COPE to function effectively.

The guidelines do not prevent AFL-CIO affiliates from supporting members or their families who are running for election as delegates to a presidential nominating convention.

Likewise, the guidelines make clear that there is no intent to discourage union members—"including state and central body and national and local union officers, acting as individuals"—from being candidates for delegate.

The guidelines will remain in place "until changed or superseded by the AFL-CIO General Board or by the Executive Council," the convention said.

Participation urged

In the months ahead, the resolution declared, union members will be encouraged "to support the candidate of their choice and participate in every step of every state's presidential selection process."

COPE was directed "to work with our affiliates in securing the maximum number of union delegates to the political party conventions."

Unions were asked to continue the process of determining the candidate preferences of their members. If there is the required two-thirds consensus, "the AFL-CIO stands ready to endorse a presidential candidate."

Whether or not there is an endorsement, the convention pledged, "labor's views shall be heard."

In a companion resolution, the convention urged unions to work with COPE on voter registration and get-out-the vote campaigns, and to recruit and train volunteers.

It asked stepped-up efforts to obtain voluntary COPE checkoff provisions in union contracts to "keep pace with funding of corporate and trade association political action committees."

It called attention also to the "high stakes involved for workers and their families in state legislative elections," both in immediate impact and in the congressional redistricting after the 1990 census.

Delegates also adopted a resolution urging continued efforts to shape political alliances with family farmers and small business people who are "victimized by the same forces" and neglected by government.

During the debate on the main political process resolution, AFL-CIO Vice President Owen Bieber of the Auto Workers said the effort to maintain labor unity despite lack of a consensus on a presidential candidate "makes a great deal of sense."

Labor won respect for its role in the 1984 campaign, he noted, and has received deserved praise this year "for bringing new vitality to the democratic process in the way we have educated and involved our members."

The Democracy at Work project has been "a tremendous success," Bieber said. "Working people can make a difference in creating a new political environment."

Concensus unclear

Service Employees Sec.-Treas. Richard W. Cordtz told delegates that the SEIU's polls of its membership shows that "the consensus for political action is clear" even though "the consensus for a single candidate is not."

The voluntary guidelines, he noted, "leave the door open for an endorsement should a consensus be reached as the primary season unfolds."

Henry Nicholas, president of the Hospital & Health Care Employees, was the only speaker against the resolution. His contention was that union leaders are obligated "to provide a direction for our rank-and-file."

While it may be difficult to reach a concensus and an endorsement decision, "labor leaders must lead," Nichols argued.

Hooks credits Bork's defeat to switch in Senate control

Miami Beach—The battle to keep Judge Robert H. Bork off the Supreme Court was won on Election Day 1986, NAACP Executive Director Benjamin L. Hooks told the AFL-CIO convention.

Hooks cited especially the southern Democrats who were elected with strong support from the trade union movement and the black community as having made the difference.

The decisive 58-42 vote against confirming Bork was the greatest achievement of the civil rights coalition in recent years, he suggested.

Both Hooks and AFL-CIO President Lane Kirkland, who introduced him, spoke of the effective role of the Leadership Conference on Civil Rights, in which both the federation and the NAACP are active participants.

If all civil rights goals haven't yet been achieved, Kirkland noted, "it's not for lack of trying or commitment." But "if we have learned anything in the last six years, it is that none of our gains can ever be taken for granted," Kirkland stressed.

Hooks responded that the labor movement has demonstrated that it's not just a fair-weather friend.

Benjamin Hooks

"Through the years, the leaders of organized labor and the civil rights movement have marched shoulder to shoulder in the cause of social justice," Hooks said.

He spoke of the pioneering efforts of the labor leaders of yesteryear—George Meany, Walter P. Reuther and A. Philip Randolph—and Bayard Rustin, who died just last August, "and who brought to this cause intellectual ability and organizational genius."

Longstanding principles

Those leaders understood, Hooks said, that "the principles that united our great movements were infinitely more important that the misunderstandings that we might have from time to time."

The "bedrock principle," Hooks declared, is that "all persons, without regard to race or status, are men and women of infinite worth."

Hooks recalled the striking sanitation workers in Memphis, Tenn., members of AFSCME, whom the Rev. Martin Luther King Jr. had come to help when he was assassinated.

The message they carried on their signs, Hooks recalled, read simply, "I am a man."

It implied all that goes with the word "man," Hooks said, because manhood means that "I'm entitled to some dignity, some self-respect."

Hooks spoke of the evolution of the "imperfect" Constitution that the United States adopted 200 years ago, which sanctioned slavery and did not give women the right to vote.

But two centuries later, he said women and blacks can celebrate "what it is now," with the Bill of Rights in the first 10 amendments, the 13th, 14th and 15th amendments that abolished slavery, gave blacks the right to vote and provided equal protection under the law, and the 19th amendment granting women the right to vote.

Hooks told the delegates that he is proud "to salute the Constitution, not for what it was, but for what it is."

Rep. Marcy Kaptur

High interest rate shrinks market for homebuilding

Miami Beach—Rising interest rates, the erosion in real earnings and austere government budgets have contributed to significant declines in housing construction across the nation, the convention charged.

Unless government steps in with a multi-pronged effort, delegates warned, construction industry unemployment will continue to increase and a substantial majority of Americans will find affordable homes beyond their reach.

The federation said the result will be that "more and more impoverished and low-income Americans will face the tragedy of displacement, homelessness and doubling up."

To deal with the problem, the resolution called for:

- Revitalizing programs for new public housing for low-income families, the elderly and the handicapped.
- Continuing direct government loans to nonprofit organizations that provide rental housing for the elderly and the handicapped. This should be augmented by a new program to give similar aid to nonprofit groups serving low-income, non-elderly families.
- Providing assistance to nonprofit groups that offer moderate-income families the chance to obtain owner-occupied housing. Delegates said this should be patterned after the successful Boston projects launched by the Bricklayers and Laborers and New York City's Nehemiah program.
- Action by the Government National Mortgage Association to provide lower interest rates to first-time homebuyers. Similar aid could be provided for rental units.

In addition to new construction, the convention said, the government's housing program should provide for rehabilitation and modernization of existing low-income housing.

Kaptur charges trade negotiators selling U.S. short

Miami Beach—Rep. Marcy Kaptur (D-Ohio) spoke to the delegates as "a vocal supporter of 'Buy American' in a world which is rapidly buying America."

Kaptur, who represents a Toledo district hard hit by the Reagan Administration's one-way trade policies, warned that an America bereft of goods-producing jobs will be unable to maintain its standard of living and the social programs on which millions of people rely.

She spoke of investment in America through savings, but added: "We also need a President who will sign the trade bill. We need a President who will enforce it. And we need a President who will appoint respected negotiators in the international trade arena."

The nation needs "integrity" as well as competence at the international bargaining table, Kaptur added.

She reminded the delegates of the Administration's auto policy trade negotiator who solicited Japanese carmakers for a job while he was still employed by the United States.

"This is a national disgrace," Kaptur said. "It makes me sick."

In another area, Kaptur endorsed the concept of a self-funding Build America Trust Fund "to repair and upgrade this nation from coast to coast."

With such a fund, "we can rehabilitate our schools, our fire stations, our libraries, our ports," she said. "We can put in place all of the public works that create and sustain jobs."

To help spark an "educational renaissance," Kaptur proposed "a new type of student aid—a national program of voluntary service that would reward participants with educational benefits similar to the GI Bill."

Huge purchasing power

She called on the Defense Dept. to use its $150 billion a year in purchasing power "to help retool and modernize American industry" by buying American products.

"We can no longer tolerate the offshore migration of manufacturing capabilities in forgings, in castings, in ballbearings, in machine tools, in steel and electronics," Kaptur said.

The Ohio congresswoman brought along a special guest, to introduce to the applause of the delegates—her mother, whom she introduced as "the finest United Auto Workers retiree I know, who served on the original organizing committee at Champion Sparkplug, of UAW Local 12 in Toledo."

Kaptur came to Washington in the Carter Administration as an urban affairs assistant at the White House. In Congress, she has sponsored important housing initiatives, including a requirement for day-care facilities in public housing projects.

Cleanup of toxic dumps overdue

Miami Beach—The convention hailed the progress made in cleaning up the nation's environment and ensuring public health and safety, but warned that a huge backlog of problems remains.

Chief among the challenges that still need to be addressed, delegates said, are the cleanup of hazardous waste dumps and regulations on the release of hazardous chemicals.

The resolution called for:

- Implementation and expansion of "right-to-know" laws requiring companies to inform workers and communities about chemicals used in their plants and the potential dangers they pose.
- Action to deal with the problem of acid rain by subsidizing conversion of existing coal-fired facilities through installation of scrubbers and research for ways to make coal burn cleaner.
- A stronger federal pesticide law requiring full testing and restriction of products posing adverse effects.
- Increased funding for waste water treatment projects.
- Inclusion of private buildings in the asbestos removal program.

Reagan slash in urban funds harms jobless

Miami Beach—States and communities have been ravaged by the mounting trade deficit that has undermined economic growth, and they've been put at an added disadvantage by deep Reagan Administration cuts in established federal-state programs, the convention emphasized.

Plant closings and the restructuring of industries have added to the burden, delegates noted. People have been thrown out of work, severe pockets of distress have been created, and the vital tax base necessary to meet human needs has been eroded.

The federation called for adequate federal funding for the Economic Development Administration, community development block grants, urban development action grants and other programs to help states and communities get back on their feet. Such support should include funds for community and infrastructure development and mass transit, the resolution declared.

Taxes should be based on ability to pay, the convention said, as it called for:

- Progressive individual and corporate income taxes.
- Softening the impact of sales taxes by exempting necessities and adopting state income tax credits to offset these levies.
- Easing the burden of property taxes on moderate- and middle-income families by imposing taxes on stocks, bonds, non-real estate investments and other assets of the wealthy that presently go untouched.

Delegates called for vigorous opposition to "beggar-thy-neighbor" schemes under which states and communities engage in predatory competition for industry by offering preferential tax giveaways.

The soundest way to attract new industry, the resolution stressed, is improvement in public services, education and training and rebuilding crumbling infrastructure.

New emphasis urged on consumer rights

Miami Beach—The Reagan Administration has used "starvation budgets" to blunt consumer regulations and curb the activities of agencies established to safeguard the public, the AFL-CIO convention charged.

Delegates called for congressional action on legislation to limit the time that banks can hold check deposits before permitting withdrawals and supported the pending truth-in-lending measure.

The convention urged stepped up efforts to counteract the liability insurance crisis caused by insurers' greed that threatens the availability of needed services, and opposed product liability legislation as "inadequate for the compensation of injured victims."

Increased attention must be given to the safety of the nation's food supply, the resolution said, with particular attention to reforming the present processing and inspection procedures in the poultry industry.

Delegates also reaffirmed support for the provision in the Food, Drug & Cosmetic Act forbidding the use of cancer-causing additives in food.

The band played on

Neither rain, nor sleet, nor snow, nor dark of night kept these Letter Carriers from their appointed rounds at the convention. Bandmaster Fred Del Monte leads the NALC Branch 84 brass band from Pittsburgh in one of its daily performances which delighted delegates. The band played during convention breaks and put on evening serenades as well. The Pittsburgh Letter Carriers formed the band in 1923.

House votes curb on polygraph tests

Convention-endorsed bill wins 254-158 bipartisan vote

The House voted 254-158 for a labor-supported bill that bars the use of polygraph tests or any other so-called "lie detector" in most private employment.

Its margin of passage and the defeat of nearly all weakening amendments reflected growing bipartisan concern about employer use of inaccurate and humiliating lie detector devices to intimidate workers and job applicants, and to pry into their personal lives.

In the last Congress, a weaker bill passed the House by a lesser 236-173 majority.

A resolution adopted by the AFL-CIO convention just days before the House vote spelled out the labor movement's concerns.

"The truth about lie detectors is that they do not work," the convention said. "The tests are unscientific. They measure stress, not truth. They cannot accurately distinguish truth from deception."

Yet 2 million workers are subjected to tests each year, the resolution noted, more than four times the count of 10 years ago. An estimated 200,000 workers lose their jobs or come under suspicion as a result of inaccurate tests.

Support sought

AFL-CIO Legislative Director Robert M. McGlotten expressed the labor movement's concerns in a letter to House members urging support for the bill that the Education & Labor Committee brought to the floor and asking rejection of weakening amendments.

The most serious threat was a substitute offered by Reps. George Darden (D-Ga.) and C.W. Young (R-Fla.). It would have allowed "voluntary" testing and set minimum standards for test examiners. It was beaten by a 242-169 margin.

State licensing of polygraph examiners was opposed by the AFL-CIO convention. That would legitimize "an unscientific procedure" that infringes on the fundamental principle of "the presumption of innocence, the right of privacy, and the privilege against self-incrimination," the convention said.

Employers have used polygraph tests "to intimidate, harass and humiliate workers by asking irrelevant questions about their private lives, labor union sympathies, sexual conduct and religious beliefs," it noted.

Amendments defeated

A closer 220-197 vote rejected an amendment that would have allowed employers to use polygraphs to question workers about possible thefts.

In addition to exempting all levels of government, the bill sent to the House floor by the Education & Labor Committee also excluded contractors for government intelligence agencies. The House voted by a hairsbreadth 210-209 margin to exempt some categories of security guards. And it also allowed testing of workers with access to "controlled substance" drugs.

But the bill's floor manager, Rep. Pat Williams (D-Mont.), successfully beat back a host of other weakening amendments, including some that the House had adopted last year, such as allowing testing of employees of nursing homes and day care centers.

The Administration-opposed bill was supported by 208 Democrats and 46 Republicans. It was opposed by 125 Republicans and 33 Democrats. It now goes to the Senate, where hearings have already been held on a companion bill.

As passed by the House, the legislation requires employers to post Labor Dept. notices that lie detector tests cannot be administered to employees or job applicants. It authorizes fines of up to $10,000 for violations in addition to compensation for any loss suffered by an employee or applicant.

In a related area, the convention expressed concern at the increased use by employers of electronic monitoring technology—ranging from counting the keystrokes of data-entry operators to eavesdropping on telephone conversations and filming workers on the job.

The resolution urged the use of the collective bargaining process to protect workers against such monitoring abuses, supplemented by legislative restrictions.

As a first step, it urged Congress to pass pending bills that would prevent the secret monitoring of telephone conversations. The measure would require employers to sound a "beep" signal when they listen in on an employee's telephone conversation.

Self-sufficient energy policy sought

Miami Beach—An effective national energy policy is essential to the goal of decreasing United States dependence on foreign oil, the convention declared.

The convention called for price regulation for the energy industry and opposed schemes that would permit exportation of crude oil and natural gas from the Alaskan fields.

The resolution supported development of alternative energy supplies—including solar and renewable energy sources—to protect dwindling domestic oil and natural gas reserves.

Coal and nuclear power can also play a key role in meeting energy needs, delegates said, but their use must be accompanied by enforcement of strict environmental and safety regulations. In addition, the program for insuring nuclear power plants must be continued to provide compensation to the public in the event of a nuclear power plant accident.

The resolution also supported conservation efforts that don't diminish living standards or inhibit economic growth, called for price regulation for the energy industry and urged strengthening of low-income energy assistance programs to ease the hardships on the poor.

Full affiliation pushed for state, local bodies

Miami Beach—Delegates termed the AFL-CIO's state and local central bodies "vital links" in the labor movement's structure, and acted to make them stronger.

The convention adopted a constitutional amendment proposed by the Executive Council that is expected to increase affiliations with state labor federations. It lets national and international unions affiliate their entire membership with appropriate state central bodies at a reduced cost.

Another resolution linked a continuing process of consolidating small or nearby central labor councils to the goal of increasing affiliations as well as making the central bodies more effective.

The resolution also set up guidelines that assure central bodies an opportunity to be heard before a decision is made to consolidate two or more labor councils. State and local central bodies are arms of the AFL-CIO and bound by its policies, as contrasted with the fully autonomous unions that make up the federation.

The 1985 AFL-CIO convention had put a high priority on increasing the level of affiliation with state and local bodies, and actions taken at this convention followed through on that mandate.

Under the new section of the constitution, a union that chooses to affiliate its entire membership with appropriate state federations will pay a single national affiliation fee to the AFL-CIO each month.

The amount will be 75 percent of the per capita charge that its local unions would otherwise have to pay for affiliation with state bodies.

Rebate to state bodies

The national affiliation fees the AFL-CIO receives will be rebated to the state central bodies, the constitution specifies, "on the basis of their membership, per capita rates and needs."

AFL-CIO Vice President Wayne E. Glenn of the Paperworkers, urging its adoption, described the amendment as "dangling a carrot" to encourage full affiliation.

Glenn noted that participation by national and international unions will be voluntary, and that many unions will have to amend their own constitutions before being able to participate. But he predicted that state affiliations—now averaging about 50 percent of potential—will rise substantially in future years.

The resolution on state and local central bodies—which was considered separately from the constitutional amendment—noted "real progress" in achieving consolidations designed to strengthen central labor councils and increase local union affiliations.

It acknowledged, in some cases, "the natural reluctance of many longstanding central bodies to consider consolidation." To allay these concerns, the resolution included guidelines to be followed "to the maximum extent possible" in making a decision on consolidation.

The level of affiliation and the potential for increasing affiliation should be considered in the determination, the convention said.

It recommended that future consolidations should come "only after consultation, discussion and, if requested, a fact-finding hearing conducted by an AFL-CIO representative with the leaders of the affected state federation and local central bodies."

Debate reflected broad support for the policy among local central bodies, including some that had been dubious of merger directives.

Consolidation's results

Ronald F. Petronella, president of the Norwalk, Conn., AFL-CIO, noted that before consolidating, three central bodies in his area functioned in a 20-mile radius.

Harold Woods, president of the Knoxville-Oak Ridge Area AFL-CIO in Tennessee, said his consolidation was entered into reluctantly but had worked well. He stressed, though, that "no CLC can perform its job in the best interest of the AFL-CIO without total, full affiliation."

And President Fred Veigel of the Huron Valley, Mich., AFL-CIO reminded delegates that "the central labor councils set up the phone banks, get out the votes, make the leaflet drops. We help win state and national elections."

Transit Union's Max Norvell, the one millionth union member to receive a Union Privilege credit card, shows it off to convention delegates. With him is his wife Ruth and ATU Sec.-Treas. Ray Wallace.

Affiliates give highest rating to 'Union Privilege' program

Miami Beach—The convention marked the "dramatic success" of the Union Privilege Benefit Programs and urged affiliates to explore participation in this effort.

The wide-ranging services not only bring greater value to union membership, but they can extend some of these innovative programs to workers who are not yet union members, the resolution pointed out.

The Union Privilege Benefit Programs is a nonprofit corporation established in 1985 by the AFL-CIO to help union members and their families get more for their dollars. Benefits available to union families include a low-interest credit card, legal services, life insurance and a travel plan. Other services under consideration include medical and dental insurance, a prescription drug plan, discount buying services and other options.

The resolution directed the UPBP to "provide all possible aid to affiliates that undertake associate membership programs to bring into labor's ranks those workers outside the collective bargaining area." As associate members, nonunion workers can take advantage of services offered by UPBP through participating unions.

AFL-CIO Vice President Joyce Miller of the Clothing & Textile Workers called the UPBP services an extension of the programs labor endorsed in its earliest days—including health care centers, retiree programs and other services—while Office & Professional Employees President John Kelley expressed his union's "100 percent satisfaction" with the plan.

Ladies' Garment Workers Vice President Sol Hoffman said the associate membership program and UPBP services are important organizing tools that enable the ILGWU and other unions to maintain contact with workers who are left unemployed by plant closings.

Following the convention discussion, Sec.-Treas. Ray Wallace of the Transit Union introduced ATU member Max Norvell of Sioux City, Iowa, who received the one millionth union privilege credit card.

Lower per capita approved for associate member status

Miami Beach—In light of the successful two-year effort by affiliates in developing associate membership status for workers outside existing bargaining units, the convention approved an amendment to the AFL-CIO Constitution setting lower per capita payments to the federation for this class of members.

The section added to the Constitution pegs the per capita for associate members at two-thirds of the regular per capita levy. This makes the current associate member per capita 20 cents a month.

Since 1986, the delegates noted, there has been widespread experimentation with the associate membership concept to maintain contact with interested workers.

The purpose has been to keep retirees and former members within the ranks of their unions. And it has been helpful in encouraging individuals not covered by collective bargaining agreements to join other workers in trade union fellowship.

For many of the associate members, belonging to labor unions has opened up the opportunity to avail themselves of the AFL-CIO's Union Privilege Benefit Programs.

In their associate membership status with affiliates, the convention pointed out, these workers pay less dues than comparable regular members who receive the full range of their union's representation services.

For that reason, the constitution amendment provides for a reduced per capita payment to the federation for these associate members.

The convention noted that in the two years since the experiment began, affiliates have added some 200,000 associate members and have been making reduced per capita payments to the AFL-CIO under this formula.

For working parents

Convention spotlights child care problems

Miami Beach—Working parents face a heartbreaking choice between raising their families or preserving their jobs, and legislation to provide child care programs and parental leave is necessary to give them relief, the convention declared.

Delegates put their stamp of approval on the pending Better Child Care Services Act and the Family & Medical Leave Act and called for increased funding under Title XX of the Social Services Act to insure appropriate care for children of welfare mothers participating in job training programs.

The United States remains the only industrialized country without a policy aimed at safeguarding the family unit, the resolution pointed out.

During spirited floor discussion, the convention heard AFL-CIO Vice President Joyce Miller of the Clothing & Textile Workers emphasize that 72 percent of all women between the ages of 20 and 44 work for wages and that many bear major responsibility for caring for children, elderly parents or spouses.

Although half of all women with children under age one are in the workforce, she pointed out, 60 percent of them have no right to maternity leave and the Reagan Administration has slashed Title XX funding by 21 percent.

True family movement

"The labor movement has always been the true family movement in this country," Miller said. "We fought for and we won quality public education for our children. We fought for and we won a ban against child labor. We fought for and we won a social security system that provides safety for all Americans. We are now being called on to lead the fight for the 1980s American family."

Federation Vice President John J. Sweeney of the Service Employees chastised employers and legislators who claim that family responsibilities—including caring for newborn children or seriously ill parents—are "a purely personal concern."

"I believe that the children and families of this country are everyone's concern," Sweeney declared. This view is reinforced, he said, by a recent SEIU survey showing that over 70 percent of respondents support government action to provide adequate family and medical leave.

AFSCME delegate Diana Rock pointed out that 15 million children spend the day in "very inadequate child care" while over 1 million children are forced to care for younger siblings so that parents can work. "This is shameful," Rock declared. "It causes a great deal of stress on the family and often ends in tragedy."

National shame

Delegate Barbara Easterling of the Communications Workers called it "nothing short of a national shame" that the United States, which regards itself as the leader of the western world, "has failed to develop modern employment policies to protect families." She urged that pressure be brought to bear on employers and government "to enter the modern age—an age in which women workers truly are equal partners."

AFL-CIO Vice President Barbara Hutchinson of the Government Employees assailed the Reagan Administration for its "unprecedented" attacks on working women. She hailed the federation's role in pressing for quality child care and the restoration of federal funding for programs that provide help for "the increasing number of women at or below the poverty level."

Delegate Tony Sciuto of the Ladies' Garment Workers stressed that collective bargaining, as well as legislative action, can help produce needed results. ILGWU Local 6232 recently negotiated a contract providing up to six months of parental leave for both mothers and fathers for the birth or adoption of a child, he pointed out.

Society's problem

SEIU Vice President Rosemary Trump told delegates that "child care is a problem of the workplace, not merely a problem of the home. The care of our nation's children is society's problem, not merely a personal problem." And, she added, economic necessity has "revolutionized family structure and work patterns" so that the issue is "a family problem, not a women's problem."

Steelworkers Vice President Leon Lynch criticized the conspicuous failure of the United States, alone among the industrialized nations, to enact a national family policy. Such action is vital, he emphasized, because of the increasing trend toward two-earner households to provide adequate family income.

In a series of family-related resolutions, the convention called for:

- Adequate funding to make quality child care available to all families so that women won't continue to be forced into part-time, low-pay jobs "in frantic efforts to juggle support and care" for children and elderly parents.
- Improved licensing and monitoring of child care facilities as well as training, technical assistance and adequate compensation for child care workers.
- Requiring employers to provide up to 18 weeks of job-protected, unpaid leave for the birth, adoption or serious illness of a child and up to 26 weeks of medical leave for disability.
- Enactment of the Hunger Relief Act of 1987 to increase food stamp benefits and broaden the eligibility for food and nutrition programs.
- Passage of the Urgent Relief for the Homeless Act to provide food, shelter, health care and emergency assistance for up to 2.2 million homeless Americans.
- Elimination of punitive workfare requirements in the food stamp program and concentration on training and jobs.
- Providing assistance for outreach programs to bring help to the hidden poor and the easing of bureaucratic regulations that prevent the needy from receiving aid.

Rallies build support for Jobs with Justice

Miami Beach—The Jobs with Justice campaign undertaken by the AFL-CIO Industrial Union Dept. has rallied tens of thousands of workers and deserves labor's continued support, the convention said.

It adopted a resolution affirming the "fundamental right" of workers to job security, a decent standard of living and the right to union organization.

The convention warned that employer attacks on basic worker rights are increasing. It charged that today's "robber barons" are "pitting worker against worker to see who will work for less."

These are the conditions the Jobs with Justice campaign has been spotlighting and protesting, the resolution noted.

Industrial Union Dept. President Howard D. Samuel told the convention that the campaign has wide support in areas where Jobs for Justice rallies have been held.

The campaign is educating legislators and the public about the erosion of workers' rights, Samuel pointed out. "We're talking about the permanent replacement of strikers," he said, "the devastating effect of mergers and acquisitions . . . and the resumption of the lockout, a weapon we thought had disappeared 50 years ago and is now being brought back with increasing viciousness."

HRDI role stressed as job training resource

Miami Beach—Despite the limitations and inadequate funding of the federal Job Training & Partnership Act, labor's goal of effective public employment and job training can be achieved, the AFL-CIO declared.

The convention noted its longtime support for the Human Resources Development Institute and called for expanded programs of technical assistance to unions and services for jobless and disadvantaged workers.

"Millions of workers continue to face dislocation" from their jobs because of the changing economy, while millions more "are jobless or underemployed because of lack of education and job skills," the resolution noted.

Through the skills and services of HRDI, unions are administering or contributing to JTPA programs to assure that job training meets the need of the unemployed while protecting the interests of currently employed workers, the convention pointed out.

Technical assistance

The convention called on HRDI to continue its technical assistance to unions and central bodies "to strengthen their role in the JTPA system." Delegates also urged the Labor Dept. to provide "sufficient funding" for an effective HRDI field organization that would "supply these services in every region of the country."

The resolution also directed HRDI to continue to develop new job training opportunities for dislocated, disadvantaged and disabled workers and to explore new approaches to help workers adjust to the changing skill requirements of many new jobs.

"Basic skills training, such as the literacy programs offered at HRDI learning centers, should be widely available in the workplace and at union halls to help dislocated workers prepare for new employment," the delegates declared.

HRDI's initiatives to aid workers and communities in the aftermath of corporate mergers, acquisitions and plant closings should be expanded, the resolution said, urging all labor organizations to take advantage of HRDI's resources.

World's free unions carry human rights banner

Supporting the continuing workers' struggle for justice, dignity and democracy

By Gene Zack

Miami Beach—Free trade unions, "committed to democratic principles and independent of government control," remain the best vehicles for promoting worker and human rights around the globe, the AFL-CIO convention emphasized.

A comprehensive resolution addressed the federation's solidarity with workers struggling for justice, dignity and democracy in Poland, South Africa, South Korea, Latin America, Central America, the Soviet Union and in the emerging nations.

The delegates endorsed Costa Rica President Oscar Arias's peace plan in Central America, and supported Nicaragua's free trade unions in their call for withdrawal of U.S. military assistance to the contras as well as withdrawal of military aid provided the Sandinistas by the Soviet Union and Cuba.

Much of the floor discussion that preceded unanimous approval of the resolution centered on the war-ravaged Central American region.

AFL-CIO Vice President John T. Joyce of the Bricklayers emphasized that, in the formation of labor's policy, the federation "listened very carefully" to the views of the Confederation of Trade Union Unity (CUS)—the Nicaraguan affiliate of the International Confederation of Free Trade Unions.

Workers and their families in Nicaragua "tell us they want to see the war stopped and that it's workers and the campesinos, whether they are in the Sandinista forces or the contra forces, who are the ones who are being killed, wounded and mutiliated," Joyce emphasized.

But, he said, Nicaragua's workers need more than merely American labor's support for the Arias plan. "They need resources to open union offices, to buy vehicles, to get union newspapers going again and, most of all, they need our solidarity."

Central America accord

Federation Vice President Jack Sheinkman of the Clothing & Textile Workers hailed the five Central American presidents who hammered out a plan to end decades of "turmoil, strife, war and killings" that have devastated the region.

He accused President Reagan of paying only lip service to the Arias plan while "attempting to sabotage" it, and urged that the people of Latin America "be given an opportunity to settle their own problems in their own region without outside interference from either the United States or the Soviet Union."

AFL-CIO Vice President Albert Shanker of the Teachers pointed out that the major principles embodied in the Arias plan are the same ones the federation has been supporting in that region for years.

He made clear that the cutoff of military aid in the Nicaraguan civil war must apply both to the contras and the Sandinistas. The CUS, Shanker stressed, doesn't want "one side to be able to destroy their freedom."

Vice President Jack Otero of the Transportation•Communications Union hailed the Central American peace plan, calling it "a great opportunity for peace, a great opportunity to stop the killing once and for all, a great opportunity for negotiations rather than confrontation."

Delegates welcomed the trend toward democracy in Latin America, warned of the "destabilizing consequences" of a growing debt in that troubled region, and castigated the absence of democracy in Chile, Paraguay, Cuba, Suriname, Nicaragua and Haiti.

In the wide-ranging resolution, the delegates:

- Reaffirmed the federation's longstanding policy of refusing contact with communist-controlled trade unions, including affiliates of the World Federation of Trade Unions, and with company unions—both of which were denounced as "enemies of democracy."
- Voiced strong support for defense and the need for negotiating agreements on nuclear disarmament and endorsement of research, development and limited testing of strategic defense systems, while insisting that President Reagan's Star Wars scheme is "no substitute for arms reduction."
- Urged inclusion of worker rights protections in pending trade legislation, pointing out that "whatever the level of a country's economic development, there must be room for such life-sustaining standards as a minimum wage policy, health and safety protection, and prohibitions against child labor."
- Expressed outrage at the upsurge in racist repression, hailed South Africa's black trade unions as that country's "peaceful force for democratic change," condemned the brutality of the white-minority government and pressed the United States and other industrial democracies to impose "the strongest possible sanctions" until apartheid is ended and all political prisoners are released.
- Called for continued government pressure on the Soviet Union to release all political prisoners and open its borders to those seeking to emigrate and sharply condemned Soviet expansionism and genocide in Afghanistan.
- Stressed the federation's support for the democratic trade union movement in Poland, where Solidarnosc remains "the authentic trade union voice" of that country's workers despite continued persecution at the hands of the Jaruzelski regime.
- Expressed satisfaction over the emergence of "vigorously independent trade unions" in South Korea where workers seek a fair share of the benefits flowing from the nation's surging economic growth. The goal must be "better conditions for Korean workers and democratic rights for all Korean citizens."
- Applauded the 1986 victory of democracy in the Philippines—"one of the dramatic success stories of our times"—in which the Trade Union Congress of the Philippines helped oust the Marcos dictatorship in free elections that installed Corazon Aquino in the presidency, resulted in adoption of a new constitution, and election of a democratic legislature.
- Deplored the repressive regimes in Ethiopia and Angola that "systematically destroyed free and democratic trade unionism and created party-controlled agencies of coercion that represent the interests of the state at the expense of workers."
- Decried terrorism and aggression in the Middle East, praised Israel as a "beacon of civility and democratic rule" based on trade union origins, and reaffirmed the federation's historic solidarity with the Histadrut labor federation.
- Noted that while violence and sectarianism continue to plague Northern Ireland, the voices of obstructionism, violence and stalemate grow fainter. Meanwhile, a drastic level of unemployment continues and employment discrimination remains rampant. The federation's solidarity with the Irish Congress of Trade Unions was reaffirmed along with a plea to U.S. employers to abide by the MacBride Principles in pursuit of social justice, equality and respect for worker rights.

Fraternal delegates cite common foe

Miami Beach—The labor movements in the United States, Britain and Canada are faced with the same common enemy—conservative governments in all three nations that are bent on rendering unions powerless, fraternal delegates told the convention.

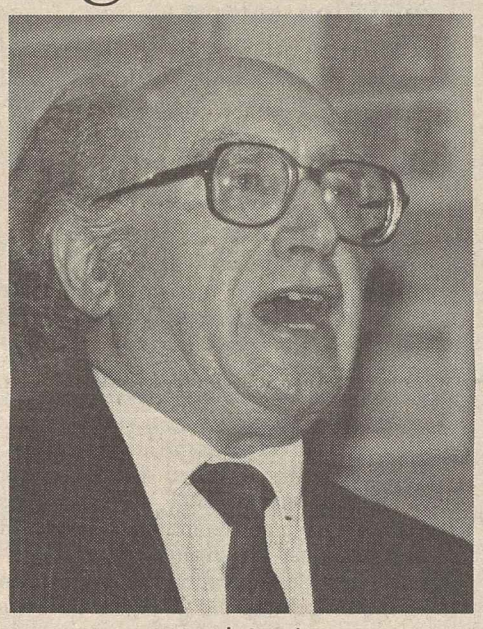
Workers are being subjected to legislation and policies "designed to attack and destroy the social achievements gained in the past through their struggles and sacrifices," Vice President Daryl Bean of the Canadian Labor Congress declared.

Past President Fred Jarvis of the British Trades Union Congress stressed the same point—that unions "face many common threats to our rights and our very reasons for existing."

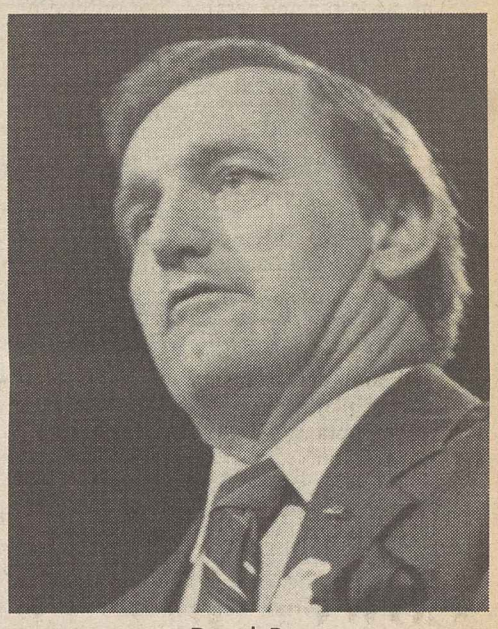
In a scathing attack on the "Reagan-Thatcher mutual admiration society," Jarvis emphasized that the two leaders "are determined to deny or undermine basic rights of trade unionists while mouthing platitudes about the importance of such rights in distant lands."

Among the common experiences of the two trade union movements, the TUC official said, are governments that:

- Talk "as if they have a monopoly on patriotism but who pursue policies which are the opposite of patriotic."
- Contribute to "the destruction or decline of the industries" that are most needed for economic growth.
- Encourage a wave of investment abroad when the money is "desperately needed" for domestic investment.
- Seek to "starve public services" and elevate self-interest above community needs.
- Pay lip service to democracy while "conniving to undermine" democratic institutions.
- Stifle trade unions while allowing financial institutions to "inflict massive damage on the economy."



Fred Jarvis



Daryl Bean

Jarvis pointed out that last June's reelection of the Thatcher government means that Britain faces another five years of mass unemployment, deepening social divisions and the systematic reduction of such vital services as health and education.

Joblessness deepens

In Canada, Bean told delegates, unions face "the devastating effect of continuing mass unemployment," but the government of Prime Minister Brian Mulroney has refused to make job generation a priority.

Instead, he said, the conservative government presses ahead with policies "intended to reduce the role of the state in society and policies which attack the social infrastructure which has been built with the blood of so many workers over the years."

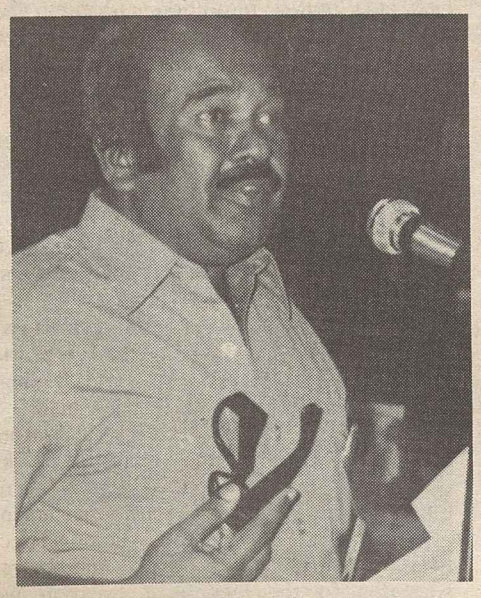
Bean paid tribute to the AFL-CIO for its leading role in "the battle against the monetarist, anti-union and anti-social policies of Reaganism," expressing the hope that the American and Canadian governments will one day dispense with their "devastating flirtation with economic and social policies of the Dark Ages."

He pledged the CLC's support for American labor's battle against the "political baggage" that accompanies monetarism, "whether it comes under the name of deregulation, privatization, contracting out, rationalization or other euphemisms."

Bean also condemned Thatcher and Reagan for continuing "business as usual" with the South African racist regime.

"The black majority of South Africa desperately cry out for international solidarity and action to help them gain a place of dignity in their own country," he asserted. "Together we must force governments to respond."

Malaysian labor leader arrested on return



General Sec. V. David of Malaysian labor federation addresses pre-convention conference in Miami Beach.

Miami Beach—Within hours after he returned home from the AFL-CIO convenntion, V. David, general secretary of the Malaysian Trade Union Congress, was taken into police custody, an outraged President Lane Kirkland reported to delegates.

David—who also serves as general secretary of the Transport Workers Union—had attended a conference on international affairs prior to the convention's opening session. At that meeting he criticized human and trade union rights abuses in Malaysia and supported the AFL-CIO's call for U.S. government withdrawal of special trade status from countries that violate labor and human rights.

An opposition party member of the Malaysian Parliament, David left the convention early to join parliamentary budget deliberations in the capital city of Kuala Lumpur. Instead, Kirkland reported, David and 90 other political leaders were arrested by internal security police under a broad law that permits the government to detain citizens indefinitely without filing charges.

David also was detained for more than two months under the Internal Security Act in 1969.

Kirkland called on Malaysian authorities "immediately to release Brother David and other figures detained without trial under the Internal Security Act."

Vigorous protest

He urged the American government and other democratic nations "to register the strongest protests on behalf of Brother David and others who have lost their freedom" and pledged the full resources and influence of the American labor movement "in the fight to secure their release."

Under the guise of easing racial tensions, the government also closed three newspapers and banned all public rallies.

In a interview during the conference with the federation's Dept. of International Affairs, David expressed concern over the operations of foreign corporations in Malaysia's free trade zones. There, labor laws—including the right to organize—are not enforced, leaving workers without union protection, he said.

He cited the electronics industry, where mostly young women—ethnic Malays—work long hours for as little as $70 a month.

David also pointed out that Malaysia's Minister of Labor has broad, arbitrary power over trade unions, because labor organizations cannot function without the minister's written permission.

David also spoke of the discrimination suffered by citizens of Indian and Chinese origin, particularly in employment, housing and education and described conditions in Malaysia as "very explosive."

At a pre-convention session, Executive Council votes unanimously on Teamsters' reaffiliation.

Strong job safety standards needed to repair OSHA damage by Reagan

Miami Beach—The AFL-CIO sharply criticized the Reagan Administration's failure to effectively address workers' job safety concerns and reaffirmed labor's commitment for needed standards curbing job hazards and strong enforcement ensuring compliance.

The Occupational Safety & Health Administration's policy of "exempting employers from inspections, based on their injury records, should be abandoned," the convention declared, "particularly in light of findings showing widespread employer falsification of injury records." The resolution also called for stronger enforcement efforts by the Mine Safety & Health Administration.

Specifically, the AFL-CIO called for:

- New standards on formaldehyde, methylene chloride, wood dust, cadmium, noise, infectious diseases, confined space entry and lockout of dangerous machinery.
- Updated and revised standards for the mining industry to regulate such hazards as the use of diesel engines in underground mines.
- Legislative action to prod OSHA to set and enforce standards and to broaden health and safety coverage for workers exposed to pesticides and radioactivity.

In a related resolution, delegates called on Congress to include public employees under the federal health and safety law.

- Increased safety and health measures for workers in the construction industry. With 2,500 fatalities and 275,000 serious injuries occurring every year, "it is clear that OSHA has not been effective" in the industry, the resolution said.
- Expanded protection for workers and communities through "right-to-know" laws and high risk notification legislation.
- Support for state measures that protect workers in areas where the federal government has failed to act. These include worker health and safety training programs, criminal prosecution of employers whose willful actions and disregard of the law result in injury, disease or death, and initiatives governing the use of video display terminals.
- Investigation and enforcement of worker health and safety conditions around the globe in connection with the international rights provisions of U.S. trade law.

To gain better information about worker injuries and illness, the convention also called on state and local health departments "to require doctors and hospitals to fully report deaths, serious injuries and suspected occupational diseases."

Legislation sought

In a separate resolution, delegates called for legislation to "identify, notify, treat and compensate" victims of occupational disease, pointing out that thousands of workers are injured or sickened every year due to workplace hazards and toxic chemicals.

"The prevention of occupational disease is a low priority of the Reagan Administration," the convention noted. White House interference in the regulatory process and cooperation with regressive-minded management has served to "deny workers and former workers basic information necessary to combat the ravages of cancer, heart disease" and other illnesses, it added.

The federation expressed its support for the Occupational Health Legal Rights Foundation, a labor-established, non-profit organization that investigates workplace exposures, provides education and training on toxic substances and aids workers suffering from occupational disease in legal actions.

Against the backdrop of the Reagan Administration's failure to protect workers on the job, the convention contrasted the success of the California OSHA.

Until funds for Cal/OSHA were vetoed by Republican Gov. George Deukmejian this year, the state health and safety program had established broader, safer and more comprehensive standards than the federal government with strict enforcement and strong penalties for compliance, the resolution noted.

Delegates expressed strong support for the California AFL-CIO's campaign to place restoration of the program on the November 1988 ballot.

Executive Sec.-Treas. John F. Henning of the California AFL-CIO outlined the initiative campaign, noting that state law requires 372,000 valid signatures to place the measure on the ballot.

The convention also reviewed the job hazards experienced by office workers, including health problems associated with VDT use and air quality and ventilation, and proposed these bargaining proposals to cover office health concerns:

- VDT work station design to avoid eye strain and muscle-skeletal problems, metallic shielding to reduce emissions, and regular breaks and employer-provided eye exams.
- Transfer rights for pregnant workers from VDT use without loss of pay, seniority or benefits.
- A ban on computer-monitoring and machine-pacing.
- Adherence to the American Society of Heating, Refrigeration & Air Conditioning Engineers standard for ventilation, with regular monitoring of air quality.

Public sector unions backed on vital issues

Miami Beach—Delegates backed positions taken by public employee unions on issues ranging from pension safeguards to job security.

The convention expressed concern at the dangerous underfunding of many public-sector pension plans, and urged federal regulation to protect the benefits earned by millions of state and local government employees.

The resolution warned of "abuses and deficiencies" in the 6,000 state and local pension programs.

"Conflict of interest problems are pervasive," it charged. Benefits are often "ill-conceived" and some plans are "dangerously underfunded."

The convention urged Congress to enact a federal requirement for full disclosure of pension plan operations, and to mandate compliance with federal pension standards.

Another resolution opposed workfare or "volunteer" workers who are used to replace career government employees, or who are hired at substandard wages with few if any benefits.

Fair wages

All persons employed by government should be fairly compensated, the resolution stressed. It added that "strong public employee unions are absolutely vital for maintaining the integrity of public employment and government service."

Delegates also strongly protested moves to contract out of the public sector the operation of prisons and other correctional facilities.

The resolution warned of "an inherent conflict of interest between that of the private, profit-oriented corporation which seeks to maximize profits by keeping correctional facilities operating at maximum capacity, and the state's responsibility to house, train and rehabilitate inmates."

There is no way the state can contract out its legal responsibilities, the resolution emphasized.

Gaps in Ginsburg's record raise doubt on court nominee

Senators from both parties are reserving judgment on President Reagan's nomination of Judge Douglas H. Ginsburg for the unfilled Supreme Court seat, awaiting Judiciary Committee hearings to fill the blank spaces on a relatively sparse public record.

Ginsburg, 41, is a former Harvard law school professor who was named to the U.S. Court of Appeals just last year after serving the Reagan Administration in both the Justice Dept. and the Office of Management & Budget. He was reportedly the choice of Attorney Gen. Edwin Meese.

The President's first nominee, Judge Robert H. Bork, was rejected by the Senate by a decisive 58-42 vote. An angered Reagan promised a conservative audience that "they"—presumably the Democrats and moderate Republicans who voted against Bork—would like his new nominee even less.

Unlike Bork, whose strongly held views were a matter of public record, Ginsburg has not spelled out his approach to many major constitutional issues.

But he has come under early fire for a possible conflict of interest during his tenure in the Justice Dept. and for his employer-oriented decisions as the OMB overseer of government regulations, including OSHA health and safety standards.

At the Justice Dept., Ginsburg argued strongly against regulations opposed by the cable television industry. Ginsburg headed an investigation affecting the industry even though he had a $140,000 investment in a cable television company.

And Ginsburg was head of the Office of Information & Regulatory Affairs at OMB when it directed the Environmental Protection Agency to use a lesser value for "human lives saved" in weighing the cost-effectiveness of asbestos regulations.

Industrial unions feted on 50th anniversary

Miami Beach—The federation marked the 50th anniversary of the birth of industrial unionism, hailing the "courage, conviction and imagination" of those who brought collective bargaining to production lines.

Delegates noted that this "explosive, exhilarating upsurge" of worker freedom began in auto, rubber, electrical, textile and steel plants and spread quickly to other industries as workers recognized industrial unionism's ability to fulfill their hopes for freedom and democracy.

Industrial unions not only improved the workplace but also enhanced community life and transformed national priorities, the resolution pointed out. The result has been the achievement of "equity, human dignity and social justice in American life."

Congress grows receptive to labor's legislative goals

Miami Beach—Labor's agenda is being taken seriously in this Congress and the trade union movement's enhanced unity improves the odds for its enactment, Rep. William L. Clay (D-Mo.) told convention delegates.

Clay, who heads the House Labor-Management Relations Subcommittee, is a key sponsor of many of the bills on the AFL-CIO's priority list.

"We will not continue to allow construction contractors who sign pre-hire agreements to renege on their contractual obligations by engaging in double-breasting," he told the delegates. "We will stop plants from closing without giving notice."

To repeated applause, Clay predicted congressional action to alert workers who have been exposed to highly toxic substances, prohibit job-related polygraph tests, raise the minimum wage, require universal health insurance, end Hatch Act restrictions, and provide for family and medical leave.

Improved prospects

These measures have a better chance of becoming law than in past years, Clay said, and they would become law if fairness and broad-based support were the only tests.

Unfortunately, Clay noted, taking control of the Senate doesn't insulate workers from a government dominated by ideologues attempting to reverse 40 years of progress.

President Reagan, he charged, seeks to pit "Hispanics against blacks, middle class against poor, young against old, and workers against the unemployed."

Clay told the delegates that the AFL-CIO will be significantly strengthened with the addition of the Teamsters.

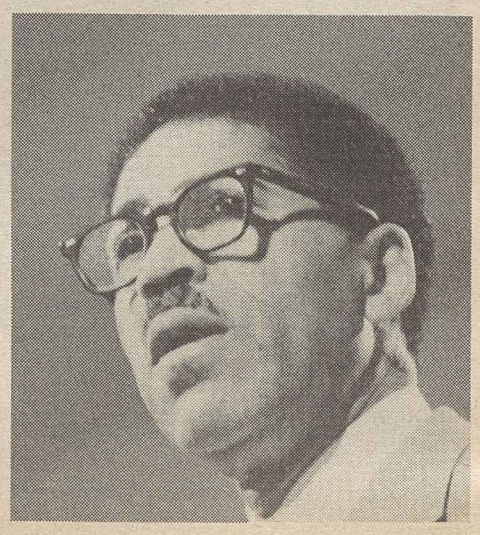
It holds the promise, he suggested, of building a force strong enough so that labor won't have to rely "on the whims and the mercy of those who use your money, manpower and resources at election time and turn their backs on your agenda thereafter."

Union leaders or business executives who break the law should be prosecuted, Clay said. But it is one thing to put an individual who is found guilty in jail and something entirely different to declare an international union guilty and put it into trusteeship.

If the Administration gets away with such a move, Clay asked, "Who will negotiate the contracts? Who will organize the workers? Who will decide how to dispense your COPE funds?"

Attacks on the Teamsters as a union, Clay said, represent an attack on organized labor. Up to now, he said, the only governments that control and dictate to unions have been in totalitarian regimes of the left and the right.

A strong labor movement is essential, Clay said. "Power must offset power," The only "meaningful" forms of power are economic and political, he told the delegates. "If you have neither, you are oppressed."



Rep. William L. Clay

Convention Keynote

Kirkland: 'Labor never gives up'

Fighting for the rights of workers at home and abroad

The following is excerpted from AFL-CIO President Lane Kirkland's keynote address to the 17th convention, Miami Beach, Fla., Oct. 26, 1987.

This year we assemble as our nation celebrates the 200th anniversary of its Constitution—and as it plunges into another season of presidential politics.

Before the air becomes too thick with campaign rhetoric, we would do well to read again the preamble to the document on which our political order is founded. It says:

"We the people of the United States, in order to form a more perfect union, establish justice, insure domestic tranquility, provide for the common defense, promote the general welfare, and secure the blessings of liberty to ourselves and our posterity, do ordain and establish this Constitution for the United States of America."

From the beginning of this decade, we have labored under an Administration that often seems to read the Constitution as if it were ordained to discourage more perfect unions, deny justice, insure domestic discord, provide for the common defense at the expense of the general welfare, and to secure to ourselves and our posterity the burdens of debt, deficits, deceit and delusion.

But as we look to the end of the Reagan era, we can take note of some deeply satisfying victories since we last met—victories not massive in scope but symbolic, I believe, of the endurance of the trade union spirit.

Twenty-five years ago, five unions representing the workers at Kingsport Press in Tennessee were crushed in a bitter defeat. This year, 2,100 employees of Arcata Graphics, the successor to Kingsport Press, overwhelmingly voted for representation. May the victory send a message to all of our adversaries that, no matter how long the struggle, labor never gives up.

No group of Americans has longer and more vigorously exercised or more faithfully relied on those rights than those who have come together, down through the generations, under the banner of trade unionism.

Six years ago, in one of the cruelest acts of the Reagan presidency, the air traffic controllers union was destroyed, its members fired and blacklisted. Today, the workers in the airport towers have a union again. The air traffic controllers have sent a message. It is, as Martin Luther King would say, that: truth crushed to earth will rise again.

The workers at Iowa Beef, who protested appalling health and safety conditions, rejected a unilaterally imposed wage cut, and then found themselves locked out of their jobs. They took their case to the Congress and the public and forced the company to settle.

We can celebrate another victory of great symbolic and practical importance—the end of one of our longest boycotts. This summer, the Adolph Coors Co. agreed to free and fair union elections, and committed itself to union construction conditions.

The Founding Fathers were deeply suspicious of state power—even democratic state power. They insisted on on reserving for the people themselves certain inalienable rights, the protected exercise of which, they hoped, would lead to a freer and more democratic society.

Product of democracy

The movement we are privileged to represent in this hall is the product of that idea—the idea that, while a constitution can design a restrained democratic state, it is by itself merely a piece of paper. Only the people—vigorously exercising their freedom of speech, freedom of assembly, and freedom to petition the government for redress of grievances—can hold the state accountable and shape a democratic society.

No group of Americans has longer and more vigorously exercised or more faithfully relied on those rights than those who have come together, down through the generations, under the banner of trade unionism.

There is among all people, including the plainest and the least esteemed, a natural impulse to band together lawfully to express, advance and defend their own interests, especially in the face of hostile interests. This impulse is a timeless and universal element of human nature. And the suppression of this impulse by any government or private power, in the name of whatever ideology or expediency, is an assault on the human spirit.

That basic fact of life sustains our confidence that, change as we must in changing times, there will always be a trade union movement.

If we are right that freedom of association is a fundamental human need, then it applies not only to American workers, but to the workers of all countries.

The struggling trade unionists of South Africa have asked us to interfere. So have the workers of Chile. So have the workers of Poland. So have the democratic trade unionists of Central America.

And we shall continue to respond to their call.

That is why we must and will continue to insist that any country that seeks preferential trade benefits from the United States must respect the rights of its workers—or lose those benefits.

Protection against exploitation

And to those who profess to see in our linkage of trade and worker rights only another manifestation of what they call protectionism, we say this: the crudest protectionism is practiced by those countries that exploit their own workers, who seek to build a competitive advantage on the misery of the poorest paid and the most powerless workers in the world.

Yes, we intend to protect the jobs and living standards of American workers in the global marketplace. And, yes, we intend to protect the rights of foreign workers to build strong and free unions—the only instruments through which they can raise their wages, improve their working conditions, enhance their standards of living.

If that be protectionism, so be it. If that be interference, so be it.

The Constitution gives us the right to protect ourselves—especially when our government and our employers will not do so—and to protect those with whom we share common interests.

There is a legal framework that guarantees worker rights and international labor standards. You will find it in the conventions and standards of the International Labor Organization. But the ILO has no power to enforce these standards.

We do. By linking trade and worker rights, we put teeth into the ILO's enforcement machinery. We give substance to its principles, as we have given substance to our Constitution.

As we go into another presidential election year, we shall be exposed, I expect, to the mindless abuse of the term "special interests"—just as we, along with our allies in that effort, were when we called upon the Senate to block President Reagan's latest effort to tilt the scales of justice on the Supreme Court for privilege and against people for years to come.

It has been said that wisdom lies in the capacity to make distinctions. The distinctions a political candidate makes tell you a lot about the kind of man who will be asking us to hire him for the biggest job in the land.

For those who have ignored our exercise of free assembly, mocking that they, not us, spoke for America's working people, it is time for a new and larger rally—at the polls.

If that distinction is not self-evident, let me offer some examples:

When White House aides leave office and peddle their special relationship with the President to corporate clients for fat fees—that's special interests.

When officials of government regulatory agencies retire to take lucrative jobs with companies they regulated—that's special interests.

When former special trade representatives take on foreign corporations as their clients for heavy fees—that's special interests.

When greedy corporate raiders squander nearly $200 billion in the last five years on cannibalistic mergers, takeovers and acquisitions—producing no new and better products and jobs but, instead, plant closings, massive layoffs and devastated communities—that's special interests.

When these predators are aided and abetted by major banks, brokerage firms, investment houses, prestigious law firms, and the alleged cream of our leading universities and business school graduates—that's special interests.

The American people have been witnessing a veritable crime wave among the business class.

We see investment bankers, who tell college students that greed is okay, convicted for insider trading.

We read of schemes to sell the Soviet Union secret super computers and other high technology with military applications.

We see companies violating labor laws and OSHA regulations, and, if punished at all, merely slapped on the wrist.

Besides outright lawlessness, we see things that ought to be called crimes like the form of corporate extortion known as "greenmail."

Those are the special interests.

Here's what is not a special interest:

A movement that fights for a decent minimum wage above the poverty level.

A movement that insists on the right of workers to know about hazardous chemicals on their job.

A movement that seeks health insurance coverage for every worker and the right of parents to spend time with their infant children.

A movement that mobilizes millions of Americans to register, to vote, and to participate in the democratic political process.

Isn't this what it's all about? And that's what the AFL-CIO is all about.

We are today on the road again—to a resurgent labor movement, with growing numbers, stronger organizations, deeper solidarity, and a voice that will be heard.

Seven years ago, the tribunes of the right-wing came into power determined to shred the people's social and economic safety nets. Now we have the chance and the duty to do our best to shred their political safety net.

We have made a good start already.

Thanks in large part to your efforts last year, Ronald Reagan no longer controls the Congress. Now there is at least a check on the more arbitrary impulses and nuttier adventures of this Administration.

Politics is sometimes a trial and error process. The Constitution doesn't guarantee that the people will always make the wisest choices and, over two centuries, they sometimes haven't. It doesn't even suggest that public opinion polls should be regarded as the voice of God. But it does guarantee that all elections are provisional and the people will always have another chance.

And I am confident that, given a reasonable choice, by next November they will decide that they have had enough of yo-yo economics, roller coaster markets, runcible exchange rates, stone-age sociology and moonbeam trysts with terrorists.

The reaffiliation of the Teamsters, after 30 years outside our house, is another major step toward the goal we have always sought and to which I pledged you my best efforts eight years ago—the reunification of the entire labor movement under the banner of the AFL-CIO.

We are in discussions with other organizations that still remain outside of our house, and I trust that the decision of the Teamsters and the action of the council will encourage their affiliation as well.

Reagan twilight

As we enter the dwindling twilight months of the Reagan era, it is long past time for a new national course.

To those who over the past seven years have turned a deaf ear when we exercised our freedom of speech or drowned our voice in the roar of imperial helicopters, perhaps it is time to send a new and louder message.

For those who have ignored our exercise of free assembly, mocking that they, not us, spoke for America's working people, it is time for a new and larger rally, at the polls. For those who have spurned our petitions for the redress of grievances, claiming that we have, as they say "lost our clout," perhaps we can be more convincing this time around.

We are today on the road again—to a resurgent labor movement, with growing numbers, stronger organizations, deeper solidarity, and a voice that will be heard.

And the show goes on

The cast of The Great American Backstage Musical, members of Actors' Equity and the Florida Reperatory Theatre, perform for convention delegates and guests. The 90-minute variety show, titled "The Work of the Actor," was hosted by Screen Actors President Patty Duke. The evening's performances featured the reperatory troupe and a group called Mental Floss from the Comedy Improvisation Theatre Co. Performances by other players focused on how actors train, participate in workshops and audition. From left are Michael Lengel, Maribeth Graham, Scott Geralds, Missy McArdle and Elias Eliadis.

Benefit reforms needed to resolve deep crisis

Jobless, injured workers victims of inaction

Miami Beach—Criticizing the failure of unemployment and workers' compensation programs to provide adequate protection against economic suffering, the convention called for long-overdue reforms at the state and federal levels.

Both programs have been the subject of studies by tripartite national commissions, delegates noted. But their recommendations have been ignored to the detriment of workers and their families.

The federation blamed six years of Reagan Administration policies for the crisis in the unemployment insurance system—which denies benefits to nearly seven out of every ten jobless workers and from which virtually all of the long-term unemployed are excluded. It pointed out that those who do receive assistance find the value of their benefits eroded by inflation.

"At both the state and federal level," delegates emphasized, "changes have been made in the system to restrict eligibility for many claimants, reduce benefits for others, and disqualify as many workers as possible from receiving any unemployment insurance benefits."

Federal role pressed

The convention voiced firm opposition to an Administration scheme to get the federal government out of the picture by turning over to the states responsibility for administering unemployment insurance and job service programs.

In calling for overdue reforms, the resolution urged:

- Indexing the federal taxable wage base to at least 65 percent of the average annual wage.
- Establishing federal minimum benefit standards to ensure fair treatment for all jobless workers.
- Repealing the federal ban on unemployment benefits for school employees left jobless between academic terms or years.
- Reforming eligibility criteria for extended benefits and removing the state unemployment rate triggers that are used as a device to deny aid to the long-term jobless.
- Returning to the pre-1979 practice that exempted unemployment compensation benefits from income taxes.
- Removing unemployment insurance trust funds from the federal unified budget to protect the integrity of the system.
- Providing "equal justice and treatment" for the unemployed, regardless of where they live or work.

The convention noted that state workers' compensation laws were designed to assure replacement of lost wages for those injured on the job or who contract diseases from exposure to dangerous substances in the workplace.

Because workers suffering asbestos-related disease were systematically denied coverage, Congress enacted the 1970 Occupational Safety & Health Act, delegates pointed out. But employers and insurance companies have responded by seeking new restrictions on benefits, lower payments for those who qualify, lengthy delays in processing claims and erecting legal hurdles to deny coverage intended by the law.

A national workers' compensation program is the only fair way to go, the convention said. But at a minimum, Congress should enact legislation that will include:

- National standards ensuring coverage, without exception, for all workers.
- No resort to statutes of limitations to exclude benefits for occupational diseases that show up only long after the worker's exposure to unsafe workplace hazards.
- Benefits based on a worker's wage at the time the disease becomes known rather than on the pay level at the time of last exposure.
- Federally mandated minimum benefit levels, including those for survivors of workers killed on the job or who die as the result of occupational disease. Benefits should be no less than 80 percent of a worker's spendable earnings up to at least 200 percent of the state's average weekly wage.

Broad approach urged in fight against AIDS

Miami Beach—A broad-based education program is needed in the fight against acquired immune deficiency syndrome and health protections must be provided workers whose occupation brings them into contact with victims of AIDS and other bloodborne diseases, the convention declared.

With 40,000 cases already reported, and with as many as 1.5 million more Americans infected, AIDs has become "a major public health problem," delegates pointed out.

Voluntary testing, in a setting that guarantees confidentiality and anonymity, was endorsed while the use of test results as a precondition for getting or keeping a job was rejected.

Delegates urged classification of AIDS as a disability and handicap under federal and state laws.

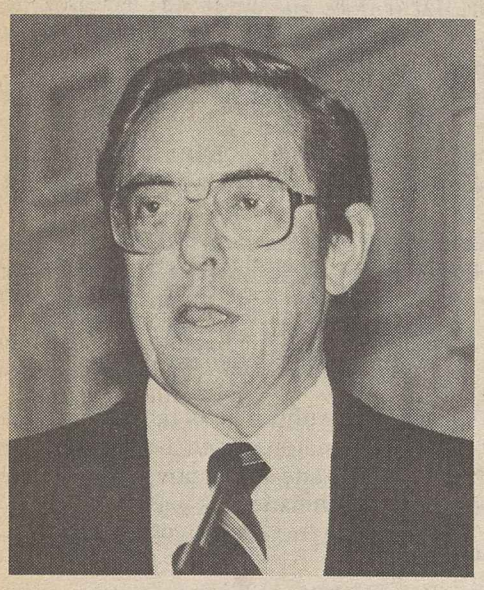
The convention also called for increased funding for AIDS research, education and social and health services.

Brock in farewell address tips hat to nation's unions

Miami Beach—William E. Brock, who as Secretary of Labor sought to build bridges of communication over the policy differences between the Reagan Administration and the AFL-CIO, told the delegates that he leaves government with high respect for America's trade union federation.

Brock spoke of the rapid changes in the nature of the workforce, of the demand for new skills, the need for more education and the necessity for constant training.

He acknowledged that there will be "a lot of human hardship as the nature of employment changes right underneath our feet." The task is "to see that hardship is mitigated by the active intervention of all us—unions, management, government—hopefully operating as a construction partnership."



William E. Brock

Expansion of the workforce over the next decades will come largely from women, minorities and immigrants—groups that have traditionally been disadvantaged, Brock noted. "We have to serve them better," he stressed.

Brock praised what he termed a "move toward cooperation" in labor-management relations. He defined it as an understanding that "you're in the same boat, that you have a vested interest in the well-being of the firm and that management has a fundamental vested interest in the well-being, the rights, the opportunity for growth of the men and women who make the firm what it is."

The labor movement's success is important to America, Brock said. Progress has been made because "organized labor has not accepted the status quo," he told the delegates.

"You didn't accept the status quo when it meant child labor and inhumane wages and hours. Instead you pressed for and won legislation like the Fair Labor Standards Act," Brock said.

Labor victories

Labor didn't accept the status quo when there was no legal right to union representation, he noted. "You pushed for and won the National Labor Relations Act."

And, Brock added, "You didn't accept the status quo when it meant unsafe and unhealthy workplaces." Instead, "you pushed for and won passage of the Occupational Safety & Health Act."

Brock received a warm personal sendoff from AFL-CIO President Lane Kirkland. But Kirkland told him with a smile that he couldn't wish him well in his new job with Senate Republican Leader Robert Dole's presidential campaign because of the federation's neutrality.

Newcomer to worker issues nominated Labor Secretary

President Reagan has nominated Ann Dore McLaughlin—a public official experienced in government but not in worker issues—to succeed William E. Brock as Secretary of Labor.

McLaughlin, 45, is a former public relations executive who had been Under Secretary of the Interior until she left government last March. Earlier in the Reagan Administration, she was assistant secretary for public affairs at the Treasure Dept.

AFL-CIO President Lane Kirkland noted that the federation had a good relationship with Brock despite labor's differences with the Reagan Administration on many issues.

He expressed the hope that a similar relationship would be established with McLaughlin, assuming her confirmation by the Senate.

"Despite her lack of experience in the labor area," Kirkland said, "we will do everything in our power to help her carry out the purposes for which the Dept. of Labor was created." The law establishing the department charged it "to foster, promote and develop the welfare of the wage earners of the United States, to improve their working conditions, and to advance their opportunities for profitable employment."

If confirmed, McLaughlin will be the first woman to head the department since Frances Perkins, the first woman cabinet member, who held the post throughout the New Deal Administration of Franklin D. Roosevelt.

McLaughlin also would be the lone woman in the Reagan Cabinet since the resignation of Transportation Sec. Elizabeth Dole last month.

She is the wife of television talk show host John McLaughlin. A Chamber of Commerce official said the secretary-designate has "good conservative credentials."

Delegates back pension investment guidelines

Miami Beach—Union pension funds should, wherever possible, be invested in programs that better the lives and conditions of workers and retirees, delegates emphasized.

With collectively bargained retirement programs playing an increasingly important role in the nation's economy, the convention called for greater union involvement in the decision-making process.

The resolution called for:

- Channeling funds into the AFL-CIO Housing Investment Trust, union construction projects and nonconstruction industries that provide work for union members.
- Exercising shareholder rights to advance worker interests in such wide-ranging areas as collective bargaining, occupational health and safety and plant closings and to press for disinvestment of funds in South Africa until the white-minority government abandons its racist policies.
- Encouraging public employee unions, governors and local officials to use public pension funds for economic development.
- Acquainting fund trustees with the findings and recommendations of the AFL-CIO Committee on Investment of Union Pension Funds.

Delegates noted that HIT has made "steady and significant progress" since its 1984 merger with the federation's original Mortgage Investment Trust, with investments now nearing the $200-million level.

The trust has encouraged home building for American families and jobs for union members in a range of industries, the convention emphasized. And it is soon to be expanded by the addition of the AFL-CIO Building Trust, to permit investment of union and pension funds in union-built and serviced commercial and industrial real estate properties.

Delegates hit bid to scuttle prevailing pay

Miami Beach—Prevailing wage laws covering construction and service workers should be strengthened by better enforcement, and Administration attempts to weaken the Davis-Bacon and Service Contract Acts should be rejected, the AFL-CIO urged.

Another convention resolution renewed the labor movement's support for legislation to curb double-breasting. That's the term used to describe contractors who evade their collective bargaining agreements by establishing related nonunion firms. In some cases, the resolution noted, employers simply repudiate their contracts.

The House has already approved a labor-supported bill and the Senate should do likewise, the convention said.

The Davis-Bacon resolution noted the support of building trades unions for a bill that would combine a reasonable increase in the dollar threshold for coverage of federally funded construction with some union-sought provisions intended to prevent evasion of the law. The threshold would be raised to $50,000 for new construction and $15,000 on alterations, repair, and renovation.

Tighter enforcement

Adjustment of the threshold to account for inflation would be in order only if the tighter enforcement provisions and coverage of renovation and repair stay in the bill, the resolution said.

Several speakers linked the Administration's attempt to end prevailing wage protections with hostility to unions generally.

Iron Workers Treas. James Cole said the argument against Davis-Bacon protection is the same that is being made against unions, that "they are no longer needed" in an era of "magnanimous employers."

The truth, he told the delegates, is that prevailing wage protections are needed even more than when the law was enacted.

Federation President Kirkland responds to reporters' questions during a news conference.

Full employment goal

New jobs point up training needs

Miami Beach—The rapidly changing American economy and persistent high unemployment require effective training and education for workers, the AFL-CIO convention declared.

Changing technology has eliminated many jobs while creating new jobs and occupations that require specialized skills, the resolution noted.

While "rising trade deficits increase pressure to adopt new technology" and to upgrade the skills and productivity of American workers, current training programs fall short of preparing workers for these new jobs, the federation said.

To meet the nation's employment and training needs, delegates called for:

- Development of national economic policies—fiscal, monetary, trade, infrastructure and training—as well as labor market policies aimed at full employment. If employment in the private and public sectors cannot provide jobs for all who want to work, "the federal government must be the employer of last resort," the resolution said.
- Plant closing legislation that includes strong advance notice requirements and worker adjustment assistance programs. The AFL-CIO stressed that the "best possible plant closing provision must be adopted" and termed the conditions of the Omnibus Trade Act—60 days advance notice in plants employing 100 or more workers—the minimum acceptable level.
- Expansion of job training and education initiatives. The resolution called for increased federal funding and support for assistance programs—including Trade Adjustment Assistance and the Job Corps. It stressed that labor organizations must have "an equal voice with business" in designing and implementing training initiatives and called for income support and allowances for workers enrolled in training programs.
- Improvement of the federal employment service and other labor market institutions. While noting the deficiencies of the Job Training Partnership Act—including a business-dominated structure, inadequate funding and lack of income support for during training—the resolution stressed that unions must work "to make this faulty system serve workers' needs" until the system can be improved or replaced.

Federal role

The convention strongly opposed proposals "to 'devolve' or defederalize" the funding for administering unemployment insurance and job service programs. "Such proposals would lead to the destruction of the present federal-state system and drastically reduce services to workers and employers," the resolution declared.

Federal support for quality day care is necessary, the AFL-CIO added, noting that increased day care opportunities have been won through collective bargaining. The resolution also called for vigorous enforcement of anti-discrimination, equal opportunity and affirmative action programs, to help black, Hispanic, women, and older workers, and others who need these protections.

President Ed Cleary of the New York State AFL-CIO outlined the state federation's plan to make comprehensive counseling available to all workers applying for jobless benefits.

Vincent Maisano of the Communications Workers told delegates of CWA's training and education initiatives negotiated with American Telephone & Telegraph and the Bell system regional operating companies.

John Driscoll of the Waterbury, Conn., AFL-CIO discussed the shortcomings of the JTPA effort in his state. Over the past two years, 40,00 workers have lost their jobs due to plant closings throughout the state, but just 2,500 have received job search training.

Convention supports Canada postal union

Miami Beach—Convention delegates expressed opposition to "draconian" back-to-work legislation enacted by the Canadian government in an effort to crush a postal workers' strike.

The federation pledged its support to the Canadian Union of Postal Workers and the Canadian Labor Congress in the struggle to regain free collective bargaining.

The resolution noted that the union's eight-day rotating strike was triggered by management's numerous demands for takebacks. It praised the postal workers for their efforts to "preserve the post office as a public institution" in the face of government efforts to privatize that service.

Volunteers buoy labor-community ties

Miami Beach—Volunteer services to union members both on the job and when the day's work is done are vital to maintaining the link between workers with problems and community resources that can help resolve those problems, the convention emphasized.

Volunteering has been "a hallmark of the labor movement from the earliest colonial workingmen's associations," a convention resolution noted.

Delegates pointed out that the need for more union counselors in labor's Community Services programs comes at a time when parents and children are forced to devote more time to their jobs so that families can maintain their living standard.

The convention praised the participation of union members as blood donors—a role workers and their families have filled for decades. The resolution pointed out labor must fill the gap caused by the decline in the number of donors because of a "misinformed fear" that individuals can contract AIDS by donating blood.

The federation set a goal of conducting a 44-site national blood drive in conjunction with the Red Cross to bring out new union blood donations. This will augment the successful drives conducted in January and August that helped avert a national crisis in the blood supply.

Delegates recommended increased reporting on labor's service to union members and the community to help demonstrate to the general public that "labor is an active, generous citizen."

Deregulation stunts U.S. transportation system

Miami Beach—The Reagan Administration's passion for eliminating government oversight of the transportation industry has undercut key elements of the interrelated network of maritime, rail, air, urban, intercity bus and highway services, the convention charged.

"Leaving transportation to private enterprise and market forces will reduce safety, diminish national security, undermine wages and living standards, and deny many people access to transportation," the federation warned.

The convention presented this picture of the nation's transportation system:

Railroads—A combination of deregulation and budget cuts have destroyed thousands of jobs and the future is bleak. The spinoff of numerous short lines has dismantled rail networks, rendered service less reliable, driven down wages and thrown workers on the scrap heap.

The steep decline in employment has undermined the financial integrity of the railroad retirement system. Congress must therefore provide improved coverage and needed financing in a system that has been ignored since the last improvements were enacted in 1976.

Air transportation—Deregulation has resulted in an unreliable and overcrowded air traffic system in which delays, flight cancellations and fictitious scheduling have left passengers high and dry. This underscores the need for government action to protect consumers and workers.

Safety has been sacrificed in the process. There has been a sharp reduction in the number of air traffic controllers because President Reagan fired and blacklisted thousands of them in retaliation for their 1981 strike. The industry is plagued with near misses, and fierce competition has induced cutbacks in spending on maintenance and repair.

Funding solution

The solution lies in increased funding for inspection, the hiring and training of an adequate controller corps, measures to prevent overcrowding of heavily trafficked airports, and the denial of requests for foreign maintenance of American aircraft which would jeopardize safety and destroy jobs in this country.

In addition, Senate action is needed on House-passed legislation mandating labor protection provisions for workers caught up in takeovers and consolidations of air carriers.

Urban transit—Despite the availability of the 1-cent federal gasoline tax earmarked specifically for urban transit, the Administration proposes slashing mass transit programs, privatizing systems and ending labor protections.

To correct the situation, Congress should allocate sufficient funds to meet expanding operations and new construction requirements, prevent repeal of existing labor protection provisions and put a halt to the Administration scheme to turn public transit systems over to private enterprise.

The "Made-in-America" law requiring a 50-percent domestic content in vehicles destined for federally funded mass transit programs should be strengthened to end the current practice of using vehicles that are merely assembled in this country from "knocked-down kits" purchased abroad.

Intercity bus transportation—This system, on which people with low incomes have relied, is another deregulation casualty, with companies abandoning service to many smaller cities and rural areas. The federal government should act to assure the availability of bus service to these areas.

Highways, roads and bridges—The "shortsighted" Reagan Administration has repeatedly sought to slash funds for this purpose. The President's veto of the 1987 highway bill was resoundingly overturned by Congress, but more action is needed to assure that the system fulfills its essential role in the economy.

Maritime—For five decades, this industry has suffered erosion under assault from low-wage foreign shipbuilders and operators. A comprehensive, long-range maritime policy is needed to assure American-flag carriers a significant share of the nation's international commerce.

This should include allocating a portion of imports and exports to U.S. vessels, renewal of the operating differential subsidy program to help American shipping compete with foreign carriers, closing loopholes in the 200-year-old law that reserves coastal cargo to U.S.-flag ships and broadening its coverage to include all activity up to 200 miles from the U.S.

Construction subsidies

Congress should also reestablish the program, abandoned by the Administration, to provide construction subsidies for commercial carriers, revive the buy-American rule that prevents the use of this assistance to build vessels abroad, and enforce the requirement that Navy ship repair be performed in U.S. shipyards.

The resolution sharply criticized the reflagging of 11 Kuwaiti oil tankers because it circumvented long-standing maritime laws requiring the use of American seamen aboard vessels flying the U.S. flag.

Delegates also charged that the Administration "compromised its pledge to revitalize the domestic shipbuilding industry" and warned that its "precipitous decline" threatens the maritime mobilization base needed in time of crisis.

Strong trade reform law called vital to save U.S. from drowning in deficit

Miami Beach—Rejecting Reagan Administration and media charges that pending trade legislation is "protectionist," the convention called for its prompt enactment to curb the runaway trade deficit.

Delegates emphasized that the measure will create "a fair trading environment that promotes full employment and rising living standards in the United States and throughout the world."

Before adoption of the resolution, delegates heard from a parade of speakers who emphasized how the jobs of workers have been swept away by the rising import tide.

AFL-CIO Vice President Owen Bieber of the Auto Workers blamed the crisis on Reagan's "outmoded 19th century free-trade" concepts at a time when other nations systematically promote exports and restrict imports "to gain unfair economic advantage" over the United States.

Federation Vice President William Bywater of the Electronic Workers sharply criticized the Administration for abetting American firms that flee to low-wage assembly operations in Mexico, joining in a lavish trade show designed to give foreign arms merchants a bigger share of the Defense Dept. procurement budget, and handing Egypt a $170-million contract to build M-1 tanks while American plants remain closed and their workers idle.

Protecting jobs

AFL-CIO Vice President Jack Sheinkman bluntly addressed the "protectionism" charge. "Yes, we are protectionists," he told delegates. "We want to protect jobs in the United States and we want to protect the American standard of living which is gradually declining as the wages of working people decline."

Federation Vice President Morton Bahr of the Communications Workers assailed the "modern robber barons" in American industry that move overseas "to gain competitive advantage on the backs of exploited labor." Their quest for union-free environments around the globe "makes the domestic corporate migration to the less-unionized sunbelt look like small potatoes," he said.

AFL-CIO Vice President Jay Mazur emphasized that President Reagan is out of step with the American people. He cited a recent poll showing that 60 percent of the public supports restrictions on imports while only 33 percent oppose such curbs.

Topsy-turvey claim

Federation Vice President Lynn Williams of the Steelworkers charged that "the apostles of free trade" were responsible for the market crash and are now warning that curbing imports would lead to economic collapse. This, he said, is an "upside-down, topsy-turvey, Alice-in-Wonderland" argument.

ILGWU Vice President Evelyn Dubrow urged delegates from agricultural states to carry the message to family farmers that labor's trade agenda is in their best interests. Farmers must be made aware "that our people are the ones who use their products and that instead of fighting our bill, they ought to be helping us" get it enacted, she said.

Delegates agreed that passage of trade reform legislation should be accompanied by enactment of the Textile & Apparel Trade Act—a bill similar to one President Reagan vetoed in the last Congress.

And, they said, it should be followed by:

- Enactment of domestic-content legislation to help preserve the embattled American automobile industry.
- Full implementation of import restraints on steel.
- Restoration of the trade balance in telecommunications products.
- Adoption of policies to maintain and re-establish domestic electronic and television industries.
- Re-enactment of copyright safeguards for the beleaguered printing industry.
- Assurances that such raw materials as grains and logs destined for export are processed in this country.

In addition, delegates called for revitalization of the maritime industry by channeling an increased portion of government cargoes to U.S.-flag vessels, continuing the ban on exporting Alaskan crude oil, giving American vessels a larger role in providing auxiliary services for the Navy, and negotiating international agreements to give the domestic shipping industry a more equitable share of cargo generated by U.S. trade.

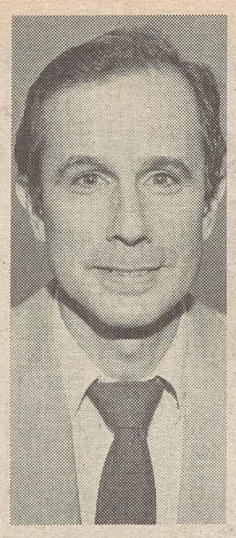
The resolution also endorsed restoration of the Trade Adjustment Assistance program to help those thrown out of work by imports and urged improvement of training, job search and relocation aid for these displaced workers.

Tax loopholes hit

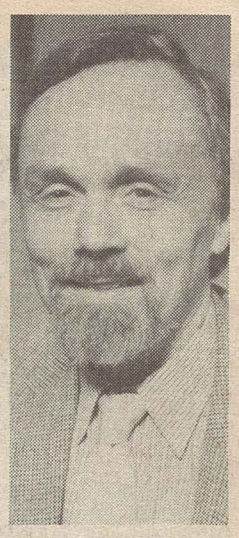
Delegates called for the closing of tax loopholes and the ending of incentives that encourage American manufacturers to move their plants overseas.

In addition, they said that the Overseas Private Investment Corp. should be terminated because it has failed to meet its goals of promoting economic and social development in less-developed, friendly countries while furthering the nation's balance-of-payments objectives. The convention said OPIC's activities have "contributed to the export of American jobs."

The resolution made clear labor's opposition to bilateral free-trade agreements that fail to enhance domestic production. It targeted in particular the pending treaty with Canada and another under consideration with Mexico.



McDonald



Wilson

McDonald, Wilson appointments fill key staff positions

Miami Beach—AFL-CIO Sec.-Treas. Thomas R. Donahue named Charles McDonald, the federation's director of Organization & Field Services, as his executive assistant.

McDonald, 44, joined the AFL-CIO in 1975 as a staff assistant for organizing. He was appointed director in 1986. Earlier, he served as a counsel to the Senate Labor subcommittee and on the staffs of the Communications Workers and AFSCME.

McDonald replaces James J. Kennedy executive secretary-treasurer of the Railway Labor Executives' Association.

President Lane Kirkland named Richard Wilson to succeed McDonald as director of Organization & Field Services, and the appointment was approved by the Executive Council.

Wilson, 55, joined the AFL-CIO in 1979. He has served as assistant organizing director since 1985. Earlier he was deputy director of COPE and served on the staffs of the Auto Workers and AFSCME.

Immigration sanctions backed 'with compassion'

Miami Beach—Compassion and justice should be the guidelines as the Administration goes about the task of implementing the Immigration Reform & Control Act of 1986, the AFL-CIO emphasized.

Noting that organized labor fought for passage of the measure, the convention hailed it as "the most important and far-reaching immigration legislation in the last 30 years."

The two key provisions of the law, delegates said, are the amnesty it grants undocumented immigrants who have become settled, contributing members of their communities and the legislation's crackdown on employers who hire aliens not authorized to work in this country and those who discriminate against individuals eligible to work.

But, the convention emphasized, achieving the law's goal of helping to legalize as many eligible undocumented workers as possible requires that Immigration & Naturalization Service offices apply consistent standards and tests and assure even-handed administration in all of its regional offices during the legalization review.

"In the interest of family unity," the resolution stressed, "humanitarian considerations should have top priority."

This goal can be achieved if the INS exercises its discretionary authority to permit the spouse and children of an eligible immigrant to remain in this country, the convention declared.

Narrow interpretation

The convention criticized the Justice Dept. for its "unduly narrow interpretation" of the prohibitions on employer discriminatin against workers on the basis of either national origin or legal resident alien status.

The Administration has limited sanctions under this provision to cases of "knowing and intentional discrimination," and the federation pledged it would fight to correct that "erroneous interpretation" of the statute.

AFL-CIO Vice President Jay Mazur of the Ladies' Garment Workers chastised the INS for failing to issue rules or regulations to deal with the discrimination issue and pledged that the labor movement would be vigilant in its efforts to "represent all workers, documented and undocumented."

Mazur also lashed out at Administration efforts to expand the program designed to allow temporary agricultural workers into the country, applying these provisions to workers in apparel, entertainment and service industries in open violation of the law's intent.

In Los Angeles, he said, employers tried to bring in Korean apparel and clothing workers, claiming there was a labor "shortage" at a time when "hundreds of thousands of workers in California are unemployed or underemployed." The problem, he said, is that manufacturers "won't pay a decent wage" to American workers.

Sec.-Treas. James J. Riley of the Theatrical Stage Employees accused the government of indulging in "outrageous practices" to admit foreign nationals into this country to work on motion pictures.

When the INS refused to grant visas for work in the entertainment area, he said, the Justice Dept. unearthed a rarely used provision of law known as paroling. This provision is supposed to apply only to political defectors, Riley emphasized, but it's been used to allow film crews to enter the country, make a movie, and then "depart with all of our money."

He hailed language in the resolution pledging the AFL-CIO's opposition to proposals by the Association of Film Producers—a group composed of state, city and government officials concerned with motion picture production in their localities—that would lift all restrictions against foreign talent and technical workers.

The resolution emphasized the nation's tradition of opening its doors to those fleeing natural or social disaster, persecution or civil war. In that spirit, it supported House-passed legislation introduced by Rep. Joe Moakley (D-Mass.) providing for temporary suspension of plans to deport Salvadoran and Nicaraguan refugees and urged prompt Senate action on a companion bill sponsored by Sen. Dennis DeConcini (D-Ark.).

Provision praised

Ron Richardson of the Hotel Employees & Restaurant Employees praised this provision, noting that many Salvadoran and Nicaraguan workers are concentrated in the Washington, D.C., area. They were employed before the law was enacted in November 1986, but since they arrived after Jan. 1, 1982—the effective date for amnesty—sanctions against employers who exploit them or discriminate against them don't apply.

The result, Richardson said, is that they are reduced to being "permanent slaves," afraid that employers will report them to the INS if they leave their jobs or join unions.

The convention also urged that Congress make permanent a temporary prohibition in the 1986 act barring the issuance of visas to non-immigrant aliens working as strikebreakers on American vessels and aircraft.

Poultry speedup health emergency

Miami Beach—The deterioration of federal meat and poultry inspection amounts to "a public health emergency," the AFL-CIO warned.

A convention resolution charged that consumers are endangered by speedups of food processing assembly lines and harassment of conscientious inspectors by industry management. It pointed to 9 million food poisoning cases a year and over 50,000 deaths.

The resolution urged action by both Congress and the Agriculture Dept. to deal with the crisis. It called for continuation and improvement of the "bird-by-bird" inspection system, while efforts continue to develop more effective forms of inspection.

It asked immediate steps to slow down the processing lines, require plants to clean equipment more often and give greater authority to inspectors to enforce health and sanitation standards.

The convention urged funds to expand research. It called for restoration of continuous inspection in all phases of meat and poultry slaughter and processing. And it demanded an "effective whistleblower protection system" so that neither private industry employees nor government inspectors would be penalized for spotlighting health and safety hazards of violations.

Delegates also endorsed a call for "a comprehensive scientific study to develop an inspection program for fish and seafood products."

Broadcast fairness doctrine supported

Miami Beach—The convention protested the Reagan Administration's abandonment of the fairness doctrine, the policy that for many years required radio and television stations to make a reasonable effort to broadcast opposing views on controversial issues of public importance.

President Reagan last June vetoed a bill that had passed both the House and Senate by big margins to preserve the doctrine. The Reagan-appointed members of the Federal Communications Commission then went ahead with plans to scrap the requirement, contending that it is no longer needed.

Delegates to the AFL-CIO convention strongly disagreed.

Critics contended that the doctrine restricted the freedom of speech of broadcasters. But the convention responded that it had enhanced free speech.

The doctrine's purpose was "to spur broadcasters to devote a reasonable amount of time to public affairs and to do so fairly by affording an opportunity for opposing viewpoints," delegates said.

"Broadcasters do bear a public trust," the convention affirmed, and "should be subject to reasonable standards of public accountability." It noted that "access to large television audiences is still a 'scarce' resource despite the advent of new technologies such as cable."

The convention urged Congress to continue efforts to write the doctrine into law and said the nation needs "a revitalized Federal Communications Commission equipped with a new mandate to encourage provocative, quality broadcasting."

Health care resolution points up labor concern on access, quality, cost

Miami Beach—America faces a crisis in health care, the AFL-CIO convention warned, as it pledged to battle on a variety of fronts to curb runaway medical costs, inadequate access to service and uneven quality of care.

The most effective way to assure that all Americans have access to quality medical care at prices within reach of the family's pocketbook is through enactment of a national health insurance program, delegates emphasized, noting that the United States is the world's only industrialized nation without such a program.

AFL-CIO Vice President John J. Sweeney of the Service Employees underscored the dimensions of the problem—37 million people without any health care coverage, two-thirds of them full-time workers and their families.

The "most appalling statistic," Sweeney said, "is the 30-percent increase" in the number of uninsured in the past five years.

Shameful policies

He blamed the problem on the "shameful" policies of the Reagan Administration which, Sweeney said, "believes that market forces alone should determine who gets health care and who doesn't."

A national health insurance program is an attainable goal, Sweeney said, "if we organize for it." He added that "there is no cause closer to the heart of the labor movement and no cause more important to the survival of American families."

Addressing the problem of long-term health care, AFSCME delegate George Masten pointed out that millions of uninsured and underinsured workers face "financial disaster" when confined to a nursing home.

Because Medicare currently offers scant coverage for those needing extended care, Masten said, "Medicaid—a welfare program for people in poverty—is the only resource for more than 8 million Americans whose chronic condition confines them to a nursing home. They not only lose their financial resources but also their personal dignity."

Until the goal of national health insurance is achieved, delegates pledged that labor will fight for:

- Implemention of cost containment strategies through collective bargaining and the legislative process.
- Federal legislation requiring all employers to provide health care insurance for full- and part-time employees.
- Enactment of pending legislation giving Medicare beneficiaries catastrophic health insurance protection and prescription drug coverage. The resolution endorsed provisions in the Senate-passed bill that protect public employees against excessive costs and don't add to the financial burden of retirees in the private sector.
- Creation of a national system for delivering, financing and assuring quality long-term care for senior citizens and the chronically ill.
- Improved wages and benefits for health care employees.
- Legislation to adequately compensate hospitals, nursing homes and other providers serving a disproportionate share of low-income patients, coupled with efforts to insure the fiscal viability of public hospitals.
- Adequate notice to Medicare beneficiaries prior to being discharged from hospitals and cooperative efforts with physicians on post-discharge planning.
- Establishment of a national medical fee schedule under which doctors agree to accept the Medicare-determined payment, and an incentive plan to encourage physicians to manage health care services more effectively.
- An end to random drug testing programs in the workplace and for the extension of health care services to workers with alcohol and drug dependency problems that preserves their privacy, rights and dignity.
- A public education program on minimizing the risk of contracting acquired immune deficiency syndrome, adequate funding for AIDS-related research, and development of special safeguards for workers whose occupations expose them to the AIDS virus.

In a related resolution, delegates endorsed a cooperative effort with the National Mental Health Association and other related organizations to promote mental health among workers and their families by assuring them access to needed services.

Negro College Fund lauded for assistance

Miami Beach—The AFL-CIO paid tribute to the United Negro College Fund for its role in helping to educate "thousands of young people, many from trade union families" and pledged to aid its fund-raising efforts.

These colleges and universities need financial help to continue to provide educational opportunities for students, the resolution emphasized, adding that labor's support for the UNCF is an offshoot of its strong community involvement.

The AFL-CIO urged all affiliates to "publicize, support and aid in the fund raising efforts" of the UNCF.

Union purchasing power

Miami Beach—The purchasing power of unionized workers can be used effectively to make merchants and the public aware of the significant contribution they make to the community's economic life, the convention pointed out.

Delegates saluted a pilot program—Growing Resources of Workers' Salaries—set in motion in Sacramento, Calif., where 185,000 union members are using their combined purchasing power of $65 million a week to encourage a more pro-union climate.

Sponsored jointly by the Sacramento AFL-CIO, the Sacramento Sierras Building & Construction Trades Council and the Coalition of Organized Labor, the project brings together members of 35 AFL-CIO and unaffiliated unions.

Through a computerized network, GROWS is able to target unfair employers who deny legitimate rights to workers and their unions, and can steer union-won dollars to merchants who display GROWS stickers as a symbol of their support for organized labor.

The convention urged unions in other communities to explore the establishment of similar programs and pledged technical and financial assistance to assure the success of such activities.

ICFTU's Vanderveken asks new action on South Africa

Miami Beach—Vigorously condemning apartheid in South Africa, General Sec. John Vanderveken of the International Confederation of Free Trade Unions called for increased economic sanctions against the white minority government.

Convention delegates applauded his pledge that the ICFTU will continue to press its global campaign until South Africa "has a non-racial government, on the basis of one vote for every adult, and all trade union and political detainees—including Nelson Mandela—are released."

Vanderveken branded the policies of the Botha regime the "incarnation" of the evils that free trade unions are fighting against—racism, suppression and inequality. He praised South Africa's black trade unions for their leadership in the struggle for democracy and pledged the ICFTU's full and continuing support.

Around the globe, he told the convention, unions remain under attack, not only from dictatorships of the left and right but also in democratic countries.

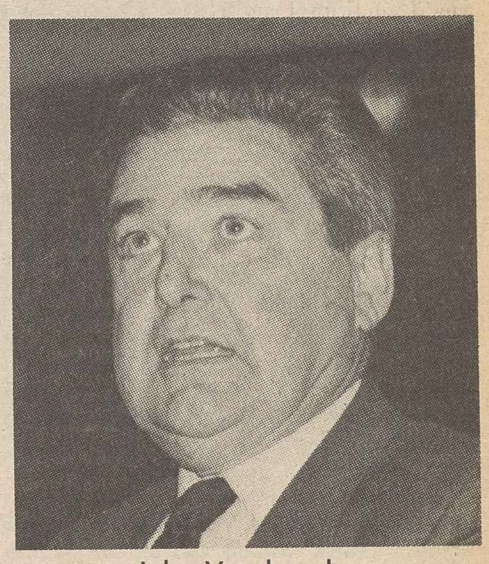
No double standard

For the ICFTU, he emphasized, "there can be no double standard." Whatever the political system or level of economic development, he emphasized, "all countries must respect basic trade union rights."

Yet, he continued, organized labor faces assaults ranging from legislative meddling and commercialized union-busting to abduction, imprisonment, torture and murder.

During 1986 and early 1987, Vanderveken pointed out, more than 200 people were murdered for trade union activities and 4,500 union members were imprisoned.

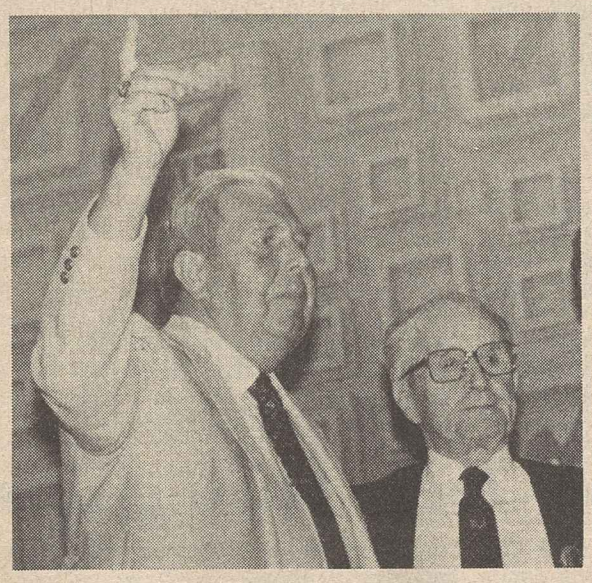
Turning to the twin issues of economic and social justice, he stressed the ICFTU's support for coordinated international action to promote growth, tackle the debt crisis, reform international finances and eradicate joblessness and poverty.

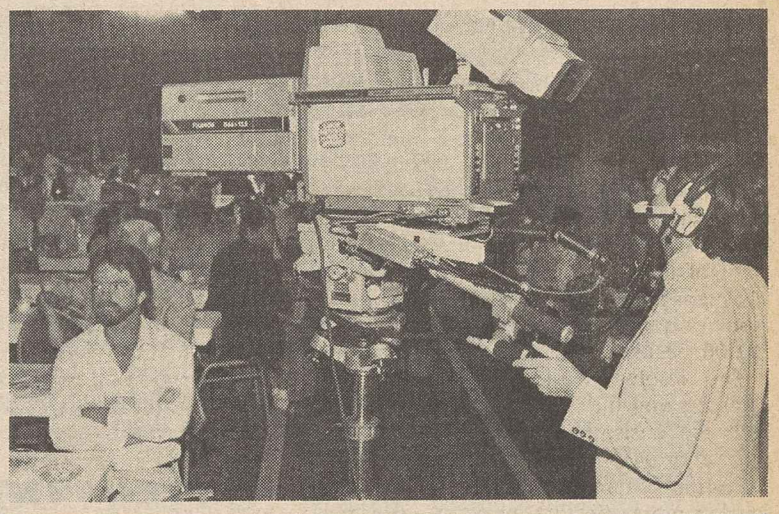


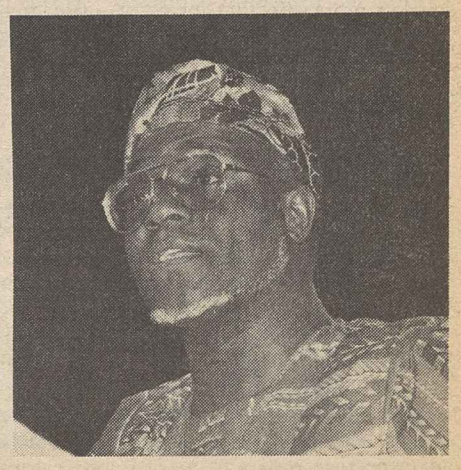
John Vanderveken

"Poverty and unemployment have continued to grow in all developing and many developed countries," he reminded delegates. "The debt crisis has built up into a disaster. And, as always, workers and their families are among the first to suffer."

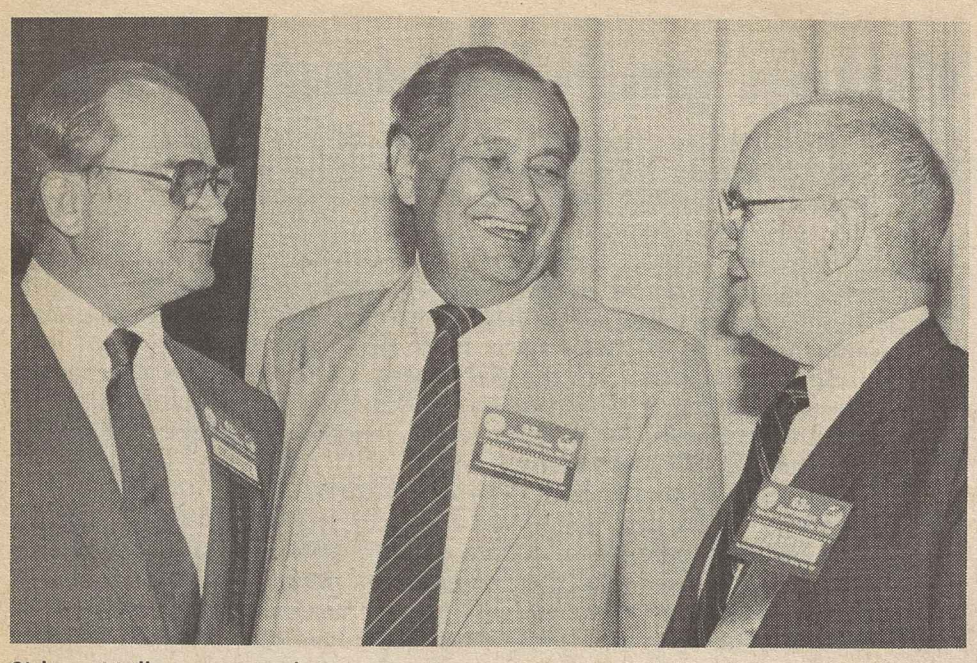
The solution, Vanderveken said, lies in lifting the debt burden from developing nations, reducing interest rates and keeping them down, including worker rights provisions in the General Agreement on Tariffs & Trade, and developing a system of international trade that expands mass markets based on higher economic standards and not on "competition based upon exploitation and oppression."







Delegates, speakers and officers in action at the AFL-CIO 17th convention in Miami Beach.



Sidney Heller, center, the new secretary-treasurer of the Union Label & Service Trades Dept., is congratulated by ULSTD President James E. Hatfield and John E. Mara, right, who retired from the post after five years.

Convention theme

Union label shoppers essential to U.S. jobs

Miami Beach—With the nation awash in imports produced by exploited workers overseas, buying goods produced by union labor in America is vital to economic resurgence, the AFL-CIO Union Label & Service Trades Dept. emphasized.

The nearly 200 delegates to the department's 63rd convention focused on the destruction of American jobs resulting from what the department's executive board branded as the "bitter pattern" of unfair competition from abroad.

The convention marked the pending retirement of Sec.-Treas. John E. Mara after five years in that post. Mara, who served as president of the department from 1979 to 1982, headed the Boot & Shoe Workers and later became a vice president of the former Retail Clerks and later of the Food & Commercial Workers following a succession of mergers.

Delegates elected UFCW Vice President Sidney Heller to succeed Mara when his retirement becomes effective in December.

Heller, president of UFCW Local 888 since 1957, is an executive board member of the New York City AFL-CIO and has been vice president of the New York State and New York City ULSTDs for the past quarter century.

Inhuman child labor

In his keynote address to the convention, ULSTD President James E. Hatfield sharply assailed the "inhuman abuse of child labor" which he said was at the root of the competition for the American consumer dollar.

"The union label is a guarantee that no child worked to produce your purchases," Hatfield emphasized. "The need to buy union, buy American" becomes more important than ever if the nation is to reverse course and halt a skyrocketing trade deficit that threatens to reach a new peak of $171 billion this year, he said.

Hatfield, who is president of the Glass, Pottery & Plastics Workers, had harsh words for American corporations that run away to the Pacific Rim, across the Rio Grande to the maquiladoras in Mexico and to other emerging nations where the common denominator is sweatshop labor.

With the Reagan Administration's blessing, he said, "we give jobs away by allowing companies to exploit low-paid labor, escape our safety and environmental laws and reap profits for the stockholders."

Hatfield also was critical of the wave of corporate mergers and takeovers that have resulted in the spread of joblessness and the destruction of viable industries.

Over the past three years, the ULSTD president said, 9,000 companies changed owners at a cost of a "mind-boggling" half a trillion dollars. "Not one cent of that money went for new jobs, new plants, new research and development, or new products," he stressed. Instead, it went to enrich a few insiders while workers, communities and the nation bore the economic burden.

Problems cited

In a convention address, AFL-CIO President Lane Kirkland emphasized that "in a time when the American standard of living is under relentless attack, a healthy labor movement is the American worker's first and best line of defense."

Kirkland voiced concern over "the shortage of good jobs, the rise of unfair foreign competition, the ill-conceived rush to deregulation, the deterioration of our infrastructure and the emergence of a predatory class of corporate raiders who leave their victims debt-ridden shells of their former selves."

But, he said, the labor movement is fighting back by battling for fair economic and trade policies and has already seen House passage of a trade bill "with teeth" and Senate inclusion of plant-closing legislation in a companion measure.

Advancement on the trade front was made possible by workers' votes that ended the Republican stranglehold on the Senate, Kirkland said, and the upcoming presidential election offers an opportunity to "bring about a basic change in our national course."

Union wages at work

President Ray Denison of the Union Privilege Benefit Programs told delegates that just as the union label raised the consciousness of employers and consumers, the two-year-old benefit plan has extended the scope of trade unionism "from the workplace to the marketplace."

The first of these programs—a low-cost credit card plan—has made retailers aware that the dollars spent on consumer products are the result of union-won economic gains, he emphasized, while saving members some $30 million in interest charges.

Hatfield was unanimously re-elected to his second four-year term as president, all 17 vice presidents were uncontested for re-election, and delegates adopted a constitutional amendment changing the convention cycle from two to four years.

The convention adopted resolutions calling for passage of trade legislation to preserve American industries and jobs and called for prompt Senate action on the House-passed Textile & Apparel Trade Act despite President Reagan's repeated threats to veto the measure as he did earlier.

In other actions, delegates endorsed measures pending in Congress to provide for parental leave, raise the minimum wage to restore its eroded purchasing power, prevent employer use of so-called lie detectors, and an amendment to the 1986 Immigration Reform & Control Act waiving residency requirements for spouses and children of qualified legalized aliens to prevent the breakup of families.

The convention also voiced support for the May 1988 demonstration on family and work in Washington planned by the Coalition of Labor Union Women.

Long lag in minimum wage spurs drive to update FLSA

Miami Beach—A rise in the minimum wage is long overdue and an updating of the Fair Labor Standards Act ranks high on the AFL-CIO legislative agenda, the convention affirmed.

The resolution called for enactment of the Kennedy-Hawkins minimum wage restoration bill, to raise the $3.35-an-hour wage floor by 50 cents in 1988 and 40 cents in each of the next two years. Thereafter it would be indexed to stay at 50 percent of average factory wages.

The wage floor isn't the only element of the FLSA that's outdated, the resolution noted.

It called for a gradual reduction in the basic workweek from 40 to 35 hours to provide employment opportunities for 7.2 million jobless workers and for 5.3 million who are working part time because full-time work is not available—and to another million persons who have dropped out of the search for work because they had been unable to find jobs and given up.

It proposed increasing the time-and-one-half overtime rate—unchanged in 49 years—to triple time. Some persons, such as homecare workers, don't receive any premium pay for overtime. "Those workers should also be covered," the convention said.

Another section of the resolution called for continuation of the ban on industrial homework, which the Reagan Administration has repeatedly sought to eliminate. And it urged a comparable ban on computer terminal homework.

The convention also called for raising the salary tests that are used along with job definitions to verify claims for exemption of certain executive, administrative and professional employees from the wage-hour law.

"The salary tests were low when they became effective in 1975," the resolution noted, "and are so low today as to be meaningless."

Value falling

AFL-CIO Vice President Jay Mazur of the Ladies' Garment Workers told the delegates that the minimum wage has lost 30 percent of its value since it reached its present level in 1981.

The big majority of workers at or just above the minimum wage are adult women, Mazur noted. He termed the campaign for a fair minimum wage, "a family issue, a women's issue, a labor issue."

Federation Vice President Lenore Miller of the Retail, Wholesale & Dept. Store Union told the convention that employers increasingly are replacing full-time employees with parttime workers hired at the minimum wage.

She also called attention to the exclusion of homecare workers from the law's overtime restrictions.

Rehabilitation key objective of drug, alcohol programs

Miami Beach—Drug addiction and alcoholism are serious workplace problems that employers and unions should address "squarely and cooperatively," the convention said.

Workers with drug and drinking problems need to be brought into well-conceived treatment programs—for their own rehabilitation as well as because of the safety hazard that an unfit co-worker can represent, the resolution noted.

It cited prevention and rehabilitation programs that the AFL-CIO and its affiliates have promoted in both the workplace and the community. And it praised the work of trained union counselors in steering workers to the programs that will best help them.

But the resolution expressed "serious objections" to random drug tests that "cut deeply into individual privacy rights." Too often, it warned, a worker's reputation rests on the erroneous laboratory reports.

The convention called on affiliates to "vigorously resist employer programs which require widespread random mandatory drug or alcohol screening." It said unions should help members assert their rights. And it urged Congress and the legislatures "to strengthen the legal protections against infringement of workers' rights.

The problem is best addressed at the bargaining table, the convention suggested. That's the place "to develop carefully tailored and balanced programs which stress education, rehabilitation and the prevention of addiction, and which also place limits and conditions on the use of tests for alcohol and drugs."

Boycott best weapon against labor's foes

Miami Beach—Boycotts remain labor's most effective weapon to counter the "unscrupulous" activities of anti-worker forces, convention delegates declared.

In adopting a resolution pledging continued support for the federation's "don't buy" campaigns, the convention said this is the only message that gets through to powerful corporations "dedicated to the weakening or outright destruction of effective labor unions."

Delegates officially designated the periods of Sept. 5-10, 1988, and Sept. 4-9, 1989, as Union Label Week, and expressed renewed support for the AFL-CIO Union-Industries Show that emphasizes labor-management cooperation in bringing quality products to the marketplace.

Full USPS funds urged to aid nonprofit mailing

Miami Beach—Congress was urged to appropriate full funding to the Postal Service to provide reduced mailing costs for nonprofit organizations and blind and handicapped individuals.

The convention pointed out that nonprofit organizations contribute a "vital social service" to the community and that low-cost mailing is essential to their continued viability.

Grassroots lobby rallies labor legislative gains

Miami Beach—A strong grassroots lobbying program is needed to defend labor's interests in Congress and the state legislatures, the convention declared.

Its legislative involvement resolution stressed the role of the AFL-CIO's state and local central bodies in mobilizing union leaders, rank-and-file members and their families, and union retirees. In the legislative arena, it declared, direct involvement of union members is "the best first-line defense of workers' rights."

A "Union, Yes" video shown before the resolution was acted on gave delegates a look at the legislative teamwork by labor's lobbyists in Washington and the important backup provided by inter-union grassroots legislative committees that operate in an increasing number of congressional districts.

Discussing the resolution, AFL-CIO Vice President Vincent R. Sombrotto of the Letter Carriers cited his union's establishment of WIN committees—standing for "We're Involved Now"—that have engaged thousands of NALC members in legislative campaigns such as Hatch Act reform.

Back-home concerns

In adopting the resolution, the convention urged central bodies to work with the AFL-CIO Dept. of Legislation to set up regularly scheduled meetings with members of Congress and to use similar programs for keeping members of state legislatures aware of back-home concerns and workers' interests.

Labor's recent victories in Congress "could not have been realized without constituent lobbying by union members," the resolution noted.

It suggested also that state federations invite their U.S. senators to meet with their executive boards or at other appropriate union forums.

"Union members, like other citizens, become active in politics primarily because of legislative issues they care about," the resolution noted.

The convention stressed that "issues affecting workers and their families are the principal focus of the AFL-CIO Legislative Action program."

Pay equity, justice pressed for working women

Miami Beach—The eradication of discrimination against women and the total involvement of women members in all union activities remain top priorities, the convention reaffirmed.

The AFL-CIO called on affiliates "to work for wider opportunities for women" and attack wage discrimination at the bargaining table and through legislative action.

To meet these goals, the convention endorsed the efforts of the Coalition of Labor Union Women and other women's and civil rights groups to "bring about equity and justice for all."

The resolution also called for federal legislation to:

- Prohibit discrimination in insurance and pensions.
- Provide better protection for women under social security programs and private and civil service pension plans.
- Improve enforcement of child support and increase tax credits for child care.
- Strengthen bars to federal funds for institutions that discriminate on the basis of race, sex, disability or age.

"The basic causes of lower average wages for women and minorities are job segregation, pay discrimination and the undervaluation of the jobs they perform," the resolution declared.

Forthright action

The key to ending discrimination includes pay equity, child care, affirmative action, education and training, parental and disability leave and a forthright attack against sexual harassment whenever it occurs, the AFL-CIO said.

AFL-CIO Vice President Joyce Miller of the Clothing & Textile Workers pointed out that women now make up 44 percent of the workforce. Ending sex-based wage discrimination and winning pay equity will benefit all workers, not just women, she added.

Federation Vice President Barbara Hutchinson of the Government Employees stressed that the struggle for full equality for women continues, two decades after passage of the Civil Rights Act.

But the AFL-CIO has placed economic equity and justice for women at the top of its agenda, she said, and will fight to overcome wage discrimination through collective bargaining, the legislative process and the courts.

Marilyn LeClaire of AFSCME pointed out that more than a dozen states, two dozen cities and several private sector companies have instituted pay equity plans, proving wrong those critics who termed the notion of fair pay "too complicated and unworkable."

Pay equity foes sought to pit men against women, blue collar workers against white collar employees, and blacks against whites, she noted, but that strategy failed as public support for pay equity has grown.

Barbara Easterling of the Communications Workers said women workers are still struggling to win the most basic and fundamental of labor rights. "Women workers frequently are the target of direct and sexist attacks . . . viewed as less valuable and their earnings less important" than men, she said.

Gloria Johnson of the Electronic Workers pointed out that "the Norman Rockwell myth" of a father who is the sole breadwinner with a mother who stays home with the children applies to less than 10 percent of American families. The reality is that both parents work because a combined income is necessary, Johnson emphasized.

Human issue

Mike Matjka of the Bloomington, Ill., AFL-CIO stressed that pay equity, equal rights and other so-called women's issues are actually "human issues" that are key to organizing "the new generation of workers."

Labor editors seek ways to 'tell the workers' story'

ILCA looks to '88 election campaign

Miami Beach—With an eye on the 1988 political campaign, delegates to the International Labor Communications Association convention discussed ways to increase the effectiveness of labor publications and to better "tell the workers' story."

The 180 delegates also approved a constitutional change to allow the ILCA president to serve up to two consecutive terms and elected officers to serve for the next two years.

In her report to the convention, President Carolyn Jacobson said the ILCA has worked to implement recommendations of the AFL-CIO's report, "The Changing Situation of Workers and Their Unions," especially the charge to improve labor's communications.

The ILCA has expanded services to affiliates, adding a graphics service, an "editor's update" and a calendar of historic and current labor events, Jacobson said.

Other achievements since the 1985 convention include the re-establishment of relations with the ILCA's counterpart, the Canadian Association of Labor Media; increased contact with federation departments and central labor bodies, as well as the Labor Institute of Public Affairs, and support for the newly created Southern Labor Press Association, she noted.

Jacobson reviewed the findings of the ILCA's survey of labor editors—based on 207 responses—which revealed "a fundamentally healthy labor press that views its future with cautious optimism, despite the threat of increasing postal rates and membership loss suffered by some unions."

Jacobson, who is public relations director of the Bakery, Confectionery & Tobacco Workers, was re-elected to a second two-year term. Patrick J. Ziska of the Machinists was elected secretary-treasurer to succeed James M. Cesnik of the Newspaper Guild. Cesnik, who held the post for two terms, did not seek re-election.

New vice presidents

The convention elected six new vice presidents and returned nine incumbents to office. The new vice presidents are Leo Canty, Connecticut Teachers; Donald Dalena, Steelworkers; Sandi Hubler, Food & Commercial Workers; Paul McLennan, Transit Union; Fred Solowey, AFSCME, and John Thomas, Ohio AFL-CIO.

Following a "news conference format," AFL-CIO Sec.-Treas. Thomas R. Donahue fielded questions about the federation's initiatives and programs. He also outlined the new communications campaign that seeks to raise public understanding of unions and the AFL-CIO.

Charles A. Perlik, retired president of the Newspaper Guild, delivered the A.J. Liebling memorial lecture. He told delegates that the increasing concentration of "media conglomerates" and newspaper chains "poses a serious danger to a democratic society."

"Today, the two biggest U.S. chains control more than 15 percent of what the nation's newspaper buyers read," Perlik pointed out, while many chains have acquired extensive broadcast and film holdings, aided by the Reagan Administration's relaxation of restrictions on the number of television stations an individual company can own.

The Newspaper Guild is pressing for restrictions on the number of newspapers and aggregate circulation an owner can control, he noted. The Guild proposal would limit chains to 30 papers and three percent of total national daily circulation, with the restrictions phased in over a 15-year period. Exemptions could be permitted for a newspaper operating in a competitive market or for one newly established by an independent company.

"If Congress does not give serious attention to this question, the problem will not disappear but the solution will," Perlik warned. As chains continue their takeover frenzy, all practical means of limiting media concentration will disappear and "a handful of media magnates will control the flow of news and opinion," he declared.

Press freedom

Perlik quoted Liebling, the charter Guild member and newspaper critic for whom the lecture is named, who said: "freedom of the press is guaranteed only to those who own one." Perlik urged the labor editors to use their power of the press to publicize the case against the media merger stampede.

In a convention address, Texas Agriculture Commissioner Jim Hightower warned that "the gap between the rich and poor has been stretched to record proportions."

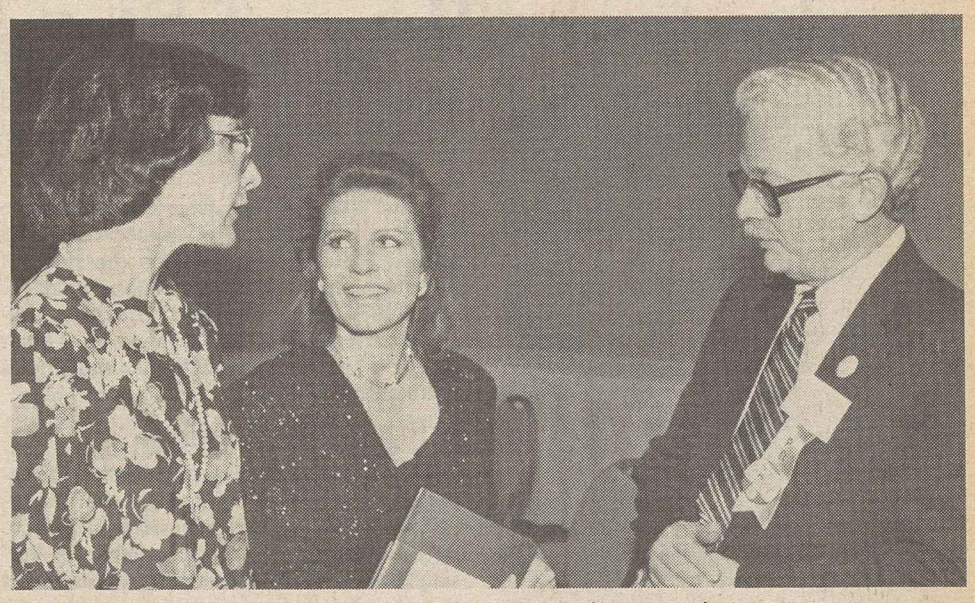
In 1989, "after the Age of Reagan," the nation will be faced with an economy that is "increasingly dependent on foreign decisions" as well as "a dramatic decline in the standard of living of the average American and a social catastrophe in regard to the growing number of ill-housed, ill-clothed and ill-fed in this country."

Labor editors joined AFL-CIO Information Director Rex Hardesty and pollster Vic Fingerhut for a panel on ways communicators can better promote and present labor's political program. Another session on union communications and human rights featured Nmonde Ngubo, Mine Workers; Matthew Doherty, New York Teachers; Fred Soloway, AFSCME; Paul McLennan, Southern Labor press Association, and Jack Rendler of Amnesty International.

Jody Powell, press secretary for former President Jimmy Carter, said labor publications gave union members a broader view of the political economic picture, but that labor editors had a difficult job in dealing with "the array of concerns and interests that make up the labor movement."

In other convention highlights:

- Delegates participated in a series of workshops on economic and political issues as well as skill-building sessions on effective media relations, color and graphics, and cartooning.
- The ILCA's 1987 journalism awards were presented at the closing session of the convention, while the film and broadcast honors were presented by Screen Actors Guild President Patty Duke at the convention banquet.



Labor Communications President Carolyn Jacobson, with Screen Actors President Patty Duke and outgoing ILCA Sec.-Treas. James M. Cesnik.

Federal funding held crucial to effective public education

Miami Beach—The convention reaffirmed its support for a strong federal partnership and investment in public education as the cornerstone of a competitive democracy.

The AFL-CIO criticized the Reagan Administration's "shortsighted budget proposals" that would have slashed student financial aid and urged Congress to expand opportunities for low- and middle-income students to attend college.

The resolution also called on Congress to maintain and expand special elementary and secondary school programs, including bilingual education and aid to the handicapped, and endorsed programs for the disadvantaged beginning at the pre-school level.

Delegates applauded congressional rejection of the Reagan Administration scheme to eliminate federal funds for vocational education. These programs reach 19 million students, the resolution pointed out. The convention also recommended:

- That unions develop labor-in-the-schools programs and work with school districts to increase the amount of classroom time given to the study of workers and their unions.
- That affiliates continue to develop education programs that encourage two-way communication between members and officers, following the model of the federation's One-on-One program and "train the trainer" workshops.
- That Congress address the needs of millions of displaced and unemployed workers and new immigrants by fully funding the Adult Education Act.

Sol Stetin of the Ladies' Garment Workers reinforced the resolution's call for increased labor participation in the schools, noting that "the average young person coming through our school systems" knows little about labor history.

In a separate action, the convention opposed efforts that, under the guise of promoting English language literacy, would increase discrimination against those who are not fluent in English or cripple their civil and legal rights "by banning the printing of ballots or government pamphlets about social services in languages other than English."

English-only laws

The federation noted that 12 states had adopted laws mandating English as "the official language" and pledged to assist affiliates and central bodies in efforts to reverse and defeat the measures.

The delegates also endorsed the work of the Carnegie Task Force on Teaching for its landmark study of and recommendations for education reform.

The report has produced a "bold new vision of the future of public education" that serves as an important starting point for education reform, delegates said.

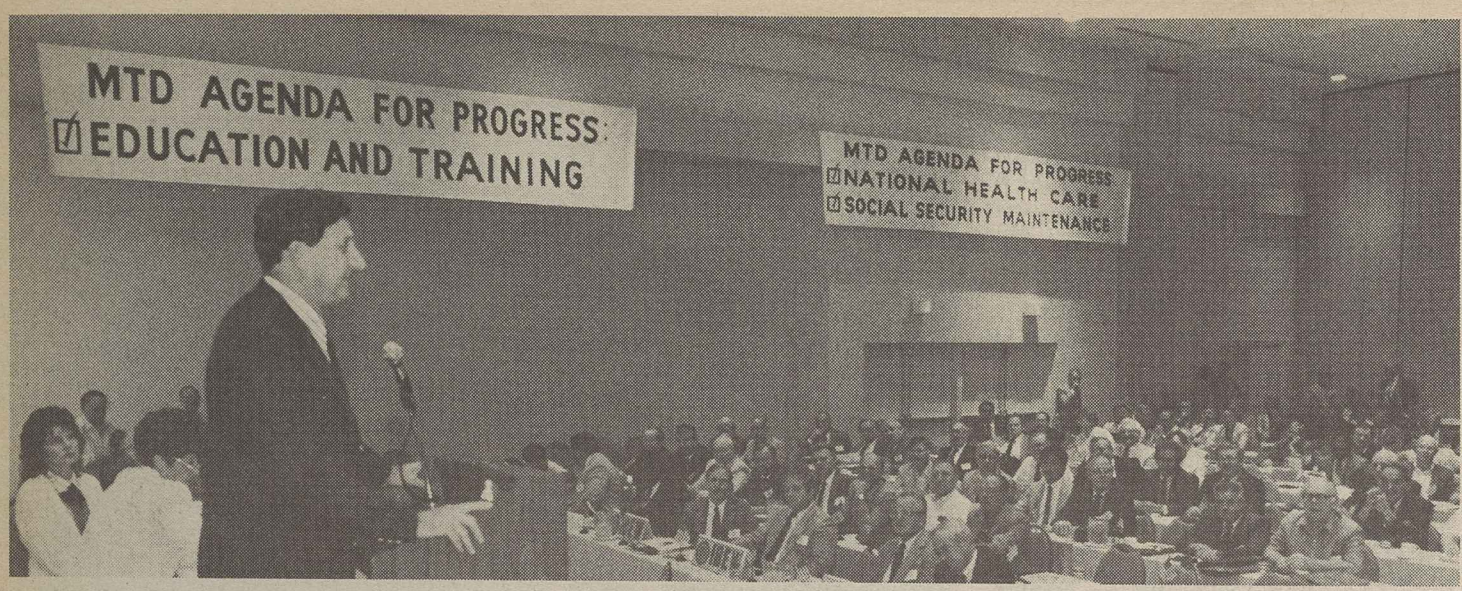
In a separate resolution, delegates opposed plans by some collegiate governing boards and state legislatures to limit tenure for faculty members. These schemes include the creation of temporary positions and the removal of faculty members from tenured positions, the resolution noted, violating a historic right and jeopardizing academic freedom.

CLUW 'American family' rally supported

Miami Beach—The convention endorsed plans for an "American Family Celebration" rally, sponsored by the Coalition of Labor Union Women, and called on affiliates to support the demonstration set for next May in Washington, D.C.

AFL-CIO Vice President Joyce Miller, president of CLUW, said the rally will remind the American public that the trade union movement—through its battles to win quality public education, comprehensive social security and child labor protections—"has always been the true family movement in this country."

CLUW and other labor organizations will join with women's, religious, civil rights, senior citizen and youth groups to press for federal support for families, including family and medical leave; affordable, quality child care; elder care, and a comprehensive health care system, Miller said.



Maritime Trades President Frank Drozak opens the MTD convention.

Maritime Trades hit reflagging policy as downgrading of Stars and Stripes

Miami Beach—A long-overdue revival of U.S. shipping is threatened by President Reagan's Kuwaiti reflagging policy that downgrades the American flag and by a proposed "free-trade" treaty with Canada, the AFL-CIO Maritime Trades Dept. warned.

Despite the new assaults, there was optimism among delegates to the department's biennial convention that the effective end of the Reagan era and the enhanced role of Congress can put the U.S. maritime and shipbuilding industries on the road back.

MTD President Frank Drozak made clear in remarks to the delegates and in the appointment of a special committee that the department is concerned at the closing of shipyards and the loss of shipbuilding capacity as well as the decline in ships genuinely entitled to fly the American flag.

AFL-CIO Sec.-Treas. Thomas R. Donahue addressed both issues in a speech to the convention.

The United States foolishly scuttled its once-great merchant fleet and shut down its shipyards, Donahue noted. It allowed other countries to deliver its goods "and collect the wages and profits that once belonged to Americans."

Now "the chickens have come home to roost" for those who argued that the United States can depend on the ships of other countries, he said. "Having sold the ships, they have now been reduced to selling the flag itself in order to get other countries' tankers through the mine fields of the Persian Gulf."

U.S. tankers available

A convention resolution protested the reflagging policy and pointed out that underutilized U.S. tankers genuinely entitled to fly the American flag are available for Persian Gulf service. It said all vessels under the American flag should comply with safety requirements and have U.S. crews.

Drozak took the lead in a sharply critical convention discussion of the maritime "giveaway" provisions of the proposed free trade agreement between the United States and Canada.

The president of the Seafarers said the pact is strongly opposed by union members on both sides of the border.

As the unions affected see it, laws and bilateral agreements that the United States and Canada have enacted to keep their merchant fleets afloat are threatened by provisions that will allow low-wage nations to take over trade routes served by U.S. and Canadian vessels.

Drozak termed the treaty proposal "a calculated attempt by free trade ideologues to systematically dismantle the maritime industries of both nations."

Runaway shipping, sailing under so-called flags of convenience, is causing unemployment in all of the world's traditional maritime nations, a convention report declared. In both ships and tonnage, the fleets of North America, Western Europe and Japan have diminished substantially while open-registry shipping continues to grow.

One bright spot, the report cited, was the long-overdue closing of a U.S. tax loophole that had enabled American citizens and U.S. companies to establish foreign corporations to register ships in tax-free havens such as Panama and Liberia, thus paying no taxes to any country.

Delegates acted on dozens of resolutions submitted by the department's 43 affiliated unions and 30 port maritime councils. The thrust of the policy statements was reflected in a call on Congress and the Executive Branch to assure that American-flag carriers transport a significant share of the international commerce developed by the American economy, and to restore programs necessary for the survival of shipyards.

The 200 delegates unanimously reelected the MTD's top officers—Drozak, Vice President William F. Zenga and Executive Sec.-Treas. Jean Ingrao.

Delegates ask strong curbs on takeovers

Miami Beach—Workers, communities and stockholders need stronger protection from corporate raiders who cannibalize companies and leave the remnants saddled with huge debts, the convention said.

It called for vigorous enforcement of antitrust laws and enactment of federal legislation that would strengthen restrictions on insider trading, restrict issuance of "junk bonds" to finance takeovers, and prohibit payment of "greenmail" to buy off raiders.

The legislation should protect communities by requiring those mounting a takeover raid to disclose their intent with respect to the closing or sale of any of the target company's facilities, the convention said.

It should also "regulate leveraged buyouts to prevent collusive sales of assets to incumbent management," the resolution urged.

On worker protections, the convention proposed to:

- Require that union agreements entered into by a corporation be binding on new owners for the term of the contract.
- Bar tapping pension funds by withdrawing so-called surplus assets in order to fund an acquisition or pay off debts incurred in a takeover.
- Prohibit top managers of an acquired company from escaping on a "golden parachute" of lucrative severance payments and benefits not available to rank-and-file workers who also lose their jobs.

First-hand accounts

AFL-CIO Vice Presidents Milan Stone of the Rubber Workers and James E. Hatfield of the Glass, Pottery & Plastics Workers gave first-hand accounts of the aftermath of corporate raiding during the floor discussion of the resolution.

Stone spoke of the raids on major tiremakers, the disappearance of Uniroyal Corp., the raid on Goodyear that cost the firm $130 million to combat—and cost workers their jobs in two plants forced to close.

Hatfield told delegates of the transformation of Owens-Corning Fiberglas "from a giant to a crippled company." In the fallout, he said, "13,000 people lost their jobs."

Takeovers are "created on Wall Street," Hatfield said. "They do not produce one new job; they eliminate jobs."

"Our union has seen the devastation of corporate takeovers and the greed of those who use their dollars to enhance their pocketbooks without concern for working people," Stone said.

He called for legislation to assure that a union contract covering workers at a plant that is sold will be honored by the purchaser.

Balanced-budget amendment called threat to Constitution

Miami Beach—A constitutional convention to initiate a balanced-budget amendment remains an imminent threat, the AFL-CIO warned.

The never-used device of compelling a constitutional convention by petition of two-thirds of the states has been employed as a threat by right-wing groups to compel Congress to initiate such an amendment.

To date, 32 of a required 34 states have petitioned for a convention. Most of the petitions date back 10 years or longer, but the Constitution does not set a time limit on the process.

The campaign by a self-styled "taxpayers' union" was launched in 1975, and most of the state legislature endorsements came in the first years—when a vote supporting the concept of a balanced budget seemed harmless and an actual constitutional change appeared unlikely.

For the past nine years, the resolution noted, "the AFL-CIO has fought a state-by-state legislative battle" that has beaten back most of the attempts to force a drastic and damaging change in the Constitution.

Apart from the dangers of the actual amendment—which would put economic policy into a recession-breeding mold—a constitutional convention could be the launching pad for an attempted drastic revision of American government. It would allow "radicals of all stripes" to try to reshape the Constitution to their own agenda, the AFL-CIO warned.

Ironically, conservatives in Congress have been using the threat of a runaway convention to try to pressure Congress to imitate a balanced budget amendment on its own. Early in the Reagan Administration, the Senate adopted such an amendment by the required two-thirds vote but a grassroots campaign mounted by the AFL-CIO helped block adoption by the House.

The resolution called on AFL-CIO state central bodies to cooperate with the Citizens to Protect the Constitution coalition to oppose any effort to pass a "con-con" resolution in the legislature.

In states where such resolution have previously been adopted, it urged campaigns for their repeal.

Scouting merit badge on labor welcomed

Miami Beach—The action of the Boy Scouts of America in creating a labor merit badge won praise from the convention.

Delegates noted that in working to earn the badge, scouters will be "exposed to the vital history, structure and objectives of organized labor" and urged unionists to become counselors to help BSA members earn this award.

The Boy Scouts are celebrating their 75th anniversary, the resolution said. Labor's relationship with the movement dates back to its founding in 1912, when AFL President Samuel Gompers pledged the federation's support for its activities.

Hatch Act reforms pressed to restore political rights

Miami Beach—Hatch Act restrictions on political participation by government and postal employees diminish the democratic process and should be repealed, the convention said.

Delegates noted that the law, passed a half-century ago, was originally intended to protect employees from political pressures on the job. But in practice, it has been used chiefly to punish workers for exercising their rights as citizens.

Legislation pending in Congress would continue protecting workers from being pressured by their bosses, but would allow them full freedom to participate in political action off the job.

Speaking for the resolution, John Leyden of the AFL-CIO Public Employee Dept. reminded delegates that recent targets of Hatch Act reprisal included three union presidents—Moe Biller of the Postal Workers, Kenneth T. Blaylock of the Government Employees and Vincent R. Sombrotto of the Letter Carriers.

All three are on unpaid leave of absence from their government jobs. But, Leyden noted, they were ruled in violation of the Hatch Act "for exercising their constitutional right and the mandate of their membership by endorsing a presidential candidate."

Leyden termed the action "a blatant attempt by the anti-labor, anti-employee Reagan Administration to send a message to their membership not to get involved in the political process."

Other resolutions adopted by the delegates covered a range of government and postal worker concerns. The convention:

- Called for comparability of federal employee pay with private-sector jobs, and said the federal law that is supposed to guarantee this has proved a "sham."
- Asked Congress to make the federal government once more a model employer and urged that this goal be included in the political party platforms in the coming election.
- Opposed contracting out of public work that has traditionally been performed by government workers. Speaking on the resolution, AFSCME delegate Joe Bonavito termed so-called privatization an anti-union weapon as the public jobs abolished are primarily held by union members.
- Protested Defense Dept. policies restricting the jobs that can be performed by women civilian employees and criticized the ambiguity of a statement dealing with disclosure of classified information that the Administration is requiring various civilian Defense Dept. employees to sign.

Rustin's life of service to humanity praised

Miami Beach—The AFL-CIO paid tribute to longtime trade union and civil rights leader Bayard Rustin for his "lifetime of service to the cause of humanity" and extolled Rustin's personal sacrifice to stand at the side of working people around the world.

"Through his leadership of the A. Philip Randolph Institute, Bayard Rustin wedded the struggle for racial justice to the struggle for economic justice," delegates said.

Because he "defended and advanced to the best of his ability the rights of all human beings," Rustin will be remembered with gratitude, respect and affection, the convention declared.

New approaches sought to enlist professionals

DPE affiliates take innovative paths

Miami Beach—Unions representing a high-growth area of the labor movement are looking into new ways of serving the professional as well as the economic needs of their members—and of the workforce they are seeking to organize.

Nontraditional areas of trade union activity were among the issues addressed at the 6th biennial convention of the AFL-CIO Dept. for Professional Employees in resolutions, speeches and floor discussion.

DPE President Albert Shanker suggested in his convention keynote that unions can enhance their usefulness to their members by using the collective bargaining process to give professional workers a greater voice in decision-making.

Shanker, who is president of the Teachers, cited innovative contracts in his own union, such as a Rochester, N.Y., plan that uses "peer review" to pass on requests for teacher transfers. In that case, the union gave up some traditional seniority rights—but not to management. A comparable situation finds Musicians in some symphony orchestras involved in passing on the qualifications of applicants to fill vacancies.

Shanker warned, however, that the Supreme Court decision in the NLRB vs. Yeshiva University case remains an obstacle to expanded professionalism in bargaining units.

A convention resolution called for legislation to reverse the Yeshiva decision and make clear that involvement in professional decision-making does not deprive the participants of their collective bargaining rights.

Changing workforce

DPE Director Jack Golodner said increased attention to professional concerns is one of the ways the department is staying current with the rapid changes in the workforce and the nature of work. Today's professionals, he noted, tend to be highly mobile, "less likely to identify with a single employer and more likely to identify with an occupational group."

He noted that the percentage of professionals in unions has continued to grow, and that unionism among professional, workers has already passed the 50 percent mark.

Delegates unanimously approved a per capita increase and re-elected the department's top officers—Vice President Alan D. Eisenberg, who is executive secretary of Actors' Equity, and Treasurer Rodney A. Bower, president of the Professional & Technical Engineers, as well as Shanker and Golodner.

Looking ahead, the DPE has established a Committee on the Future headed by AFSCME Sec.-Treas. William Lucy. Its goal is to explore the views of affiliates on the direction the department should take as it moves into its second decade.

Department concerns

Adopted resolutions reflected the broad range of concerns of the department's 28 affiliates.

Delegates expressed concern at the export of office jobs from data entering to engineering design to low-wage areas of the world. The "products" may enter the United States as electronics signals via satellites rather than as traditional imports, but the impact on jobs is the same.

Other resolutions urged promotion of child care facilities in workplaces, and warned of invasions of worker privacy from employer monitoring of telephone conversations as well as unilaterally imposed drug testing.

Delegates debated and overwhelmingly adopted a resolution that sought to assure maximum safeguards for workers whose jobs bring them in contact with persons who may have AIDS without stigmatizing or unnecessarily identifying victims of the illness.

Problems being faced by professional workers are worldwide, delegates discovered. Heribert Maier, general secretary of the International Federation of Commercial, Clerical, Professional & Technical Employees, spoke of a range of common concerns from health guidelines for video display terminals to invasion of privacy through computer data profiles of workers.

The convention marked the 10th anniversary of the department. It was chartered by the AFL-CIO in 1977 in order to meet the special needs of salaried employees in scientific, professional and cultural fields.

Lane Kirkland installs DPE officers: President Albert Shanker, Vice President Alan Eisenberg and Treasurer Rodney Bower to two-year terms.

Grateful Sharansky relates discovery of free trade unions

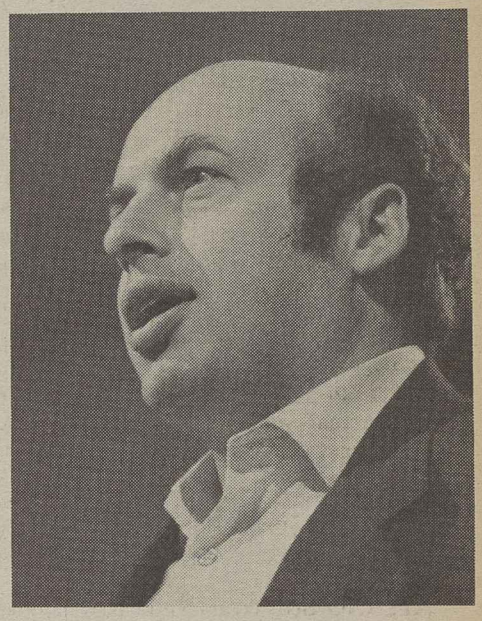
Miami Beach—Soviet human rights activist Natan Sharansky came to the AFL-CIO convention to express his gratitude for labor's help in engineering his release from prison and his emigration to Israel.

In introducing Sharansky to the delegates, AFL-CIO President Lane Kirkland hailed him as a "courageous symbol of the struggle for human rights" who was thrown into the gulags in 1977 on "sham" charges of espionage and treason.

Sharansky's only "crime," Kirkland said, was his effort to monitor Soviet compliance with the Helsinki human rights accord and his staunch defense of Soviet Jews.

"Thrown into jail," he continued, Sharansky "joined a huge pool of political prisoners numbering in the thousands . . . and the vast army of over 4 million forced laborers, who fuel the Soviet economy."

His imprisonment sent "shock waves" through the human rights community and triggered a massive protest that eventually won his release—a victory, Kirkland said, that has been celebrated "in every place where freedom reigns."



Natan Sharansky

Twisted words

Sharansky pointed out that he grew up in the Soviet Union listening to the government twist the words "solidarity" and "trade unions" into instruments to deprive workers of their rights.

Behind the facade of those words, he told the convention, lies the Soviet goal of making its citizens "slaves." He denounced the "so-called trade unions" in the Soviet Union as instruments used to deny workers "elementary, fundamental freedoms."

Sharansky said his hatred for the words "solidarity" and "trade unions" underwent a sea change after he read a speech by the late AFL-CIO President George Meany demanding linkage between human rights and trade concessions.

The Meany speech—later used as evidence against Sharansky in his trial—supported legislation introduced by the late Sen. Henry M. Jackson (D-Wash.) to deny the Soviet Union most-favored nation trade status unless it granted its citizens freedom to emigrate.

Sharansky emphasized that American labor's "colleagues" in the Soviet Union—those who oppose state-run labor organizations—continue to languish behind bars.

In the few instances in which they've been released "as the first gestures of glasnost"—Gorbachev's much-touted campaign of "openness"—they remain "completely isolated," forbidden to form trade unions and stifled if they express any dissent.

He urged the federation to continue its battle for human rights around the globe. "If you continue struggling, if you continue pressing, we can win," Sharansky declared.

Fair shake asked for family farmers

Miami Beach—The AFL-CIO pledged its continuing support for national action to strengthen rural America and assure a fair economic shake for the nation's working farm families while protecting the best interests of consumers.

Rejecting programs that aid giant agribusiness and tax-shelter operations, the convention called for new price, production and income policies to help farmers and their families keep their heads above water.

Delegates urged a moratorium on farm foreclosures that have devastated farm families and called on the Federal Reserve Board to allocate them credit at reduced interest rates.

The resolution called for regulations to restrain foreign buying of U.S. farmland and curbs on profiteering speculation on the commodity markets.

To provide a buffer for farmers against sharp price fluctuations, the federation recommended creation of national commodity reserve stockpiles and establishment of a National Grain Board to handle foreign sales of American grain.

The resolution encouraged the growth of farmer-owned cooperatives to break the stranglehold of corporate domination and endorsed sound soil and water conservation programs.

Migratory workers, the delegates said, are entitled to adequate health and safety protection, decent housing and sanitary conditions, educational opportunities for their children and wage safeguards at both the federal and state level.

The convention criticized the Reagan Administration for trying to "minimize or ignore" the dimensions of hunger in America, urging that the nation's food abundance "be used wisely and compassionately" to alleviate this problem.

Vigorous action needed to halt terrorism

Miami Beach—The failure of governments to act effectively against international terrorism—particularly on the high seas—was deplored by convention delegates, who called for more vigorous U.S. government action to halt such violence.

And in an effort to protect airline travelers and personnel, the convention strongly endorsed legislation to ban the production and importation of plastic weapons that can't be detected by standard airport security devices.

Delegates noted that acts of terrorist violence "continue unabated" against shipping in open violation of international law.

Addressing the issue of threats to air safety, the convention stressed the need for qualified and trained personnel to combat terrorism and called for certified training programs for airport security personnel.

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AFL-CIO LEGISLATIVE ALERT!

Roll Call: Workers Win On Five Key Labor Votes

The House votes (at right) are both on the polygraph protection bill. The Senate votes (below) are on the Bork nomination, catastrophic health-care coverage for the elderly and to enforce labor protective provisions (LPPs) during airline mergers.

Find your senators and your representative and see how they voted. "R" means they voted right, "W" wrong, "PR" paired right, "PW" paired wrong and "A" means they were absent.

Vote #1, House: The polygraph protection bill, H .R. 1212, passed the House on November 4th. However, before a vote on final passage was taken, several attempts were made to severely weaken the bill. One amendment, which was introduced by Reps. Darden (D-GA) and Young (R-FL), would have gutted the bill by allegedly regulating testing procedures at the state level, but which would have had no real affect on polygraph abuses.

The amendment was defeated by a vote of 169-242.

Vote #2, House: This is the final passage vote on the polygraph bill. H.R. 1212, to protect workers from infringement of their right to privacy by employers' use of the inaccurate polygraph test was adopted by a 254-158 vote.

Vote #1, Senate: On October 23rd, the Senate voted 42-58 to reject President Reagan's nomination of extremist Robert Bork to the Supreme Court. The AFL-CIO opposed the nominee.

Vote #2, Senate: On October 27th, the Senate voted 86-11 to pass S. 1127. The bill expands the Medicare program to protect beneficiaries from catastrophic health-care costs. Sens. Riegle (D-MI) and Pryor (D-AR) successfully introduced labor-supported amendments which improved the bill before final passage.

Vote #3, Senate: On October 30th, the Senate voted 64-28 to adopt an amendment by Sen. Adams (D-WA) which added airline LPPs to S. 1485, the airline consumer protection bill. The House passed similar provisions twice, once as a free-standing bill on June 22nd, and also on October 5th as a part of their counterpart airline consumer bill.

	I	II
ALABAMA		
1. Callahan (R)	W	W
2. Dickinson (R)	W	W
3. Nichols (D)	W	W
4. Bevill (D)	W	R
5. Flippo (D)	W	R
6. Erdreich (D)	W	R
7. Harris (D)	R	R
ALASKA		
AL Young, D. (R)	R	R
ARIZONA		
1. Rhodes (R)	W	W
2. Udall (D)	A	A
3. Stump (R)	W	W
4. Kyl (R)	W	W
5. Kolbe (R)	R	W
ARKANSAS		
1. Alexander (D)	R	R
2. Robinson (D)	R	R
3. Hammerschmidt (R)	W	W
4. Anthony (D)	R	R
CALIFORNIA		
1. Bosco (D)	R	R
2. Herger (R)	W	W
3. Matsui (D)	R	R
4. Fazio (D)	R	R
5. Pelosi (D)	R	R
6. Boxer (D)	PR	R
7. Miller, G. (D)	R	R
8. Dellums (D)	R	R
9. Stark (D)	R	R
10. Edwards, D. (D)	R	R
11. Lantos (D)	R	R
12. Konnyu (R)	W	W
13. Mineta (D)	R	R
14. Shumway (R)	W	W
15. Coelho (D)	R	R
16. Panetta (D)	R	R
17. Pashayan (R)	W	R
18. Lehman, R. (D)	R	R
19. Lagomarsino (R)	W	W
20. Thomas, W. (R)	W	W
21. Gallegly (R)	W	W
22. Moorhead (R)	W	W
23. Beilenson (D)	R	R
24. Waxman (D)	A	A
25. Roybal (D)	R	R
26. Berman (D)	R	R
27. Levine (D)	R	R
28. Dixon (D)	R	R
29. Hawkins (D)	R	R
30. Martinez (D)	R	R
31. Dymally (D)	R	R
32. Anderson (D)	W	R
33. Dreier (R)	W	W
34. Torres (D)	R	R
35. Lewis, J. (R)	W	W
36. Brown, G. (D)	PW	R
37. McCandless (R)	W	W
38. Dornan (R)	W	W
39. Dannemeyer (R)	W	W
40. Badham (R)	W	W
41. Lowery (R)	W	W
42. Lungren (R)	W	W
43. Packard (R)	W	W
44. Bates (D)	R	R
45. Hunter (R)	W	W
COLORADO		
1. Schroeder (D)	R	R
2. Skaggs (D)	R	R
3. Campbell (D)	W	R
4. Brown, H. (R)	A	A
5. Hefley (R)	W	W
6. Schaefer (R)	W	W
CONNECTICUT		
1. Kennelly (D)	R	R
2. Gejdenson (D)	R	R
3. Morrison, B. (D)	R	R
4. Shays (R)	R	R
5. Rowland, J. G. (R)	R	R
6. Johnson (R)	R	R
DELAWARE		
AL Carper (D)	R	R
FLORIDA		
1. Hutto (D)	W	W
2. Grant (D)	W	W
3. Bennett (D)	W	W
4. Chappell (D)	W	W
5. McCollum (R)	W	W
6. MacKay (D)	W	W
7. Gibbons (D)	R	R
8. Young, C. (R)	W	W
9. Bilirakis (R)	W	W
10. Ireland (R)	W	W
11. Nelson (D)	W	W
12. Lewis, T. (R)	W	W
13. Mack (R)	W	W
14. Mica (D)	W	W
15. Shaw (R)	W	W
16. Smith, L. (D)	R	R
17. Lehman, W. (D)	R	R
18. Pepper (D)	R	R
19. Fascell (D)	R	R
GEORGIA		
1. Thomas, L. (D)	W	W
2. Hatcher (D)	W	W
3. Ray (D)	W	W
4. Swindall (R)	W	W
5. Lewis (D)	R	R
6. Gingrich (R)	A	W
7. Darden (D)	W	W
8. Rowland (D)	W	W
9. Jenkins (D)	W	W
10. Barnard (D)	W	W
HAWAII		
1. Saiki (R)	W	W
2. Akaka (D)	R	R
IDAHO		
1. Craig (R)	W	W
2. Stallings (D)	R	R
ILLINOIS		
1. Hayes (D)	R	R
2. Savage (D)	R	R
3. Russo (D)	R	R
4. Davis (R)	R	R
5. Lipinski (D)	A	A
6. Hyde (R)	W	W
7. Collins (D)	R	R
8. Rostenkowski (D)	R	R
9. Yates (D)	R	R
10. Porter (R)	W	W
11. Annunzio (D)	R	R
12. Crane, P. (R)	A	A
13. Fawell (R)	W	W
14. Hastert (R)	W	W
15. Madigan (R)	W	W
16. Martin, L. (R)	R	R
17. Evans, L. (D)	R	R
18. Michel (R)	W	W
19. Bruce (D)	R	R
20. Durbin (D)	R	R
21. Price (D)	R	R
22. Gray, K. (D)	R	R
INDIANA		
1. Visclosky (D)	R	R
2. Sharp (D)	A	A
3. Hiler (R)	W	W
4. Coats (R)	W	W
5. Jontz (D)	R	R
6. Burton, D. (R)	W	W
7. Myers (R)	W	W
8. McCloskey. (D)	R	R
9. Hamilton (D)	R	R
10. Jacobs (D)	R	R
IOWA		
1. Leach (R)	R	R
2. Tauke (R)	R	R
3. Nagle (D)	R	R
4. Smith, N. (D)	R	R
5. Lightfoot (R)	W	W
6. Grandy (R)	R	W
KANSAS		
1. Roberts (R)	W	W
2. Slattery (D)	R	R
3. Meyers (R)	W	W
4. Glickman (D)	R	R
5. Whittaker (R)	W	W
KENTUCKY		
1. Hubbard (D)	R	R
2. Natcher (D)	R	R
3. Mazzoli (D)	R	R
4. Bunning (R)	W	W
5. Rogers (R)	W	W
6. Hopkins (R)	W	W
7. Perkins (D)	R	R
LOUISIANA		
1. Livingston (R)	W	W
2. Boggs (D)	R	R
3. Tauzin (D)	W	R
4. Roemer (D)	PW	A
5. Huckaby (D)	W	W
6. Baker (R)	W	W
7. Hayes (D)	W	R
8. Holloway (R)	W	W
MAINE		
1. Brennan (D)	R	R
2. Snowe (R)	R	R
MARYLAND		
1. Dyson (D)	R	R
2. Bentley (R)	W	R
3. Cardin (D)	R	R
4. McMillen (D)	R	R
5. Hoyer (D)	R	R
6. Byron (D)	W	R
7. Mfume (D)	R	R
8. Morella (R)	R	R
MASSACHUSETTS		
1. Conte (R)	R	R
2. Boland (D)	R	R
3. Early (D)	R	R
4. Frank (D)	R	R
5. Atkins (D)	R	R
6. Mavroules (D)	R	R
7. Markey (D)	R	R
8. Kennedy (D)	R	R
9. Moakley (D)	R	R
10. Studds (D)	R	R
11. Donnelly (D)	R	R
MICHIGAN		
1. Conyers (D)	R	R
2. Pursell (R)	R	R
3. Wolpe (D)	R	R
4. Upton (R)	W	R
5. Henry (R)	R	R
6. Carr (D)	A	A
7. Kildee (D)	R	R
8. Traxler (D)	R	R
9. Vander Jagt (R)	W	R
10. Schuette (R)	W	R
11. Davis (R)	R	R
12. Bonior (D)	R	R
13. Crockett (D)	R	R
14. Hertel (D)	R	R
15. Ford, W. (D)	R	R
16. Dingell (D)	R	R
17. Levin (D)	R	R
18. Broomfield (R)	W	R
MINNESOTA		
1. Penny (D)	R	R
2. Weber (R)	R	R
3. Frenzel (R)	W	W
4. Vento (D)	R	R
5. Sabo (D)	R	R
6. Sikorski (D)	R	R
7. Stangeland (R)	W	W
8. Oberstar (D)	R	R
MISSISSIPPI		
1. Whitten (D)	R	R
2. Espy (D)	R	R
3. Montgomery (D)	W	W
4. Dowdy (D)	W	R
5. Lott (R)	A	A
MISSOURI		
1. Clay (D)	A	A
2. Buechner (R)	W	W
3. Gephardt (D)	A	A
4. Skelton (D)	R	R
5. Wheat (D)	R	R
6. Coleman, E. (R)	W	W
7. Taylor (R)	W	W
8. Emerson (R)	W	W
9. Volkmer (D)	R	R
MONTANA		
1. Williams, P. (D)	R	R
2. Marlenee (R)	W	W
NEBRASKA		
1. Bereuter (R)	W	W
2. Daub (R)	W	W
3. Smith, V. (R)	W	W
NEVADA		
1. Bilbray (D)	R	R
2. Vucanovich (R)	W	W
NEW HAMPSHIRE		
1. Smith, R. (R)	W	W
2. Gregg (R)	R	R
NEW JERSEY		
1. Florio (D)	R	R
2. Hughes (D)	R	R
3. Howard (D)	A	A
4. Smith, C. (R)	R	R
5. Roukema (R)	W	W
6. Dwyer (D)	R	R
7. Rinaldo (R)	R	R
8. Roe (D)	R	R
9. Torricelli (D)	R	R
10. Rodino (D)	R	R
11. Gallo (R)	R	R
12. Courter (R)	R	R
13. Saxton (R)	R	R
14. Guarini (D)	R	R
NEW MEXICO		
1. Lujan (R)	W	W
2. Skeen (R)	W	W
3. Richardson (D)	R	R
NEW YORK		
1. Hochbrueckner (D)	W	R
2. Downey (D)	R	R
3. Mrazek (D)	R	R
4. Lent (R)	W	W
5. McGrath (R)	W	W
6. Flake (D)	R	R
7. Ackerman (D)	R	R
8. Scheuer (D)	R	R
9. Manton (D)	R	R
10. Schumer (D)	R	A
11. Towns (D)	R	R
12. Owens (D)	R	R
13. Solarz (D)	R	R
14. Molinari (R)	A	A
15. Green (R)	R	R
16. Rangel (D)	R	R
17. Weiss (D)	A	R
18. Garcia (D)	R	R
19. Biaggi (D)	A	A
20. DioGuardi (R)	W	W
21. Fish (R)	R	R
22. Gilman (R)	R	R
23. Stratton (D)	W	R
24. Solomon (R)	W	W
25. Boehlert (R)	R	R
26. Martin, D. (R)	W	W
27. Wortley (R)	W	W
28. McHugh (D)	R	R
29. Horton (R)	R	R
30. Slaughter (D)	R	R
31. Kemp (R)	PR	A
32. LaFalce (D)	R	R
33. Nowak (D)	R	R
34. Houghton (R)	R	R
NORTH CAROLINA		
1. Jones, W. (D)	A	A
2. Valentine (D)	W	W
3. Lancaster (D)	R	R
4. Price (D)	R	R
5. Neal (D)	R	R
6. Coble (R)	W	W
7. Rose (D)	R	R
8. Hefner (D)	W	W
9. McMillan (R)	W	W
10. Ballenger (R)	W	W
11. Clarke (D)	R	R
NORTH DAKOTA		
AL Dorgan (D)	R	R
OHIO		
1. Luken (D)	R	R
2. Gradison (R)	W	W
3. Hall, T. (D)	W	W
4. Oxley (R)	W	W
5. Latta (R)	W	W
6. McEwen (R)	W	W
7. DeWine (R)	W	W
8. Lukens (R)	W	W
9. Kaptur (D)	PR	A
10. Miller, C. (R)	W	W
11. Eckart (D)	R	R
12. Kasich (R)	W	W
13. Pease (D)	R	R
14. Sawyer (D)	R	R
15. Wylie (R)	W	W
16. Regula (R)	R	R
17. Traficant (D)	R	R
18. Applegate (D)	R	R
19. Feighan (D)	R	R
20. Oakar (D)	R	R
21. Stokes (D)	R	R
OKLAHOMA		
1. Inhofe (R)	W	W
2. Synar (D)	R	R
3. Watkins (D)	R	R
4. McCurdy (D)	R	R
5. Edwards, M. (R)	W	W
6. English (D)	R	R
OREGON		
1. AuCoin (D)	R	R
2. Smith, R. (R)	W	W
3. Wyden (D)	R	R
4. DeFazio (D)	R	R
5. Smith, D. (R)	W	W
PENNSYLVANIA		
1. Foglietta (D)	R	R
2. Gray (D)	R	R
3. Borski (D)	R	R
4. Kolter (D)	R	R
5. Schulze (R)	W	W
6. Yatron (D)	R	R
7. Weldon (R)	R	W
8. Kostmayer (D)	R	R
9. Shuster (R)	W	W
10. McDade (R)	R	R
11. Kanjorski (D)	R	R
12. Murtha (D)	R	R
13. Coughlin (R)	R	R
14. Coyne (D)	R	R
15. Ritter (R)	R	R
16. Walker (R)	W	W
17. Gekas (R)	W	W
18. Walgren (D)	R	R
19. Goodling (R)	W	W
20. Gaydos (D)	R	R
21. Ridge (R)	R	R
22. Murphy (D)	R	R
23. Clinger (R)	R	R
RHODE ISLAND		
1. St Germain (D)	R	R
2. Schneider (R)	R	R
SOUTH CAROLINA		
1. Ravenel (R)	W	W
2. Spence (R)	W	W
3. Derrick (D)	W	W
4. Patterson (D)	R	W
5. Spratt (D)	R	W
6. Tallon (D)	R	W
SOUTH DAKOTA		
AL Johnson (D)	R	R
TENNESSEE		
1. Quillen (R)	W	R
2. Duncan (R)	A	A
3. Lloyd (D)	R	R
4. Cooper (D)	R	R
5. Vacancy		
6. Gordon (D)	R	R
7. Sundquist (R)	W	W
8. Jones, E. (D)	W	W
9. Ford, H. (D)	R	R
TEXAS		
1. Chapman (D)	W	W
2. Wilson (D)	R	R
3. Bartlett (R)	W	W
4. Hall, R. (D)	W	W
5. Bryant (D)	R	R
6. Barton (R)	R	W
7. Archer (R)	W	W
8. Fields (R)	W	W
9. Brooks (D)	R	R
10. Pickle (D)	W	R
11. Leath (D)	W	W
12. Wright (D) Speaker		
13. Boulter (R)	W	R
14. Sweeney (R)	W	W
15. de la Garza (D)	W	W
16. Coleman, R. (D)	R	R
17. Stenholm (D)	W	W
18. Leland (D)	R	R
19. Combest (R)	W	W
20. Gonzalez (D)	R	R
21. Smith (R)	W	W
22. DeLay (R)	W	W
23. Bustamante (D)	R	R
24. Frost (D)	R	W
25. Andrews, M. (D)	R	R
26. Armey (R)	W	W
27. Ortiz (D)	W	R
UTAH		
1. Hansen, J. (R)	W	W
2. Owens (D)	A	A
3. Nielson (R)	R	R
VERMONT		
AL Jeffords (R)	R	R
VIRGINIA		
1. Bateman (R)	W	W
2. Pickett (D)	R	W
3. Bliley (R)	W	W
4. Sisisky (D)	W	W
5. Daniel (D)	A	A
6. Olin (D)	R	R
7. Slaughter (R)	W	W
8. Parris (R)	W	W
9. Boucher (D)	R	R
10. Wolf (R)	W	W
WASHINGTON		
1. Miller, J. (R)	R	R
2. Swift (D)	R	R
3. Bonker (D)	R	R
4. Morrison, S. (R)	W	W
5. Foley (D)	R	R
6. Dicks (D)	R	R
7. Lowry (D)	R	R
8. Chandler (R)	W	W
WEST VIRGINIA		
1. Mollohan (D)	R	R
2. Staggers (D)	R	R
3. Wise (D)	R	R
4. Rahall (D)	R	R
WISCONSIN		
1. Aspin (D)	R	R
2. Kastenmeier (D)	R	R
3. Gunderson (R)	W	W
4. Kleczka (D)	R	R
5. Moody (D)	R	R
6. Petri (R)	R	R
7. Obey (D)	R	R
8. Roth (R)	W	W
9. Sensenbrenner (R)	W	W
WYOMING		
AL Cheney (R)	W	W

	I	II	III
ALABAMA			
Heflin (D)	R	R	R
Shelby (D)	R	R	R
ALASKA			
Murkowski (R)	W	R	W
Stevens (R)	W	R	R
ARIZONA			
DeConcini (D)	R	R	R
McCain (R)	W	R	R
ARKANSAS			
Bumpers (D)	R	R	R
Pryor (D)	R	R	R
CALIFORNIA			
Cranston (D)	R	R	R
Wilson (R)	W	R	W
COLORADO			
Wirth (D)	R	R	R
Armstrong (R)	W	W	W
CONNECTICUT			
Dodd (D)	R	A	R
Weicker (R)	R	R	R
DELAWARE			
Biden (D)	R	R	R
Roth (R)	W	W	W
FLORIDA			
Chiles (D)	R	R	R
Graham (D)	R	R	R
GEORGIA			
Fowler (D)	R	R	R
Nunn (D)	R	R	R
HAWAII			
Inouye (D)	R	R	R
Matsunaga (D)	R	R	R
IDAHO			
McClure (R)	W	W	W
Symms (R)	W	W	A
ILLINOIS			
Dixon (D)	R	R	R
Simon (D)	R	A	A
INDIANA			
Lugar (R)	W	R	W
Quayle (R)	W	R	W
IOWA			
Harkin (D)	R	R	R
Grassley (R)	W	R	W
KANSAS			
Dole (R)	W	R	W
Kassebaum (R)	W	W	W
KENTUCKY			
Ford (D)	R	R	R
McConnell (R)	W	R	W
LOUISIANA			
Breaux (D)	R	R	R
Johnston (D)	R	R	R
MAINE			
Mitchell (D)	R	R	R
Cohen (R)	W	R	W
MARYLAND			
Mikulski (D)	R	R	R
Sarbanes (D)	R	R	R
MASSACHUSETTS			
Kennedy (D)	R	R	R
Kerry (D)	R	R	R
MICHIGAN			
Levin (D)	R	R	R
Riegle (D)	R	R	R
MINNESOTA			
Boschwitz (R)	W	R	R
Durenberger (R)	W	R	R
MISSISSIPPI			
Stennis (D)	R	R	W
Cochran (R)	W	R	W
MISSOURI			
Bond (R)	W	R	A
Danforth (R)	W	R	R
MONTANA			
Baucus (D)	R	R	R
Melcher (D)	R	R	R
NEBRASKA			
Exon (D)	R	R	R
Karnes (R)	W	W	W
NEVADA			
Reid (D)	R	R	R
Hecht (R)	W	R	W
NEW HAMPSHIRE			
Humphrey (R)	W	W	W
Rudman (R)	W	R	W
NEW JERSEY			
Bradley (D)	R	R	A
Lautenberg (D)	R	R	R
NEW MEXICO			
Bingaman (D)	R	R	R
Domenici (R)	W	R	W
NEW YORK			
Moynihan (D)	R	R	R
D'Amato (R)	W	R	R
NORTH CAROLINA	I	II	III
Sanford (D)	R	R	R
Helms (R)	W	W	W
NORTH DAKOTA	I	II	III
Burdick (D)	R	R	R
Conrad (D)	R	R	R
OHIO			
Glenn (D)	R	R	R
Metzenbaum (D)	R	R	R
OKLAHOMA			
Boren (D)	W	R	R
Nickles (R)	W	W	W
OREGON			
Hatfield (R)	W	R	R
Packwood (R)	R	R	R
PENNSYLVANIA			
Heinz (R)	W	R	A
Specter (R)	R	R	R
RHODE ISLAND			
Pell (D)	R	R	R
Chafee (R)	R	R	W
SOUTH CAROLINA			
Hollings (D)	W	W	R
Thurmond (R)	W	R	W
SOUTH DAKOTA			
Daschle (D)	R	R	R
Pressler (R)	W	R	R
TENNESSEE	I	II	III
Gore (D)	R	A	A
Sasser (D)	R	R	R
TEXAS			
Bentsen (D)	R	R	R
Gramm (R)	W	R	W
UTAH			
Garn (R)	W	W	W
Hatch (R)	W	R	A
VERMONT			
Leahy (D)	R	R	R
Stafford (R)	R	R	A
VIRGINIA			
Trible (R)	W	R	R
Warner (R)	R	R	R
WASHINGTON			
Adams (D)	R	R	R
Evans (R)	W	R	R
WEST VIRGINIA			
Byrd (D)	R	R	R
Rockefeller (D)	R	R	R
WISCONSIN			
Proxmire (D)	R	R	R
Kasten (R)	W	R	W
WYOMING			
Simpson (R)	W	R	W
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AFL-CIO news

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Pace of trade deficit points to new record in lost dollars, jobs

By John R. Oravec

Defective U.S. international economic policies are pushing the country deeper into the foreign trade hole, AFL-CIO President Lane Kirkland declared as the government reported the nation's raging trade deficit amounted to $14.1 billion in September.

Imports poured in at a $35.1-billion clip—the fourth highest month on record—while exporters shipped out $20 billion in U.S.-made goods.

Despite the $1.6-billion decline from August's $15.7-billion shortfall, Kirkland warned that "the U.S. trade deficit will reach $170 billion for 1987—exceeding the record imbalance of 1986."

Nine-month pace

Even after downward revisions based on adjusted Canadian statistics now used by the Commerce Dept., last year's trade deficit was a record $156.2 billion. For just the first nine months of 1987 the nation's trade imbalance reached $128.2 billion, nearly $5 billion ahead of last year's nine-month mark.

"The manufacturing sector continues to be hardest hit," Kirkland pointed out. "Based on the first three quarters, the U.S. deficit in manufactured goods is expected to grow to more than $150 billion by the end of 1987."

Stressing that the dismal trade statistics underscore the need for swift congressional action on effective trade legislation, he said: "We congratulate the House for standing firm this week in keeping the Gephardt amendment—a strong deficit reduction provision—in the final bill. We call upon the House-Senate conferees to continue work on an effective trade bill."

A Republican attempt to scuttle the Gephardt measure was rejected on a 238-175 vote.

The trade deficit reduction provision, spearheaded by Rep. Richard A. Gephardt (D-Mo.), actually picked up added support in the floor action. When the House adopted it in April, it was approved on a narrow 218-214 rollcall vote. Under Gephardt, countries that run up huge surpluses and maintain unfair trade practices would be required to correct the imbalances.

For the first nine months of 1987, imports of manufactured goods amounted to $238 billion, about $20.5 billion above the year-ago period. Exports increased to $124.7 billion from $110 billion in the comparable 1986 period. Even so, that leaves a deficit of $113.3 billion in the manufacturing sector for the first three quarters of the year.

Economists estimate that American workers lose 22,500 jobs for every $1 billion in imports. Over the past seven years, some 2 million factory jobs have been wiped out by the mounting trade deficit.

The trading shortfall with Canada continued to swell even as the Reagan Administration hailed the so-called free trade agreement it negotiated two months ago. The September trade gap with Canada was $1.3 billion, an increase of almost $350 million from August.

Deficits were trimmed slightly with other major trading countries, including Western European nations, Taiwan, South Korea and Japan. But the shortfall with Japan still amounted to $4.6 billion, down only about 5 percent from August. The deficit with OPEC countries tapered off from $1.8 billion in August to $1.6 billion in September.

Fewer unemployed receiving benefits as rate edges up

By Candice Johnson

Nearly 13.3 million persons were unemployed or underemployed in October as the jobless rate edged back up to 6 percent, the Bureau of Labor Statistics reported.

Except for September, when the jobless rate was 5.9 percent, unemployment during the seven years of the Reagan presidency has exceeded 6 percent.

Joining the 7.2 million workers officially listed as unemployed in October were 1 million discouraged workers and another 5.1 million persons working part time but seeking full-time work.

And while unemployment increased, another BLS report showed the number of jobless workers receiving any unemployment compensation fell to 25.9 percent—or 1.8 million—last month. As a result, nearly three-quarters of the short-term jobless, or 5.1 million workers, were without benefits.

The picture was even darker for the more than 1 million long-term jobless—those unemployed 27 weeks or longer. Just 2,200, or two-tenths of 1 percent, are

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Sec.-Treas. Thomas R. Donahue testifies at House hearings for stronger sanctions against South Africa, with Associate Legislative Director Peggy Taylor and African-American Labor Center Director Patrick O'Farrell.

Stiffer sanctions pressed to force end of apartheid

The AFL-CIO assailed the Reagan Administration's "blatant failure" to enforce sanctions against South Africa and urged Congress to consider stronger measures to force an end to apartheid and other forms of racial repression.

Sec.-Treas. Thomas R. Donahue charged at House hearings that $130 million in embargoed South African goods has entered the United States because the Administration didn't enforce the law Congress passed last year—over President Reagan's veto.

The South African sanctions law "needs strengthening, needs enforcing, needs new provisions, needs new activism, and needs renewed support," Donahue testified.

The sanctions law, which went into effect on Oct. 2, 1986, included an immediate ban on iron and steel imports from South Africa and a ban on textile imports that became effective Dec. 31, 1986.

Law flouted

During the first six months of this year, Donahue noted, "$59.4 million worth of banned iron and steel entered the American market in direct contravention of the law." That's on top of $68.8 million of imports in the last quarter of 1986—a figure that includes exempted shipments to fulfill previously negotiated contracts.

The textile ban was flouted by imports of more than $3 million of textile products, including wearing apparel, in the first half of this year, Donahue testified.

While the law provides fines and imprisonment for willful violations of the embargo, "to date, no civil or criminal penalties have been assessed," he observed.

The 1986 law also called on the President to recommend additional sanctions if the Pretoria regime didn't make "substantial progress" toward ending apartheid.

White House stall

Reagan's response last month, on the anniversary of the law, was to propose instead what he termed "creative diplomacy." That's the same approach Reagan took last year when he unsuccessfully tried to dissuade Congress from enacting sanctions.

Donahue expressed the AFL-CIO's strong dissent to the Administration approach in his testimony before a joint hearing of two House Foreign Affairs subcommittees. He urged additional measures including:

- Closing South Africa's consulates in the United States until that country's government is elected by voters of all races.
- Restrictions on the entrance of South Africans supporting apartheid into the United States until South Africa's borders are open to all U.S. citizens, including AFL-CIO representatives who are presently excluded
- A ban on trade magazines and tour guides promoting investment or travel in South Africa, and prohibition of commer-

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Immigrant aid spurs organizing gains

Los Angeles assistance project brings dividend of good will

Los Angeles—The AFL-CIO's immigrant assistance project is proving itself a valuable union organizing tool, especially at job sites where many of the workers are immigrants and need information on the legalization process.

Using the immigrant assistance project's outreach efforts in conjunction with a basic organizing drive, for example, produced a key victory at Rocket Industries, where predominantly Hispanic immigrant workers voted for the Rubber Workers by a 4-to-1 margin in a representation election.

The strategy combined the resources of both the immigrant assistance project—funded by the federation and affiliated unions and directed by the Los Angeles AFL-CIO—and the Los Angeles/Orange County Organizing Committee, which recently celebrated its 25th anniversary.

During the campaign, union members distributed leaflets at the job site with information on immigration counseling and legal aid offered by the central labor body at eight centers. The undocumented and unorganized workers also can join participating unions as associate members.

Immigrant workforce

Of the 241 workers at Rocket Industries, nearly 95 percent had immigrated from Central and Latin American countries and at least half had not yet gained legalized status or citizenship, said Ernesto Medrano, who is immigration coordinator for the Los Angeles/Orange County Oragnizing Committee and also serves as outreach coordinator for the immigrant assistance project.

Workers first were given leaflets advising those with undocumented status of their rights and possible eligibility for resident status and explaining how to get help. Then, Spanish-speaking labor representatives including Farm Workers and URW organizers met with the workers in small groups to discuss their serious job grievances, Medrano said.

Some workers had been on the job for 15 years and were earning just $4 an hour, Medrano noted. The company, which produces auto and truck wheels, recently implemented a costly health care plan with deductible payments of $500 or more and was requiring workers to participate, he added.

Other grievances included Rocket's refusal to recognize seniority and its blacklisting of workers who asked for pay raises.

The final result, Medrano said, was that the Rocket workers voted 158-37 for union representation in a National Labor Relations Board election, and several amnesty-eligible workers began the often-complicated documentation process to gain legalized status.

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Office & Professional Employees set up picket line at the New York Stock Exchange.

NYSE strikers return to jobs, talks resume

New York—Stock reporters, clerks and other workers who cover the floor and record the deals made at the New York Stock Exchange returned to work after a three-day strike, agreeing to continue negotiations with a federal mediator.

Members of Office & Professional Employees Local 153 struck the exchange Nov. 10, protesting management's refusal to improve pensions and other benefits.

But following a proposal from Commissioner Patrick Hart of the Federal Mediation & Conciliation Service, the OPEIU members voted to return to work Nov. 13. Management and the union agreed that there will be no lockout or work stoppage while negotiations continue.

Hart said the parties will meet next week and called the issues in the dispute "difficult."

The 1,100 exchange workers—and an additional 325 OPEIU members at Securities Industry Automation Corp.—have been working without a contract since Oct. 31. Both sides agreed to a 5-percent wage increase in each year of a three-year contract. But management had rejected the union's bid to lower the retirement age to 55 and to increase pension benefits.

OPEIU Local 153 Sec.-Treas. Michael Goodwin earlier pointed out that a worker earning $33,700—the high end of the salary range for NYSE employees—would receive an annual pension of just $11,700 upon retirement at age 65. The union wants workers to become eligible for half-pay pensions at age 55.

Goodwin said that with the exception of the pension proposals, management's offer was "essentially acceptable." But "if you've watched the market the past few weeks, it's easy to see how a worker can burn out," he pointed out.

While the exchange claimed the strike was having little affect on Big Board operations, some analysts noted that trading volume had been light—with just 184 million shares of stock traded on the first day of the strike. They expressed concern that floor operations could become chaotic if the strike continued and the stock-trading pace hit the 500- and 600-million share mark, as occurred in October.

Polygraph used as union-busting tool

Firm still defying NLRB orders on reinstatement, back pay

By David L. Perlman

A company that fired workers who were identified as union supporters after a polygraph interrogation is refusing to comply with a National Labor Relations Board order for reinstatement and back pay.

The 15 workers who were hooked up to a polygraph machine and asked intimidating questions about their support of a union have already waited seven and one-half years for justice. They will have to wait longer, all but one who has already died.

The Alliance Rubber Co.—which manufactures rubber bands—choked off an organizing campaign at its Hot Springs, Ark., plant in the spring of 1980, when it dismissed them for what it termed "economic reasons."

Those fired included some of the most experienced and most productive workers.

Most of them had admitted, when hooked up to a so-called lie detector, that they were friendly to the organizing efforts of the Southern Council of Industrial Workers, an affiliate of the Carpenters.

Some had merely refused to give a polygraph examiner the names of fellow workers who supported a union. But the day after the polygraph interrogations were completed, only two known union supporters were still on the payroll.

Clock ticking

The Carpenters filed unfair labor practice charges, and the NLRB clock began ticking. It's still ticking.

The case has become a horror story on the weakness of federal labor law and the NLRB's enforcement problems, as well as on the use of lie detector devices as a union-busting tactic.

Back in 1982, an NLRB administrative law judge ordered the 15 fired workers reinstated with back pay. He found the company guilty of "coercive interrogation and threats of economic reprisals" against union supporters that were "carried out by its supervisors and agents."

The company refused to comply, and requested an NLRB review.

The normally slow process of review by a three-member NLRB panel stretched out over more than five years. One reason was the constantly changing membership of the five-person labor board during the Reagan Administration. At least two panels set up to review the case had to be reconstituted because of membership changes.

Finally, last Sept. 30, an NLRB panel issued a 2-1 decision upholding the back pay and reinstatement order. Members Wilford W. Johansen and James M. Stephens supported the administrative law judge. Chairman Donald L. Dotson sided with the company, contending that there was no "proof" that the polygraph examiners who interrogated the workers were acting as "agents" of the employer.

At latest report, the company had still not complied. The NLRB will now have to obtain an enforcement order from a federal appellate court to make its decision stick. That could take a year or more—much more if company attorneys use every legal step to contest the ruling.

The facts of the case have never been in serious dispute.

The Alliance management hired a polygraph firm headed by one Robert A. Blankenship to interrogate employees at the Hot Springs plant. The purported reason was to investigate reports of employee "misconduct."

It was just coincidence, the company insists, that a union organizing campaign happened to be under way.

Administrative Law Judge Lawrence M. Cullen's decision summed up what he termed the "unrebutted" testimony:

"Blankenship inquired as to employees' knowledge of union activities, whether they had signed a card, were members of a union, attended union meetings."

Leading questions

He also "inquired into the identity of the union adherents and suggested names of employees who might be engaged in union activities. This questioning was sometimes followed up by statements by Blankenship that he already knew who the union adherents were so the employee ought to tell him, and that employees ought to be concerned about their own jobs."

As the majority of the NLRB panel noted when it reviewed and upheld the law judge's findings, the workers were questioned about their union views in an isolated room, hooked up to equipment measuring their physical reactions.

"Such questioning would plainly tend to chill the organizing activity," the NLRB majority noted with some understatement.

Dotson's dissent said his colleagues based their finding that the polygraph examiners had acted as agents of the employer on "inferences and assumptions that are purely speculative."

The two NLRB members in the majority retorted that there was "ample evidence" to conclude that the layoff was discriminatory and that the employer was well aware that "the sudden enforced departure of 11 out of 13 union supporters would be likely to put the brakes on an organizing campaign."

Medicare project to cover retirees in ACTWU plan

The Clothing & Textile Workers are participating in a pilot project with the U.S. Dept. of Health & Human Services covering retired ACTWU members and their spouses who are eligible for Medicare.

Through the Medicare Insured Group plan, ACTWU retirees can receive medical coverage under their union benefit program instead of switching to Medicare coverage.

ACTWU President Jack Sheinkman said he was pleased that the union will be a part of the MIG concept and noted that ACTWU long has been in the forefront of providing worker-insured health plans and other benefits.

"We see this as an important and necessary step" to help members obtain adequate health care during their retirement years, Sheinkman said. Retirees should be assured of accessible care, "just as they were assured of affordable medical coverage when on the shop floor."

Under the agreement with the Amalgamated Life Insurance Co., the trust that administers ACTWU's health insurance program, the federal government will pay the plan a set fee per participant. At a minimum, retirees will receive all the benefits available to Medicare participants.

The program will give ACTWU more control over its retiree health costs and will offer retired members "more choice, less red tape and usually increased benefits at reduced premiums," HHS noted.

The department's first demonstration project allowed retirees to continue Medicare coverage as members of a health maintenance organization. Nearly one million Medicare-eligible persons have enrolled in HMOs over the past two-and-one-half years. Expanding the program to jointly and union-administered health plans can help ensure continuity of care when an employee retires, HHS said.

Labor united in fighting GE plant closing plan

Cicero, Ill.—The national labor movement is united behind an effort to get the General Electric Co. to step back from its decision to move 1,200 refrigerator manufacturing jobs out of this Chicago suburb.

Sheet Metal Workers President Edward J. Carlough called on the company to "reconsider the decision before this situation escalates any further." And the AFL-CIO Executive Council backed Carlough's call with a vow to "work closely with the union in its efforts to prevent the unjustified closing of the Cicero plant."

GE announced Sept. 28 that it would move its Hotpoint small refrigerator production from Cicero to the non-union environment of Decatur, Ala. The council acted at the close of the AFL-CIO convention in October in Miami Beach.

Carlough had received the support of the Illinios state government to keep the plant open, and the council noted that the plant has been both productive and profitable in its operations here.

Reagan submits third court nomination

President Reagan made his third try at filling a Supreme Court vacancy, professing to be somewhat "wiser" in the confirmation process after the Senate's rejection of Judge Robert H. Bork and the withdrawal of Judge Douglas H. Ginsburg.

Reagan described his latest selection, Judge Anthony M. Kennedy, as "a true conservative" who "seems to be popular with many senators of varying political persuasions."

The President insisted he was just trying to be "humorous" when he promised a conservative audience that if Bork was turned down, he would nominate someone liberals would like even less.

A lot of people thought Reagan was carrying out that threat when he nominated Ginsburg, whose lack of judicial experience was compounded by serious conflict of interest allegations. But before Senate Judiciary Committee hearings could get started, Ginsburg's admission that he had several times smoked marijuana embarrassed the White House and led to withdrawal of his nomination.

Kennedy, 59, was appointed to the 9th Circuit U.S. Court of Appeals in 1975 by President Ford and has been the choice of Howard H. Baker Jr., the White House chief of staff. Both Bork and Ginsburg were urged on Reagan by Atty. Gen. Edwin Meese 3d.

Some of the far-right Republicans in the Senate had opposed Kennedy as too moderate for their tastes. Richard Viguerie, the right-wing fund-raiser, denounced the Kennedy nomination as "a total surrender to the left." But American Conservative Union President Daniel Casey said Kennedy was "a pretty solid conservative" and, anyway, the White House is suffering "institutional battle fatigue" over the effort to fill the Supreme Court vacancy.

After the Bork and Ginsburg experiences, few senators on either side of the aisle were inclined to rush in and declare themselves.

Judiciary Committee hearings, expected to get under way in January, will explore Kennedy's judicial opinions, legal writings and approach to some of the constitutional controversies the Supreme Court will be considering.

Trades ask new agency for construction safety

Rising death toll, specific needs stressed

By Arlee C. Green

Building trades unions called on Congress to set up a separate worker safety and health agency for the construction industry, citing the failure of the Occupational Safety & Health Administration to adequately protect their members on the job.

The AFL-CIO Building & Construction Trades Dept. was joined by the Iron Workers, Painters and Sheet Metal Workers in telling the House Education & Labor subcommittee of the need for a new agency to address the specific safety and health needs of the construction industry, which ranks as the second most hazardous behind mining.

The BCTD testimony, presented by Safety Director Jim Lapping, called the current occupational safety and health record in the construction industry "horrendous." It pointed out that the Construction Safety Act of 1969 was enacted because more than 2,800 building trades workers were killed on the job in 1968. That figure is even higher today, as construction deaths account for 26 percent of all on-the-job fatalities compared to 15 percent in 1968.

The construction trades testimony centered on last April's building collapse in Bridgeport, Conn., that killed 28 union craftsmen (related story this page). The subcommittee hearing, chaired by Rep. Joseph M. Gaydos (D-Pa.), included four guest panelists from Connecticut—Reps. Bruce A. Morrison (D), John G. Rowland (R), Christopher Shays (R) and Nancy L. Johnson (R).

Safety coordination

The BCTD testimony called for legislation requiring that a project owner or the prime contractor be responsible for coordinating safety among all employers and workers on a project. Any inspection targeting programs by OSHA should be directed at those employers with higher than average accident rates, the department said. But OSHA's inadequate record-keeping and reporting requirements and the lack of a centralized records location make it impossible to target such employers, the BCTD pointed out.

OSHA has been short-changed by the Reagan Administration which cut the number of inspectors nearly in half, leaving just 1,000 to cover the nation, the testimony noted. To remedy this, the BCTD urged creation of the Construction Industry Safety & Health Administration in the Labor Dept., with its director an assistant secretary. In addition, it called for establishment of an academy to train jobsite inspectors.

Other proposals of the BCTD urged:

- A broader scope for the Advisory Committee on Construction Safety & Health, including certification of inspectors, research activities and review and approval of policy directives.
- Authority for agency inspectors to enter a worksite without a warrant and to shut down a worksite after a fatality or catastrophic accident.
- Stiffer penalties for willful and serious violations, ranging up to $100,000, and for willful or repeat violations resulting in a worker death, a $25,000 fine and two years imprisonment.
- A right for workers to refuse to perform hazardous work.
- A requirement for a licensed construction safety supervisor on most projects and permits for certain high-hazard projects.

The BCTD said the request for a separate job safety agency for a hazardous industry is "not a novel idea." It noted that Congress created the Mine Safety & Health Administration in 1977 to cover an industry with one-tenth the employment of the building trades.

Iron Workers President Juel D. Drake, in discussing the Bridgeport tragedy, told the subcommittee that OSHA encountered many problems in gaining access to the Bridgeport site and in ensuring that evidence was neither removed nor destroyed.

Collapse reviewed

President Joseph F. Egan of Iron Workers Local 424 in Bridgeport detailed for the subcommittee the events surrounding the building collapse and its aftermath. He faulted the developers for attempting to thwart OSHA's investigation and noted that the local OSHA office lacked the funds to hire a backhoe to uncover the footings for test boring. Further, he pointed out, OSHA now has only one inspector with a construction background to cover the state of Connecticut.

The Painters' testimony, presented by Safety Director Rodney Wolford, emphasized that the current understaffed and underfunded OSHA often wastes its limited resources on positions contrary to the interests of construction workers, citing as examples its actions on standards covering hazard communication, concrete, trenching and tunneling.

He faulted OSHA's lack of enforcement of existing regulations, and the "glacial pace" of its health standard promulgation, citing the need for more inspectors with construction backgrounds and industry-specific standards.

Sheet Metal Workers testimony, given by Safety Director James Golden, termed OSHA's inspector training inadequate and its written formal complaint system "unwieldy and time-consuming."

Iron Workers testify for improved job safety coverage before House subcommittee. From left, Bridgeport Local 424 President Joseph F. Egan Jr., International President Juel D. Drake and Treas. James Cole.

Bridgeport building collapse draws record $5-million fine

The Occupational Safety & Health Administration proposed a record $5.11-million fine against five companies involved in the tragic building collapse in Bridgeport, Conn., last April that killed 28 union workers, the worst human toll in a construction accident this decade.

The agency also fined Bath Iron Works, a major shipbuilder in Bath, Me., $4.2 million for more than 3,000 health and safety violations in the largest OSHA penalty ever against a single contractor. And another Maine employer, International Paper, was fined $242,000 for 37 violations of federal safety regulations.

OSHA's investigation of the Bridgeport accident revealed "a serious disregard for basic fundamental engineering practices . . . and an overall sense of employer complacency for essential workplace safety considerations," said OSHA Administrator John A. Pendergrass.

OSHA, joined by the National Bureau of Standards, determined that the Bridgeport building collapse was most likely caused by the failure of a shearhead, a key component in the lift-slab construction method being used on the 13-story L'Ambiance building.

Reporting faulted

OSHA's requirement that only accidents resulting in a fatality or more than four injuries need be reported was criticized by building trades unions, which noted the Bridgeport contractor had a similar incident in March 1986 at a building site in Stamford, Conn. A concrete floor slab fell 15 inches when a shearhead failed and a worker lost two fingers. If it had been reported, it might have saved the lives of the Bridgeport workers, union leaders said.

OSHA proposed a fine of nearly $2.5 million for the Bridgeport developer, TPMI/Macomber, a joint venture of TPM International of Darien, Conn., and B.H. Macomber of Boston, and a similar amount for Texstar Construction Corp. of San Antonio, Tex. The balance of the penalties was assessed against Lift Frame Builders of Elmsford, N.Y. ($104,000), a general contractor, and Fairfield Testing Labs of Stamford ($10,000), and Preforce Corp. of New York ($1,000), two subcontractors.

At Bath Iron Works, OSHA found some 3,000 willful, repeat and serious violations. It also cited 641 record-keeping violations where the employer failed to record 85 percent of the injuries and illnesses over a 29-month period and incorrectly recorded the remaining 15 percent. Those not reported by the company included amputations, fractures and respiratory diseases caused by over-exposure to toxic substances.

OSHA said that workers at the shipbuilding firm who did plumbing repairs were routinely sprayed with raw sewerage because the company refused to drain the lines before work began or to provide personal protective equipment. Also, workers were required to enter confined spaces that hadn't been tested for flammable or toxic vapors, and asbestos-laden dust was found in areas deemed by the company to be safe.

Paper mill violations

At International Paper, OSHA assessed the company $242,000 for 37 violations, which include 34 willful instances. The agency noted the company's "disregard for employee protection from the effects of exposure to toxic gases in the pulp mill." The papermaker was fined for not providing the proper respirators to 31 workers who were regularly exposed to the toxic gases in the mill.

Paperworkers President Wayne E. Glenn said, "These fines prove that International Paper knowingly and willfully put workers' lives in danger." The UPIU currently has 3,000 members on strike or locked out at IP mills, including the one in Jay, Me.

Administration scored on bid to weaken right-to-know rule

The AFL-CIO condemned the Reagan Administration's attempt to weaken the federal right-to-know standard that provides workers with information on toxic hazards on the job.

Federation Vice President Lynn R. Williams, chairman of the Executive Council Committee on Safety & Occupational Health, noted that the White House's Office of Management & Budget has ordered the Occupational Safety & Health Administration to make changes in the standard that would severely reduce its effectiveness. The largest of these would affect construction workers on multi-employer worksites by denying them information on certain chemicals.

"It's incredible that a small group of Administration economists think they can deny American workers the right to information about dangerous chemicals on the job," said Williams, who is president of the Steelworkers.

Williams said the AFL-CIO and the USWA are still exploring the appropriate actions to fight the OMB directive.

AFL-CIO safety director Margaret Seminario said this is the first time OMB has tried to rewrite an existing, legitimate standard. "Obviously, the federation is very concerned that OMB is trying to intervene in this way. It's evident they are using every avenue to stop OSHA," Seminario said.

Years of pressure

OSHA's issuance of a hazard communication standard in November 1983 followed years of pressure by unions and environmental and community groups. "Politically," Williams said, "the Administration may come to wish they had left the standard alone."

The initial standard covered only the manufacturing sector. In May 1985, the 3rd Circuit U.S. Court of Appeals, acting on a suit filed by the USWA, the federation and the Public Citizen Litigation Group, ordered OSHA to expand the standard to include all workers. OSHA's delay in promulgating a standard resulted in another court order demanding a standard within 60 days. After several fruitless appeals, the agency finally issued a standard.

OSHA's hazard communication standard provides workers information on toxic substances in the workplace through written programs, training, container labeling and detailed material safety data sheets containing chemical information.

Williams charged that the OMB is now attempting to modify by administrative fiat the regulation ordered by the court. The Labor Dept. is also reviewing its options before responding to the budget agency's demands.

OSHA was ordered to publish on Dec. 1 a notice of proposed rulemaking in the Federal Register "to consider certain paperwork provisions" of the standard.

'Paperwork' cited

Citing the Paperwork Reduction Act, OMB said some information collection aspects of the hazard communication standard are burdensome on employers and manufacturers. Although it had approved the paperwork requirements of the original standard, it had not approved the expanded standard.

It ordered the federal safety agency to alter its requirement that material safety data sheets be provided at multiemployer jobsites, such as in the construction industry.

OMB also ordered that any consumer products excluded by Congress in the toxic waste cleanup law also be exempted from the hazard communication standard. It said this action "would address the concern that the current (standard) imposes unnecessary paperwork in many situations in which exposures and the risks are trivial."

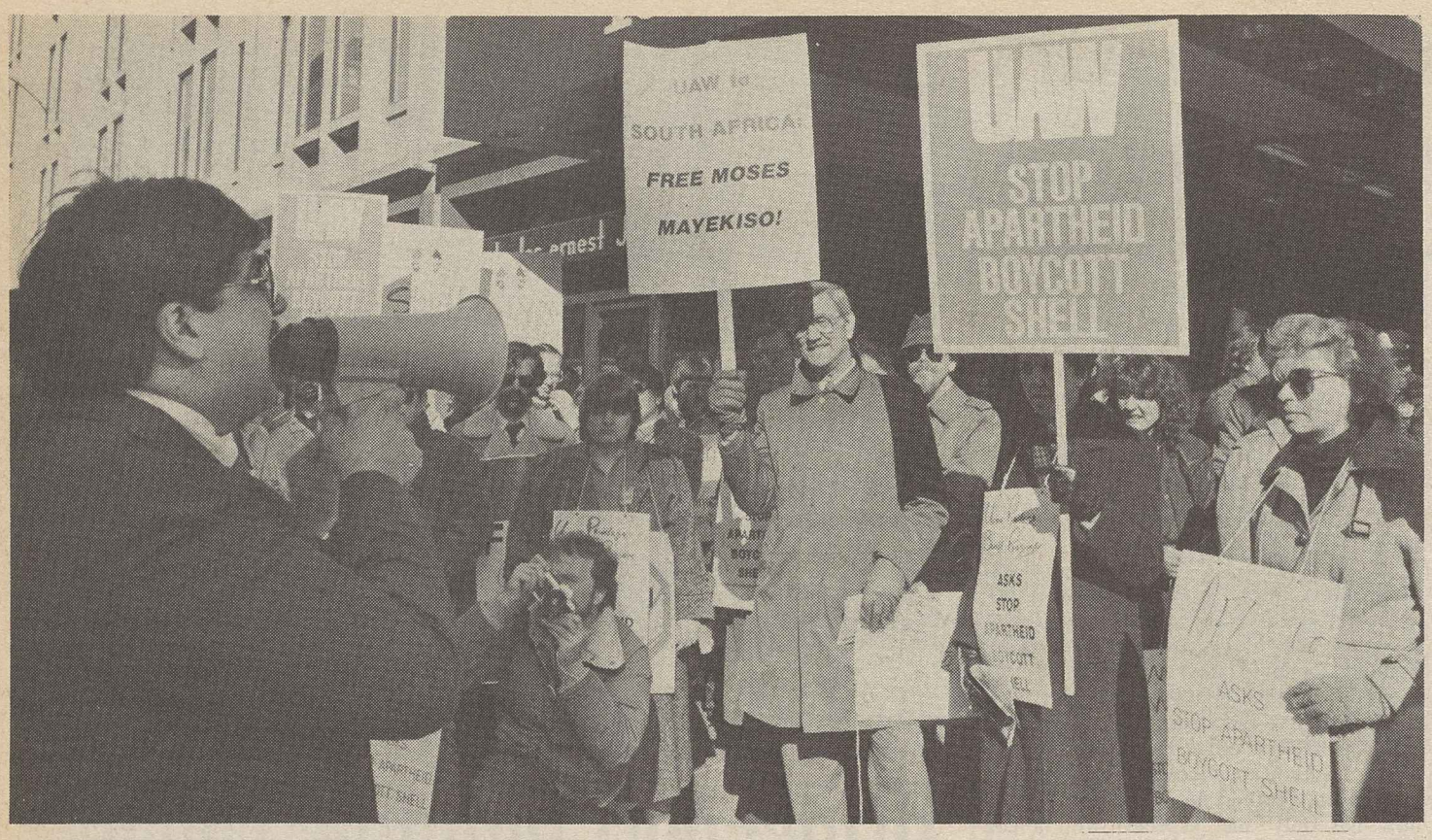
The budget agency also asked OSHA to explain why all drugs regulated by the Food & Drug Administration are not exempted. "The paperwork burdens of covering such drugs appear to be very high," OMB said.

In addition, OSHA must submit to OMB by next Jan. 1 a plan "for an administrative effort" to provide compliance assistance to employers, such as a generic hazard communication program, to be completed by March.

Planned premium rise for Medicare assailed

The National Council of Senior Citizens called on Congress to prevent a scheduled 38.5 percent increase in the premium cost for Part B of Medicare, the portion of the federal insurance program for the elderly that covers doctor bills.

NCSC Legislative Director Eric Shulman told the Senate Special Committee on Aging that the sharp increase would create hardships, "especially for the 15 million older Americans whose incomes are below $10,000 a year."



Shell no

President Richard Trumka of the unaffiliated Mine Workers is cheered by some 150 union members from the UMWA and the AFL-CIO and affiliated unions who are picketing Shell Oil Co.'s Washington headquarters. They are protesting the involvement of its parent company, Royal Dutch Shell, in supporting South Africa's system of apartheid. Trumka promised that "Shell Oil will never be let alone as long as it continues to prop up apartheid." Joslyn Williams, president of the Metropolitan Washington AFL-CIO, told the cheering crowd, "Shell may think they can wait us out, but the voice of the American labor movement will be raised and heard." At left, Electrical Workers President John J. Barry leads IBEW members and in the foreground are Gloria Johnson, social action director for the Electronics Workers and Susan Holleran, an assistant editor of AFSCME's Public Employee. Other unions included the Machinists, Food & Commercial Workers, Auto Workers, National Football League Players Association, Flight Attendants, Teamsters and the Newspaper Guild.

Stiff sanctions asked in war on apartheid

Continued from Page 1

cials and advertisements promoting South Africa or its products.

- Close monitoring to make sure that goods entering the United States are not South African in origin, regardless of packaging or port of shipment.
- Requiring all U.S. companies to stop doing business in South Africa and to couple their withdrawal with a negotiated settlement with the chosen representatives of their South African workforce.

Donahue cautioned that strengthening the law will be meaningless without "effective monitoring and enforcement."

He urged monitoring of multinational companies through the United Nations, shoring up the U.S. Customs Service to keep out embargoed South African goods, and increased Treasury surveillance of banks and financial institutions "to insure that no loans, investment guarantees or export credits are made available to South Africa or companies doing business with South Africa."

Arms monitoring

Donahue also called for Defense Dept. monitoring to assure that no U.S. arms are sold to the South African government.

The AFL-CIO has been actively working to end apartheid and the denial of trade union rights to black workers for nearly 30 years, Donahue told the two subcommittees.

He cited an AFL-CIO Executive Council condemnation of the 1958 treason trials of 91 leaders of organizations opposed to apartheid and the federation's 1960 call for a boycott of South African goods.

Repeatedly over the intervening years, Donahue noted, the AFL-CIO has called for and worked for an end to apartheid, for support to "those inside South Africa who were fighting for their freedom," and especially for the black trade union movement inside that country.

He told the panel that the measures the AFL-CIO is proposing to strengthen sanctions have been urged by representatives of South Africa's black workers as supportive of "their struggle for freedom."

Unionists arrested

During the past year, Donahue testified, South African black union officials and members have been arrested and detained without charges.

Union officials have been forbidden to leave the country on trade union business. Union newspapers have been censored and confiscated. Union meetings have been banned, disrupted and bugged, he said.

"Because the black population cannot engage in an apartheid dialogue," Donahue said, "we in the United States must do everything in our power to pressure the white South African regime to abolish the system of apartheid, thus opening the door to reform, the enfranchisement of all the people, and creation of a non-racial society."

He urged Congress to "put aside partisan politics and enact a bill that places America on the side of those committed to change in South Africa. Words alone will never dent the regime in Pretoria," Donahue stressed. But "action, and the political and economic isolation which follows, will force change."

Unemployment rate edges up but fewer jobless receive aid

Continued from Page 1

receiving any unemployment insurance benefits.

The BLS employment survey was conducted prior to the Oct. 19 stock market crash. Some economists expressed concern that the Wall Street plunge will crimp job growth as well as the consumer credit binge that has pumped up the Reagan Administration's so-called economic recovery.

AFL-CIO economist Henry Schechter pointed out that both low and peak unemployment levels have increased steadily over the past three decades. The current "low" jobless rate of 6 percent during a so-called economic recovery is several points higher than unemployment levels during other periods of economic gain, he noted. Schechter blamed the growing trade deficit for increasing both recession-cycle, "peak" unemployment and the lower rates marking periods of economic growth.

The Labor Dept. reported that nonagricultural payrolls rose by 550,000 jobs last month, with a high proportion of the increase—440,000 jobs—concentrated in services and retail trade. Employment in local government increased by 165,000, due in large part to teachers and other school employees returning to work after strikes.

The goods-producing sector gained 110,000 jobs last month and factory jobs increased by 65,000, led by a pickup in electrical equipment, machinery and fabricated metal products.

The jobless rate for women fell two-tenths of 1 percent last month to 5.2 percent while men experienced a one-tenth of 1 percent increase in joblessness, to 5.1 percent.

The unemployment level for black workers was 12 percent, down three-tenths of 1 percent from the previous month, and the jobless level for Hispanics dropped slightly to 8.3 percent.

Eastern Airlines schedules layoff of 3,500

Eastern Airlines Inc. announced that it is slashing its payroll and sending layoff notices to 3,500 workers who will lose their jobs by the end of the month.

The carrier blamed continuing financial losses for the cutback and said both union and nonunion employees will be furloughed. But of the three unions representing Eastern workers, only Machinists face layoffs in this round of job cuts, with workers in non-mechanic classifications—including baggage handlers, cleaners and stock clerks—targeted for the grim rollbacks.

Earlier, Eastern had demanded steep pay cuts for workers in those categories during negotiations to replace the contract expiring Dec. 31, but the IAM rejected that proposal.

The carrier's other unions are the Air Line Pilots and the Transport Workers, which represents flight attendants.

Eastern, which posted a $67.4-million loss for the quarter ending Sept. 30, is now owned by Texas Air Corp.

Job security key to IUE pact with General Motors

A three-year agreement containing what the Electronics Workers describe as "unprecedented" job-security guarantees has been reached between General Motors Corp. and seven IUE locals representing 24,000 GM workers in Ohio, Mississippi, New York and New Jersey.

The pact, ratified overwhelmingly by members of six of the seven locals, was signed this week.

The accord forbids plant closings except under "extraordinary" circumstances beyond GM's control, in which case the company must consult with the union. It bars indefinite layoffs and limits temporary layoffs to precisely defined periods of sales declines.

The company will commit $5.2 million to a joint union-management program to bring additional work to the nine plants covered by the contract and will recall laid-off workers rather than schedule overtime or turn to outsourcing when production increases.

The pact establishes secure employment levels in each bargaining unit which may not be reduced except for narrowly defined reasons and then only at half the rate of attrition: one reduction for every two quits, deaths or retirements.

Wage increases of 3 percent, plus 14 cents in cost-of-living increases, are retroactive to Sept. 14, when the expiring contract was extended.

Lump-sum payments of 3 percent of annual wages will be made in the second and third years.

Electronic Workers roll up 5 election wins

In a string of five election victories, about 1,000 workers in Tennessee, Texas and West Virginia have gained representation by the Electronic Workers.

IUE President William H. Bywater announced the following election victories between August and mid-September:

- A bargaining unit of 400 was gained at Athens Furniture Co., Athens, Tenn., by a vote of 199 to 144.
- Employees of Asplundh Tree Trimmers in five West Virginia locations voted 232 to 58 for the union.
- Among 100 employees at Fiberglass Systems Co., San Antonio, Tex., the vote was 50 to 40.
- In Memphis, IUE's Furniture Division won victories of 68 to 4 at the Pro-Marketing Co. and 61 to 13 at Certain-Teed Corp.

Congress snubs Reagan in adopting housing bill

Program approved for affordable homes

A bipartisan conference agreement paved the way for final approval of a housing bill that preserves programs the Reagan Administration sought to kill off or cut back. The labor-supported measure also would take some new steps toward providing affordable homes for moderate-income families.

The House approved the final version by a 391-1 vote, with only Rep. Philip M. Crane (R-Ill.) opposed, and the Senate is expected to pass the measure by a comfortable majority. Despite earlier rumblings of a presidential veto, most observers considered it likely that President Reagan will sign the measure rather than face a probable override.

But the Senate timetable was upset when a hard-core of Republican opponents raised a point of order that forced a vote on waiving the budget law to allow consideration of the conference agreement.

The issue raised was a technicality—involving $47 million of actual spending in a multibillion dollar authorization bill. But Republicans painted the issue as a vote "to increase the budget deficit" and the Democratic leadership put off a showdown while steering around a political quagmire.

Passage of the bill would mark the first time in the Reagan Administration that Congress has been able to pass a free-standing housing bill. In previous years, faced with Administration hostility and the reluctance of Senate Republicans to confront Reagan, Congress has used various catchall spending bills to fund housing and urban programs.

The bill awaiting final passage authorizes $15 billion in new funding for housing and urban development programs in this fiscal year, about one-third more than the Administration proposal. The same amount, plus an inflation adjustment, is authorized for the 1989 fiscal year.

Democrats in both bodies made concessions from their "wish list" for a reinvigorated national urban program—acknowledging the need for Republican votes to head off a veto and the pressures to hold down budget deficits.

But community development grants the Administration sought to cut back severely will be funded at approximately current levels.

There will be some funds for new public housing—which Reagan sought to eliminate. Existing public housing units won't be demolished unless there is replacement housing available for the low-income tenants, and assistance will be provided to displaced families.

Funds available

Unless Congress reneges in appropriating the needed funds, substantially more money than the Administration sought will be available for modernization of existing public housing.

The bill also permanently reauthorizes the Federal Housing Administration's home mortgage insurance program—the FHA insurance that has enabled millions of families to become homeowners.

A small-scale demonstration program will help fund day-care centers at public housing projects, allowing parents to take part in job training programs. There will be funds for new housing units for the elderly, and for in-home assistance to elderly persons so that they can avoid entering nursing homes.

A new program that has attracted considerable interest will help moderate-income families become homeowners—with non-profit organizations, local or state agencies and the federal government all making a contribution.

Its model is New York's Nehemiah program, in which a church group received city, state and federal help in putting up affordable housing. Two building trades unions—the Bricklayers and the Laborers—sponsored a comparable program in Boston.

The new federal program—budgeted at up to $150 million in the second year—would establish a federal revolving fund to lower the costs for moderate-income families buying homes built by non-profit organizations. Normally, public agencies would provide the land on which the homes would be built, further holding down the costs.

Income limits

Most of the homes would be town house developments, and family income of purchasers normally could not exceed 115 percent of the neighborhood average.

The federal payment of up to $15,000 a home would be comparable to a non-interest second mortgage. It will not have to be paid off until the home is sold. At that time, the money will go back into the revolving fund, to be loaned to other eligible families.

Broad support for the measure was demonstrated on the day of the House vote by a full-page newspaper advertisement sponsored by a diverse group of national organizations. They included the AFL-CIO, trade associations in the homebuilding industry, public agencies and community organizations.

The bill is "good for the economy, good for low-income households and good for America," the organizations declared. "It is not a budget buster. It is a building block from which we can make a better America."

On the light side

Volunteer clowns help promote a Red Cross blood drive sponsored by the Orange County AFL-CIO community services program by cheering on local federation president Gene Crawford as he donates blood. The campaign is planned for Dec. 12-20 to ease shortages at Christmas and New Year's when blood donations are critically low. From left, nurse Mary Jo Woodward, Richard Pastore of Communications Workers Local 9510, William F. Williams of Plumbers & Pipefitters Local 250, Josie Levesque of the Orange County federation, Beverly Pastore, Red Cross labor liaison representative.

AIFLD cited for 25-year aid to unions of Latin America

AFL-CIO President Lane Kirkland paid tribute to the American Institute for Free Labor Development on its 25th anniversary, terming the AIFLD's work "a mission as old as the American labor movement itself."

That mission is to bring "bread, peace and liberty" to workers throughout Latin America and the Caribbean and more broadly, to aid working men and women "who seek our help" in their struggle for freedom of association, Kirkland said.

"Generations of trade unionists have struggled long and hard" to win dignity and economic freedom "for workers in our own country, and will fight until they become a reality for all of this planet's workers," he declared.

Kirkland recounted labor's role in the founding of the Pan American Confederation of Labor in Mexico City in 1916 and reviewed the AFL-CIO's support for democratic leaders throughout the region. Over the years, American trade unionists continued to support those "who were fighting for free trade unions as an integral part of their long-sought democratic revolution," often at a time when most "mainstream institutions in our country, including our own government, viewed them as undesirable irritants," he noted.

From Batista in Cuba to Somoza in Nicaragua to Duvalier in Haiti, the AFL-CIO consistently opposed dictatorship and supported trade unionists "at the forefront of the struggle for democracy," who became "the first to be brutalized and suppressed by their own country's regimes," Kirkland said.

The AFL-CIO's international agenda calls for responsible plans "to offer relief from the debt crisis" and seeks a voice for organized labor in the planning and distribution of aid for Latin America, through the creation of the Central American Development Organization, Kirkland pointed out.

But the labor movement's internationalism will remain rooted in the principles of democracy, principles "which have characterized the representatives of AIFLD for a quarter of a century," he declared.

Five anti-union firms on IUD 'dishonor roll'

Five major companies have been named to the Industrial Union Dept.'s 1987 "dishonor roll" of labor law violators. IUD President Howard D. Samuel said the list, which has been published annually since 1933, this year includes:

BE & K Inc., a nonunion construction contractor that assists employers in the pulp and paper industry seeking to destroy their employees' unions. Nominated by the Carpenters and Paperworkers.

Colt Firearms of Hartford, Conn., nominated by the Auto Workers for forcing 1,000 workers to strike by suspending 400 employees, then hiring scabs.

MCI Corp., named by the Communications Workers for firing hundreds of workers nationwide for trying to organize.

International Paper Co., which has 3,000 workers locked out or on strike in Alabama, Maine, Pennsylvania and Wisconsin. Nominated by the Paperworkers.

U.S. Playing Card Co., which locked out workers in its Cincinnati plant after 30 years of harmonious relations and moved operations to a nonunion plant in Reno, Nev. Nominated by Retail, Wholesale & Dept. Store Union.

Kansas convention votes funds to step up organizing activities

Topeka, Kan.—Delegates to the Kansas AFL-CIO convention reviewed the state federation's legislative agenda and voted new funds to support expanded organizing and member education activities.

The 165 delegates approved several constitutional changes, including a 5-cent increase in the per capita rate, which raises the monthly rate paid by affiliates to 50 cents as of next January.

The convention established an advisory council to the executive board consisting of one delegate from each local central labor body, council, state association and local union affiliate.

Delegates also voted to make the executive vice president and executive secretary-treasurer full-time positions. These positions now are held, respectively, by Wayne Maichel and Jim DeHoff.

In a major address to the delegates, Ed McElroy, vice president, American Federation of Teachers, outlined the AFT's campaign to organize educators and other school workers. "The issues of justice, fair play, democracy in the workplace, adequate compensation, appropriate benefits, the ability to stand on your own two feet . . . are exactly the same for the machinist, the teacher and every worker at this convention," he stressed. "What matters is the economic sense of dignity and fair play that a trade union gives to any worker," he added.

Delegates called for strong measures against companies that close their plants without giving workers and communities sufficient notice and urged Congress to eliminate tax incentives that encourage some companies to move production facilities.

Legislative program

The convention also pressed for an increase in the federal minimum wage, a tax on stock transactions and passage of the Textile & Apparel Trade Act and endorsed a uniform poll-closing time for presidential elections. Delegates also commended state legislators who successfully rejected efforts to repeal Kansas's 96-year-old prevailing wage statute.

Delegates re-elected 15 executive board members and elected two new members, Eugene Burrell of the Glaziers and Jim Hastings of the Iron Workers.

Job guarantees negotiated in Jeep contract

Toledo, Ohio—A five-year contract covering 5,800 members of UAW Local 12 at Chrysler Corp.'s Jeep plant here eliminates fears of a plant closing and guarantees most jobs for the life of the contract.

Chrysler, which purchased American Motors Corp. Aug. 5, had asked for early negotiations to bring Local 12's three-year AMC contract in line with the master agreement negotiated between Chrysler and the UAW in 1985. The pact was not due to expire until next February. The new settlement, reached Oct. 29 and ratified Nov. 9, runs from Nov. 1 to Sept. 14, 1992.

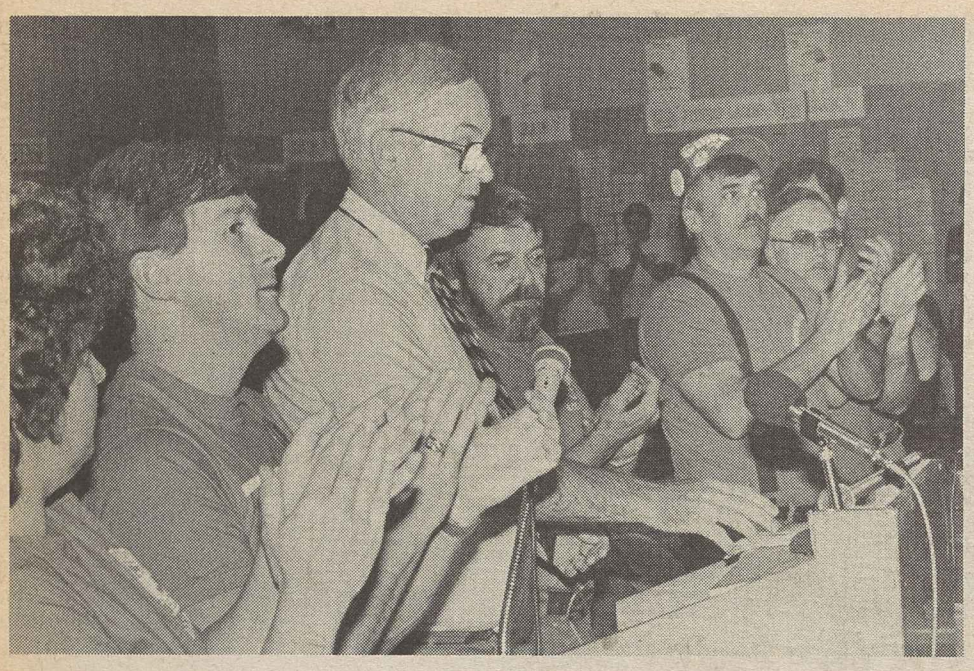
Besides pledging to keep the plant open for the five-year contract term, Chrysler agreed to a minimum staffing level of 4,500 until next September, when the UAW-Chrysler master agreement will be renegotiated.

A 3 percent lump-sum payment negotiated with AMC will be paid Jan. 18, and on Feb. 1 workers will receive a 2.25 percent wage increase, raising hourly wage rates to a range of $13.80 to $15.79. Local 12 also retains its cost-of-living adjustment of 1 cent per hour for each 0.26 change in the Consumer Price Index.

Within 30 days, workers will also receive a lump-sum payout averaging $2,950 as Chrysler makes good, in part, on an agreement under which AMC was to pay $100 per car into a fund to reimburse workers for earnings forgone in concessionary bargaining. UAW Region 2B Rep. Lloyd Mahaffey said the payout is about 55 percent of the amount owed to Jeep workers.

Local 12 retains a holiday schedule, including a six-to-eight-day Christmas break and a 40-hour Christmas payment, not found in other auto contracts, Mahaffey said. Pension and disability benefits are increased, and workers and retirees will share in future improvements under the master agreement.

The Jeep workers also will share for the first time in the skills development program to which Chrysler commits 15 cents per hour worked.



Maine AFL-CIO President Charles J. O'Leary pledges support to International Paper strikers. UPIU Local 14 Vice President Felix Jacques is at left and President William Meserve at right.

'Workers' bill of rights' keys actions by Maine convention

Rockport, Me.—The Maine AFL-CIO convention adopted a "workers' bill of rights," called for a ban on the hiring of permanent scabs and held a session of the three-day meeting in Jay, Me., to show labor's support for union members on strike against International Paper Co. since June 16.

In adopting the workers' bill of rights, delegates pointed out that it applies to union and nonunion workers alike. It asserts the rights of workers to useful paid employment, to earn enough to provide an adequate standard of living, and to equal pay for comparable work.

Also listed are the right to good medical care, to protection from the economic impact of plant closings, relocation, installation of new technology and foreign competition, and adequate protection from the economic fears associated with old age, sickness, unemployment and injury.

Among other things, the resolution also expresses the rights to an adequate pension plan, free speech on the job, full political participation without fear of employer retaliation, privacy and dignity on the job and freedom from oppressive testing and electronic surveillance, due process in any penalty or dismissal action, union representation and a safe workplace.

Legislation sought

The convention recessed on its first day, and the 143 delegates took a two-and-a-half-hour bus ride to Jay where more than 1,000 members of Paperworkers Local 14 and Firemen & Oilers Local 246 joined them in a rally. The convention delegates adopted a resolution there urging state and federal legislation to make the hiring of replacement workers during labor disputes illegal. Other resolutions supported the efforts of the International Paper strikers and called for a large turnout at a planned Nov. 21 rally in Jay.

The delegates approved a per capita increase that will raise the monthly levy from the current 65 cents per member to 75 cents on Jan. 1, 1988, and to 85 cents a year later.

State federation President Charles J. O'Leary and Vice President Gwendolyn Gatcomb were re-elected without opposition to four year terms. New members elected to the executive board for two-year terms are Bruce King of the Carpenters, Carl Turner, UPIU; Mickey Meader, Marine & Shipbuilding Workers; Arnold Paul, Boilermakers; William Carver, UPIU; Philip Place, Electrical Workers; and Thomas Nee, AFSCME.

New committees

To increase member involvement, the convention amended the constitution to provide for eight new standing committees: community services, affiliations, legislative, safety and health, public employees, unity, strike assistance and education, research and communications.

The future of workers' compensation was a key concern of the convention as the state legislature is now grappling with the topic in a special session. In his address to the delegates, O'Leary charged that Gov. John R. McKernan (R) "has knuckled under to the economic extortion of the insurance industry," which has threatened to withdraw from the program unless premiums are raised and benefits slashed.

House Speaker John L. Martin and Senate Majority Leader Charles P. Pray outlined a five-point program to put the program on sound footing and told labor delegates to press their legislators for action to defeat the anti-worker package presented by McKernan, whom the convention dubbed "McVeto" because of the many labor-backed measures he has vetoed.

Other speakers were Rep. Joseph Brennan (D), National COPE Director John Perkins and AFL-CIO Regional Director Frank Myers.

Delegates adopted resolutions calling on the Occupational Safety & Health Administration to hire more inspectors and do more construction site inspections, supporting creation of a labor scholarship program, backing child care legislation, and opposing privatization of work done by public employees.

Budget talks press on in effort to trim deficit

Deadline nears on $23-billion target

Congressional leaders from both parties struggled with the Reagan White House to find a way to reduce the budget deficit without resorting to the across-the-board cuts dictated by the Gramm-Rudman-Hollings law.

Unless an agreement is reached by Nov. 20, or a temporary extension of the deadline is voted, some $23 billion in spending cuts will be imposed—half from the military budget and half from the domestic side except for certain exempted programs such as social security payments.

Domestic programs subject to the sequestering provisions of Gramm-Rudman would be chopped 8.5 percent, with government agencies having only limited flexibility over the nature of the reductions.

The House sought to avert the Gramm-Rudman process by passing—by a single vote after a heavily partisan battle—a deficit reduction bill that included some $12 billion in new taxes. But the Senate has held up action on a companion measure while the "budget summit" meetings continue.

There was congressional action, meanwhile, on other legislative fronts.

The House approved a package of changes in the railroad unemployment insurance program—which also includes sick benefits—that will put it on a sounder footing and carry out many of the recommendations made jointly by unions and employers.

The bill, passed by a 366-24 margin under a no-amendment procedure, now goes to the Senate.

It would substantially increase the employer payroll tax that funds the system in order to speed repayment of some $800 million borrowed from the railroad retirement fund. The debt was incurred during the severe recession early in the Reagan Administration, when about 20 percent of the nation's railroad workers lost their jobs.

The House-passed bill would also raise the unemployment and sick-benefit payment to railroad workers from $25 to $30 a day. In future years, benefits would be increased annually by a percentage equal to two-thirds of the rise in national average wages.

On the other side of the coin, eligibility requirements would be tightened and a waiting period would be imposed at the start of each benefit year.

The bill does not change the maximum duration of unemployment and sick benefits—26 weeks for workers with up to 10 years of service, 39 weeks between 10 and 15 years of service, and 52 weeks after 15 years.

Parental leave

In another major area of labor concern, a bipartisan compromise on the parental leave bill reached by members of the House Education & Labor Committee appears to be winning the broad support its sponsors have been seeking.

The revised bill, intended to allay fears of small employers, would cover only firms of 50 or more workers for the three years after enactment, and firms with 35 or more workers thereafter.

Employees could take up to 10 weeks of unpaid leave in a 24-month period at the birth or adoption of a child, or to care for a seriously ill child or parent. An employee could also take a 15-week leave over a 12-month period if he or she is seriously ill. Any employer-provided health insurance would be continued during the unpaid leave period.

AFL-CIO President Lane Kirkland issued a statement welcoming the agreement as facilitating approval of the bill. He urged House members "to support prompt passage of this badly needed legislation."

Rhode Island fed posts gain in members, boosts per cap

Providence, R.I.—The Rhode Island AFL-CIO netted a 3 percent membership gain over the past year, delegates to the biennial convention learned as they shaped legislative goals for the upcoming year and increased the per capita tax.

State Federation President Edward J. McElroy Jr. told the convention that the membership had grown to 84,000 workers, following 15 years of gradual slippage.

Delegates voted to raise the monthly per capita payment from 40 cents to 47 cents, effective on Nov. 1, and to 55 cents a year later.

In plotting a legislative course, the delegates put special emphasis on gaining passage of plant closing protections at the state and federal level. The delegates said such legislation should provide advance notification of plant closing for layoffs and consultation between the employer and worker representatives to reach a mutually satisfactory alternative.

Firms that do shut down should provide their employees with severance pay, all unpaid wages, insurance and pension benefits and job search assistance.

The 420 delegates also called for improvements in state unemployment compensation, including extension of benefits to 39 weeks, assistance for lockout victims and health insurance for dislocated workers.

In other action, delegates voiced support for a higher minimum wage, more day care programs, increased funding for maternal and child health care programs and for job training, and improved benefits for workers injured and disabled on the job to raise compensation to 150 percent of the state's average weekly wage.

They also called for a state service contract act to assure that workers are paid prevailing wages.

In other resolutions, delegates backed enactment of federal legislation to prevent doublebreasting by construction contractors, pledged to work toward stopping the use of "minor children for any form of labor regardless of the industry," and supported the Farm Workers' grape boycott and the Food & Commercial Workers on strike against the John Morrell meatpacking firm in Sioux City, Iowa, and Sioux Falls, S.D.

Officers re-elected

McElroy was elected without opposition to his sixth term as president and James F. Kiley was re-elected as secretary-treasurer. Delegates also re-elected most members of the 69-member executive board.

In his convention address, Gov. Edward DiPrete (R) asked for the state federation's cooperation with a training program that he pledged would provide the skills needed to fill new jobs.

Delegates participated in four workshops on the convention's final day—an open forum with top officers, occupational health hazards, political action and union responses to a changing workforce, keying on issues of day care, parental leave, pay equity, job training and literacy in the workplace.

Schedule of Labor Studies Center courses

The George Meany Center for Labor Studies is offering ten workshops during November and December. The schedule:

Advanced Arbitration, Nov. 1-6—An advanced program that focuses on examination and cross-examination of witnesses, preparation of briefs and research.

Negotiating Profit-Sharing & ESOPs, Nov. 1-6—A course for full-time union officers and staff on how to design profit-sharing and employee stock ownership plans and how to analyze financial documents.

Computers for Local Unions, Nov. 15-19—For unions thinking of buying computers or upgrading an existing system.

Contract Negotiations: Private Sector, Nov. 15-20—A program for full-time officers and staff in the private sector analyzes the bargaining process and design of opening proposals, bargaining table tactics and communications.

Newswriting & Editing, Nov. 15-20—Tutoring for union editors on the basics of producing readable, interesting and effective publications.

Conducting Opinion Polls I, Nov. 22-25—A seminar on polling techniques and membership survey methods.

New Staff Program, Nov. 29-Dec. 11—A workshop for recently appointed or elected union staff to improve skills.

Organizing in the Construction Industry I, Dec. 6-11—A session to develop skills and techniques.

Standards of Discipline & Discharge in Arbitration, Dec. 13-18—An advanced institute exploring the concept of just cause, standards for arbitrators, investigation procedures and standards of proof.

Organizing Techniques I, Dec. 13-18—A review of the elements of an organizing campaign, including targeting, house calls, winning issues and plant committees.

Unions and departments using the campus in November for their own staff training programs are the American Institute for Free Labor Development, Oct. 30-Nov. 4; AFL-CIO Legal Dept., Nov. 1-4; University & College Labor Education Association, Nov. 4-6; Transit Union, Nov. 8-13; Mine Workers, Nov. 8-11; Communications Workers, Nov. 13; Free Trade Union Institute/AFL-CIO Dept. of International Affairs, Nov. 14-22; AFL-CIO Dept. of Information/National Press Foundation, Nov. 15-18; Communications Workers, Nov. 19-20; AFL-CIO Dept. of Education, Nov. 22-24; AFSCME, Nov. 23; AFL-CIO Dept. of International Affairs, Nov. 29-Dec. 4; Professional & Technical Engineers, Nov. 29-Dec. 4; AFSCME, Nov. 29-Dec. 2.

More information about labor studies programs is available from the Registrar, George Meany Center, 10000 New Hampshire Ave., Silver Spring, Maryland 20903. Telephone 301-431-6400.

EDITORIALS

Waiting for Justice

TWO OF THE RESOLUTIONS adopted by the AFL-CIO convention last month relate directly to the outrages and indignities inflicted on employees of the Alliance Rubber Co. in Hot Springs, Ark., reported on Page 2 of this issue.

The right of workers to organize, a convention resolution affirms, is essential to a democratic society. Under federal labor laws, the right "exists in theory but too often not in practice."

The resolution notes the loopholes that allow employers to intimidate workers without being held in violation of the law. And it points up the frustration of law enforcement when remedies for violations "are so weak and so slow in coming" that employers can and do flout the law with awareness that crime does pay.

There is as yet no federal law that prohibits employers from using polygraphs or other forms of so-called lie detectors to question or intimidate workers or job applicants.

That's an omission the House of Representatives sought to remedy when it voted to restrict the use of polygraphs, and perhaps the experience of the Alliance Rubber Co. workers will prod the Senate to do likewise.

AS ANOTHER resolution notes, lie detector devices are unreliable, except as a "psychological rubber hose." Some employers have used them "to intimidate, harass and humiliate workers by asking irrelevant questions about their private lives, labor union sympathies, sexual conduct and religious beliefs."

Is that too strong a statement? Not by the record of the polygraph interrogation of the Alliance workers.

Hooked up to an intimidating machine—an experience some have described as akin to being put in an electric chair—employees were asked not only about their own contacts with a union, but about their fellow workers.

Most union supporters answered truthfully—either in the belief that the law would effectively protect their right to organize or because of the third-degree atmosphere of the polygraph chamber.

THE NATIONAL Labor Relations Board judge who heard the case back in 1982—nearly two years after the workers were fired—related in his findings the intimidating questions that were asked. And he also cited the gutsy testimony of one woman who, after acknowledging that she had heard of union activity at the plant, refused to give the names of union supporters.

She should "worry about her own job," the polygraph examiner warned. Quoting further from the judge's report, "as she left, the examiner asked her what she thought about a union. She replied that one was necessary in order that the examiner could not do what he had" in subjecting workers to that type of questioning.

Apart from reinstatement and back pay long after the fact, the NLRB's "remedy" for such outrageous conduct would require the employer to post on a bulletin board a notice that Section 7 of the National Labor Relations Act gives employees the right "to form, join or assist any union" and to "bargain collectively."

Because after seven and one-half years the NLRB has been unable to enforce those rights, the notice has still not been posted. And the workers whose rights and privacy were stripped away are still waiting for justice.

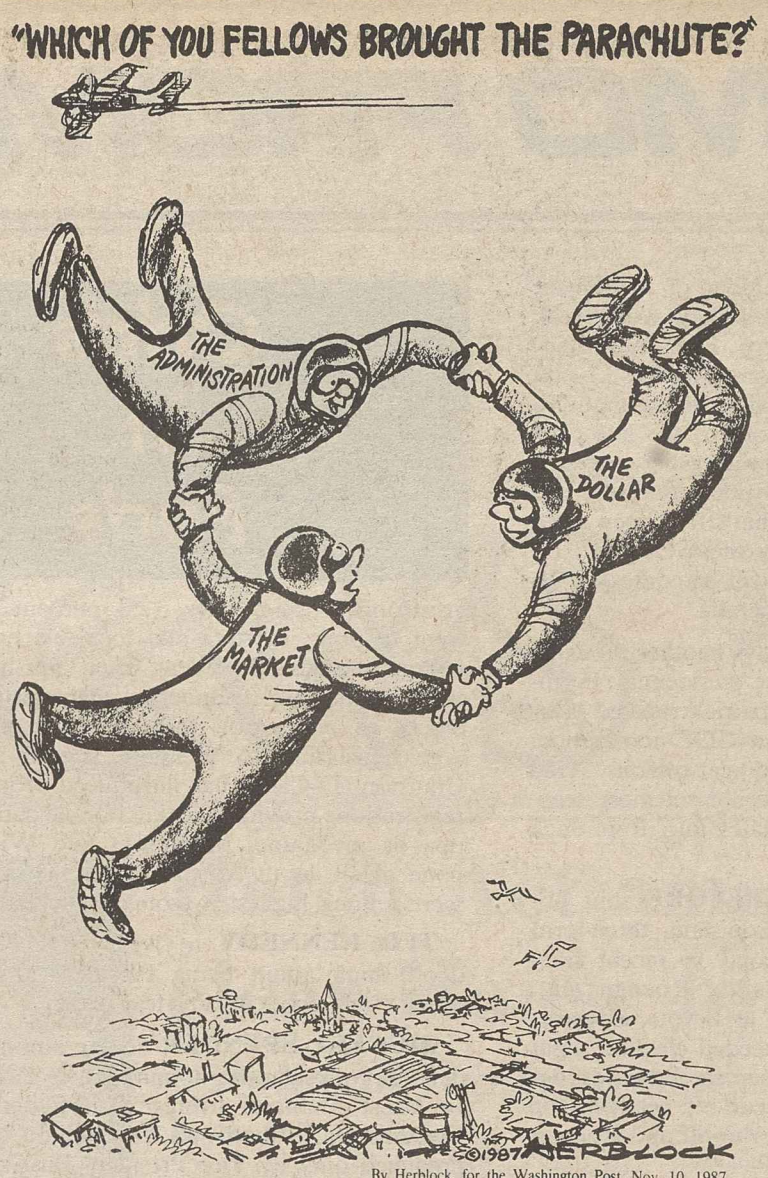
That's what the convention resolutions are all about.

Wall Street Jitters

THE QUIVERINGS of the stock market obviously do have an effect on the U.S. economy, especially when the quiverings start to resemble an earthquake. But it would be dangerous folly to shape U.S. policy on the supposed psychological impact on stock speculators here and abroad.

The nervous markets, we are told, are heartened by a dip in the U.S. trade deficit but upset over the possibility of Congress taking effective steps to bring exports and imports into closer balance, permanently and not just for one month.

Whatever the psychiatrists may say, the cure for such schizophrenia is not a continued loss of American jobs and a new recession.



By Herblock, for the Washington Post, Nov. 10, 1987.

Saying 'No' to Dictators

THE AMERICAN Institute for Free Labor Development carries on a mission as old as the American labor movement itself.

Whenever workers are struggling for freedom of association, they will have help to the limit of our means.

The principles guiding the labor movement have remained the same. We want better living standards for workers, dignity on the job, justice under the law, and a voice for workers in determining their own future through democratic political processes and institutions formed voluntarily, independent of the state or any other control.

Generations of trade unionists have struggled long and hard to gain these benefits for workers in our own country, and will fight until they become a reality for all of this planet's workers.

We will do so because we have always believed that the fundamental human need of freedom of association applies not only to American workers, but to the workers of all countries.

WE CONSISTENTLY backed the opposition to dictators, to Batista in Cuba, to Somoza in Nicaragua, to Trujillo in the Dominican Republic, to Duvalier in Haiti, to name but a few. In each case, trade unionists were at the forefront of the struggle for democracy, and also the first to be brutalized and suppressed by their own countries' regimes.

Throughout the years, our support for democracy sometimes put us at odds with the State Dept., which all too often acted at the behest of narrow business interests who cared only if a country could pay its bills.

When we used words like human rights, they said we were out of step with the times. History has proved that we were ahead of the times.

In Central America, it would not be possible to talk of peace and democracy today if free trade unions were not on the front line in the struggle. Were it not for the democratic unions, all the governments of the region would long ago have fallen into dictatorial hands of one stripe or another.

—From an address by AFL-CIO President Lane Kirkland at AIFLD's 25th anniversary observance, Nov. 4, 1987.

Health care crisis festers

By Press Associates

Millions of Americans are victims of the nation's lack of affordable long-term care.

Neither public nor private insurance adequately covers the services needed for a family member during a prolonged period of illness or disability. For all but the very rich, this means a severe financial and emotional drain.

With a population that is rapidly aging, the problem is growing worse. One of two Americans will spend some time in a nursing home during their lives, and one in four will spend a year or more. The average cost of a year in a nursing home is now nearly $25,000, and rising fast. Long-term care at home is similarly costly.

Private insurance plans are expensive and none provides full coverage. Less than 400,000 Americans have bought these policies.

Contrary to what many believe, long-term care is not covered by the Medicare program, nor would it be covered under pending legislation to add coverage for catastrophic illness to Medicare. Medicare covered only 2 percent of the $35 billion spent in 1985 on nursing home care, and private health insurance paid for only 1 percent.

The Medicaid program helps provide such care only for those with low incomes or those who have depleted their resources.

Can the mounting need for a national policy on long-term care be translated into political action and legislation? "Long Term Care '88," a broad new coalition of more than 80 senior, public health, consumer, civil rights, religious, women's and labor organizations, is moving to bring the issue to the forefront of the 1988 campaign debate.

Coalition leaders released the results of a national poll which showed widespread concern about the crushing financial burdens of long-term care; overwhelming support for government action to protect families from these costs; a willingness to pay increased taxes to support such a program, and a strong preference for presidential candidates who favor government action.

Ninety percent of the respondents said that having a family member who needs long-term care would be financially devastating for most working and middle-income families.

More than six of seven respondents said it's time to consider some government program for long-term care. And by a 5-to-2 margin, they said they would be willing to pay $10 to $60 more per month in taxes, depending on their income, to pay for a universal long-term care program.

A majority in the survey said they would be more likely to vote for a presidential candidate who supports long-term care. Respondents rejected by 3-1 the idea that favoring such a program brands a politician as a "big spender."

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MEMO FROM COPE

Odds 'n Ends

IT'S UP TO FIVE, the number of incumbent U.S. senators who've announced they won't seek re-election next year. In one week, Sen. John Stennis (D-Miss.) and Sen. Dan Evans (R-Wash.) said they're folding it up, Stennis after more than 40 years, second in all Senate history to the late Carl Hayden (D-Ariz.). They thus join earlier announcees Bill Proxmire (D-Wis.), Robert Stafford (R-Vt.) and Paul Trible (R-Va.). That's five open seats for 1988 already, three held by the GOP, two by Democrats. Next year, 33 seats will be contested, 18 presently Republican, 15 Democratic.

COUNT ME OUT, TOO, says another thought-to-be-potential candidate, this one presidential. Former UN Ambassador Jeane Kirkpatrick resisted pleas from rightists to enter contest for GOP nomination, said no-go "for personal and political reasons." Had she entered, observers felt she would cut most deeply among present GOP candidates into Rep. Jack Kemp's support.

MAYBE IT HAPPENED BEFORE, but not lately. In case you missed it, Louisiana three-term Gov. Edwin Edwards ran second in recent five-candidate primary to Rep. Buddy Roemer (D). Roemer collected 34 percent of total vote, Edwards 28. When other candidates conceded election night and announced support of Roemer, Edwards decided to pack it in and forgo run-off between top two which law calls for. So, no run-off and Roemer becomes governor.

DEMOCRATS LAUNCH major effort to boost presidential voter turnout to 100 million next year. Theory for decades has been larger vote favors Dems over GOP. Aim of Democratic Committee's new Office of Voter Participation will be 10 million more registrants for 1988. In 1984 presidential balloting, 92 million Americans voted—a lot of folks, but only 53 percent of total eligible. In 1986 congressional voting, only 37.3 percent of eligibles went to polls. In state and local elections, turnout seldom exceeds 30 percent, often dips below 20, or even 10, percent. Democrats cite registration roadblocks as big reason for low voter participation, urge legislation to facilitate sign-up. Sen. Alan Cranston (D-Calif.) has introduced proposal to ease registration, providing either for election day sign-up—as in Maine, Minnesota and Wisconsin—or none at all, as in North Dakota. These four states were among highest in voter participation in 1984.

TED KENNEDY to AFL-CIO convention: "I don't think about being President anymore. . . . I don't think about it any less, either."

BIGGEST SPENDER so far among all candidates for presidential nomination is Pat Robertson. In latest financial filings with Federal Election Commission, Robertson's $11 million outlay is approached only by Vice President Bush's $8 million. Jack Kemp has shelled out about $6 million. Top spender among Democrats at this time is Mike Dukakis at about $3.5 million.

TAP 'THE GAP,' Democratic candidates are urged. It's "gender gap" that's being talked about again, which shows stronger Democratic support among women than among men. Some women's groups point out where post-election surveys were taken in 42 U.S. Senate and gubernatorial races in 1986, significant gender gaps showed up. All but six were pro-Democratic. In nine marginal Senate races, gender gap for Democrat was equal to, or greater than, margin of victory. In Senate races overall, gap was nine percent. Disparity itself is magnified by growing margin of number of eligible women voters over men. In 1988, voting-age population will contain 10 million more females than males, and women now register and vote in higher percentages than men.

CLOSER LOOK at some '86 Senate races shows "gap" impact. In Alabama, Democrat John Shelby toppled incumbent Jeremiah Denton 51-49 overall. Male vote went for Denton 52-47, female vote for Shelby 51-47. In California, it was men 49-47 GOP, women 53-44 Democratic. In Colorado, men 49-48 GOP, women 53-44 Dem; Georgia, men 49-46 GOP, women 51-48 Dem; in Louisiana, men 49-49, women 56-42 Dem. In Nevada, men 47-45 GOP, women 54-39 Dem; North Carolina, men 49-49, women 54-46 Dem. In North Dakota, men 53-44 GOP, women 53-46 Dem; Washington, men 49-47 GOP, women 52-46 Dem. All were close races.

RIGHT-WING GROUP pushes Marine Lt. Col. Oliver North as GOP candidate for Senate in Virginia next year. Incumbent Paul Trible (R) is stepping down. Fund for a Conservative Majority surveys its members, claims response for North "overwhelmingly positive" and that "we are very serious about a North candidacy." A Virginia resident, North would have to retire from Corps to run.

WOMEN GAIN GROUND in local and state level offices as result of elections earlier this month. First black women state senators are elected in Virginia and Mississippi. Houston's female mayor is re-elected for fourth term. New England's first black woman mayor elected in Hartford, and woman upsets two-term incumbent mayor in Charlotte, N.C. There are now 96 female mayors of cities of 30,000-and-up population.

JERRY FALWELL BOWS OUT as president of Moral Majority. Plans to devote his time entirely to Liberty University in Virginia, which he founded, and to preaching and his television ministry. Falwell was one of early leaders of Christian right political movement, which Moral Majority was launched to advance. For several years in late '70s, and early '80s, he was movement's principal spokesperson and, in his own words, its "lightning rod." Successor as head of Moral Majority is Jerry Nims, described only as an "entrepreneur from Atlanta," who also founded a national conservative organization of lawyers called Rutherford Institute.

DID YOU EVER WONDER what happened to the old paper ballot? Sure you did. Well, here's the news: It's practically gone from sight. Nowadays, 36 percent of all eligible voters live in counties that use pre-scored punch cards for voting and 35 percent live in counties using mechanical lever voting machines. Another 22 percent use one or another modern method, and only 7 percent are in paper-ballot counties.

RECALL OF ARIZONA Gov. Ed Mecham picks up steam, as proponents file petitions bearing 388,000 signatures calling for new election next spring. Mecham's the one whose first official act after election was to cancel Martin Luther King Jr. holiday. Since then he's been at war with practically everybody. If he gets the boot, it will be first recall of a governor in U.S. since 1921 when Gov. Lynn Frazier (N.D.) was ousted.

ROOTS (AGAIN)

Once again, the pro-people outcome of key votes in the U.S. Senate traces back to last November 6, Election Day. That's when the Senate went from 53-47 Republican to 55-45 Democratic (then back down to 54-46 when the GOP governor of Nebraska appointed a Republican last March to fill the unexpired term of the late Sen. Ed Zorinsky).

In the 58-42 vote defeating the nomination of Judge Robert Bork to the U.S. Supreme Court, every single one of the 11 COPE-endorsed Democrats elected to the Senate for the first time in 1986 voted against confirmation. Eight of those Democrats had replaced Republicans who would have voted *for* Bork (two won open seats vacated by Democrats; one replaced a GOP Senator who doubtless would have opposed confirmation).

Not alone the Bork vote, but the result on two other important Senate votes recently can be traced straight back to November 1986. Both were attempts to beat back conservative proposals to weaken prevailing wage protections for building and construction workers.

In each case, prevailing wage was preserved. In each, every Democrat newly elected last November supported workers' rights. One of the two votes was 56-41. It clearly would have gone the other way under the Senate make-up of one year ago.

Votes at the ballot box. Votes in the Senate (or House etc.).

The link is unmistakable.

Five-Point COPE Support Program Adopted

The presidential campaign itself will be the focus for the nation and the AFL-CIO in 1988. The federation hopes to help elect a President committed to—and capable of—solving critical and longstanding problems of trade, health care, overnight plant closings, jobs and the economy and education.

Urgent, as well, will be the effort to retain friendly control of the Senate secured in 1986 elections. The arithmetic illustrates the need for an all-out campaign. Eighteen Democratic and 15 Republican seats will be contested. Among the incumbents are some of the labor movement's staunchest friends and most vehement foes.

Finally, the federation seeks to maintain or expand progressive control of the U.S. House and to achieve gains in state legislatures in anticipation of the 1990 Census and the congressional redistricting and legislative reapportionment that will follow it.

* * *

Reprinted below is a key section of the political participation resolution adopted last month by the AFL-CIO convention that spells out the five-point program of support for COPE activities.

The 1988 elections offer the opportunity to build on 1986 successes and help get the nation moving forward again under a progressive President with strong congressional support.

Cooperation in our political programs among all segments of the labor movement in developing and conducting increasingly effective registration, education and get-out-the vote activities is essential to victory.

Therefore, we urge all AFL-CIO affiliates, working with the Committee on Political Education, to:

1. Focus throughout 1988 on voter registration among members and, leading up to election day, on getting out the vote—with both activities complemented and supported by a continuing program of political education.

2. Form COPE committees in every local union to perform these nuts-and-bolts tasks among the local's own members and to cooperate and coordinate with state and local council COPE programs. Local union COPEs are ideal vehicles for attracting and helping train the volunteers who are the heart of any COPE campaign.

3. Step up efforts to gain voluntary checkoff rights for members in contracts with employers and through other available means. Only through more extensive access to checkoff can unions keep pace with funding of corporate and trade association political action committees.

4. Employ techniques of communication made possible by COPE's computer program—targeted direct mailings, polling among members, distribution of educational materials. In addition, development and distribution of videocassettes dealing with political organizing and issues should be continued and expanded.

5. Stress the high stakes involved for workers and their families in state legislative elections, both in their immediate effect and in the longer-range concern of post-1990 Census state legislative reapportionment and congressional redistricting.

Hands off social security, budget panels warned

The AFL-CIO warned White House and congressional leaders to keep their hands off social security and federal retirement programs in their economic summit negotiations over a deficit-reduction package.

Social security is independently financed, its trust funds can't be used for anything except paying benefits, and since it isn't a contributing factor to the deficit it should remain off limits, said Assistant Director Larry Smedley of the federation's Dept. of Occupational Safety, Health & Social Security.

Budget conferees have been fiddling with the idea of delaying cost-of-living adjustments for social security and federal retiree beneficiaries for three months to produce a "saving" of $2.6 billion.

In fact, Smedley said at a Capitol Hill press conference that brought together senior citizen, federal employee, women's and civil rights groups, the social security trust funds have a healthy surplus, and if the program were removed from the unified federal budget, "the federal deficit would increase, not decrease."

Social security beneficiaries already made "significant sacrifices" by accepting a six-month COLA delay as "part of the price" for the historic bipartisan 1983 compromise to keep the program "on a sound financial footing well into the 21st century," the federation pointed out.

Four years ago, Smedley emphasized, beneficiaries were told that "if they made these sacrifices, no further cuts would be enacted. To impose new cuts now when the system is sound would violate this bipartisan pledge."

The AFL-CIO made clear that it also supports full COLAs for federal retirees and will work "to assure the defeat" of any effort to reduce or delay the inflation-related increases due to take effect in January.

Smedley pointed out—as did President Kenneth T. Blaylock of the Government Employees—that federal retirees were the first victims of Gramm-Rudman-Hollings Act budget-cutting targets. Their 1986 COLAs were eliminated in their entirety after these pensioners had already lost $6,000 in total annuity payments between 1981 and 1984 because of Reagan Admin-

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AFL-CIO news

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NOVEMBER 21, 1987

AFL-CIO LEGISLATIVE ALERT!
PAGE 8

A special thanks

The "gratitude and support" of the AFL-CIO was expressed by President Lane Kirkland and Sec.-Treas. Thomas R. Donahue to the U.S. Catholic bishops for their pastoral letter on the U.S. economy. Between them are Archbishop Rembert Weakland of Milwaukee, left, who headed the committee that drafted the pastoral letter, and Msgr. George G. Higgins of the U.S. Catholic Conference. Fifty bishops attended the reception in the AFL-CIO headquarters building.

Hatch Act amendments clear House by big vote

Political rights measure goes to Senate

By David L. Perlman

The House voted 305-112 to lift most Hatch Act restrictions on political rights of federal workers and end 48 years of second-class citizenship.

The labor-supported bill passed by a veto-proof margin despite Administration opposition, and it now goes to the Senate.

If the bill becomes law, federal and postal workers will be able to participate fully in political activities—off the job, out of uniform and away from the workplace.

They will continue to be protected against political pressure from their bosses or the party in power.

That's the essence of the broadly-supported common-sense alternative to the intimidating restrictions of a law originally adopted to insulate the civil service from political pressure and prevent a return to the spoils system.

Postal and federal union leaders, who have personally felt the harassment of the Hatch Act, welcomed the House reforms and urged swift follow-through action by the Senate.

"Federal employees can now see the light of political freedom at the end of the tunnel," Government Employees President Kenneth T. Blaylock said.

Charges brought

Blaylock and Presidents Moe Biller of the Postal Workers and Vincent R. Sombrotto of the Letter Carriers—all on unpaid leave from their government jobs while serving as full-time union officers—faced Hatch Act charges after the last presidential election because of their open support of Democratic presidential candidate Walter F. Mondale.

Ironically, during the same period the head of the government agency that administers the civil service was campaigning for Republican candidates while still on the federal payroll. As a presidential appointee, he was exempt from the Hatch Act.

Hatch Act reform cleared Congress 10 years ago—only to be killed by President Ford's veto.

Rep. William L. Clay (D-Mo.), who has been the chief sponsor of Hatch Act reform bills over the years, sought and achieved an impressive display of bipartisan support for the new bill.

292 co-sponsors

Rep. Patricia Schroeder (D-Colo.), whose subcommittee held hearings on the bill, shepherded it to unanimous approval of the House Post Office & Civil Service Committee. It picked up 292 co-sponsors en route to the House floor, where it was passed under a shortcut no-amendment procedure that requires a two-thirds majority.

The Senate road could be tougher in view of the Administration opposition, but

Continued on Page 5

Reagan threat sidetracks housing aid bill in Senate

A bipartisan housing bill that passed the House near-unanimously was sidetracked in the Senate after a presidential veto threat and a parliamentary maneuver that prevented a vote on the merits of the legislation.

The political sandbagging shattered expectations that compromises made by a House-Senate conference committee had paved the way for final approval of a comprehensive housing authorization bill by veto-proof margins.

Promises held firm in the House. The 391-1 vote to approve the conference report reflected a pledge by the Republican leadership to vote to override any veto in exchange for an agreement by Democrats to trim some funding ceilings.

The conference agreement authorized spending of up to $15 billion this year and the same amount plus an inflation adjustment next year to refund various programs, including a modest addition to the nation's public housing stock, and initiate some new measures to provide affordable homes for moderate-income families.

It also would continue current levels of funding for community development grants the Administration has sought to slash.

The strong House support also reflected the broad constituency supporting the legislation—a coalition that includes all segments of the homebuilding industry, public agencies, community organizations and the trade union movement.

A full-page newspaper advertisement, in which the AFL-CIO joined, reflected the

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Cancer causing chemicals escape federal controls

American workers continue to be the guinea pigs in the testing of toxic chemicals, and despite federal laws mandating action to protect workers, little is being done to regulate workers' exposure to known or suspected carcinogens, the AFL-CIO charged.

Commenting on a final report by the congressional Office of Technology Assessment that no standards on worker exposure exist for more than 60 percent of the chemicals confirmed or suspected as carcinogens, the AFL-CIO said the "current system fails to respond in a timely fashion" to recognized hazards to workers.

Margaret Seminario, associate director of the federation's Dept. of Occupational Safety, Health & Social Security, said that in

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Rail labor fights short-line union-busting

The nation's railroad unions have mounted a multi-front drive to save the jobs and contract rights of workers stranded by the sale of so-called short lines to newly created companies that replace them with nonunion crews.

With railroad jobs already decimated by consolidations, abandonments and the decline of American industries, unions are fighting back—on the picket line, in federal courts and in Congress.

The Railway Labor Executives' Association, coordinating the union strategy, puts the blame for a surge in railroad disputes on the Interstate Commerce Commission, which allows short line sales without any protection for the workers affected, and on new managements that make no secret of union-busting goals.

Rail unions have scored some partial victories:

- A court injunction had forced 750 workers on the Pittsburgh & Lake Erie Railroad back to work last October after a three-week strike over management's refusal to negotiate protections for workers' jobs in its planned sale of the company to a new corporate entity.

Court victory

But the 3d Circuit U.S. Court of Appeals in Philadelphia overturned the no-strike injunction in a major legal victory for the union position. The appellate court ruled that the Interstate Commerce Act does not supersede the anti-injunction provisions of the Norris-LaGuardia Act.

The union court victory did not result in an immediate resumption of the strike. But the rail unions anticipate that it will bring management to the bargaining table.

- In a related development, a federal judge used mediation rather than injunctions to avert an immediate strike by 22,000 workers against the 11,000-mile Atchison, Topeka & Santa Fe Railway.

The unions are prepared to strike to protest the sale of a 200-mile spur line—formerly the Toledo, Peoria & Western—under conditions that will cost the jobs of

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11/21/87

Lesson in union-busting—fire the committee

Sacramento, Calif.—Collective bargaining is a hazardous occupation if you work at the Sacramento Union, a once-prosperous daily newspaper that today would be more aptly named the Union-buster.

The four members of the Newspaper Guild bargaining committee found that out last month. They were fired for "disloyalty" by a management that unilaterally imposed a 15 percent pay cut after stalling at the bargaining table on negotiations for a contract that expired in May 1986.

The newspaper is owned by Richard Mellon Scaife, the enormously wealthy but publicity-shy bankroller of a host of right-wing causes and the beneficiary of several Mellon family trusts.

Guild members at the paper promptly re-elected their bargaining team by acclamation, sending them back to confront a management that has demanded an end to the union shop, abolition of dues checkoff and pay cuts.

Scaife has been described as the largest single donator to right-wing organizations and has been a major contributor to conservative Republican candidates.

Behind the scenes

He has been a shadowy background figure in the lengthy contract negotiations. But union negotiators are convinced that management makes no major decision at the bargaining table without checking back with Scaife.

Not long after he took over the paper some 10 years ago, Scaife expressed displeasure with the unflattering portrayal of a Republican state official in an editorial cartoon. Soon thereafter, the cartoonist was dismissed for "economic reasons."

There was no pretense of economy in the latest firings. A letter sent to advertisers by the Guild negotiating team expressing the union's frustrations in trying to negotiate a contract renewal was the pretext for the charge of disloyalty.

The National Labor Relations Board has issued an unfair labor practices complaint, and a hearing before an administrative law judge is scheduled for February. Meanwhile, California unions and Guild locals across the country are contributing to a fund to replace the lost wages and health benefits of the victims.

At the Sacramento Union, many of the Guild members have been wearing yellow ribbons to demonstrate their support for the negotiators.

Trade deficit and job losses linked to OPIC 'guarantees'

Government assistance to private business in less developed countries has contributed to America's deepening trade deficit and destroyed jobs in this country in violation of congressional intent, the AFL-CIO charged.

At the same time, the Overseas Private Investment Corp. has ignored a 1985 mandate that funds be used only for projects that adhere to internationally recognized worker rights standards, Federation Economist Mark Anderson told OPIC's board of directors.

"Failure to effectively implement this legal requirement," Anderson said at a public hearing, "sends a powerful message to the oppressors of the world that the U.S. government is unconcerned with the denial of basic worker rights and standards and that business as usual remains the order of the day."

Last January, OPIC ignored federation recommendations that it not insure, reinsure, guarantee or finance projects in Chile, Indonesia, South Korea, Suriname, Singapore, Taiwan, Thailand, Turkey, Guatemala, Haiti, the Central African Republic and Zambia because of their wholesale denial of worker rights.

The AFL-CIO made a similar request that the U.S. Trade Representative deny special trade privileges to these countries under the Generalized System of Preferences on the same grounds. But the Administration refused to take action to encourage reforms.

Enforcement pressed

"Vigorous enforcement of worker rights criteria" by OPIC, along with the parallel implementation of similar GSP provisions, "can help establish the economic betterment of working people as an essential component of international trade and investment," Anderson emphasized.

Although Congress instructed OPIC not to engage in any investment activities that would exacerbate the balance of payments and undercut employment objectives in the United States, Anderson said the agency's response has been "woefully inadequate."

He pointed to a study released by the General Accounting Office that showed a number of OPIC-assisted projects have had "direct negative impacts on U.S. trade and potentially negative impacts on U.S. employment."

Yet the agency "continues to participate in projects detrimental to the economic well being" of the United States, Anderson said, citing financing for:

- Production of consumer electronic equipment and air conditioners in South Korea.
- Manufacture of electronic and telecommunication equipment in Haiti and the Dominican Republic.
- Building an iron foundry in Chile.
- Creating an export processing zone in the Dominican Republic.
- Expansion of electronics and other industries in Israel.
- Establishing a plant to assemble men's trousers in Haiti.

All of the projects "clearly involve import sensitive industries that have already been seriously harmed by imports," Anderson emphasized, and U.S. government participation "only adds insult to injury."

Indifferent to U.S. jobs

OPIC's actions "betray an indifference to possible economic injury" to America, Anderson said. He pointed to the agency's recent solicitation of a U.S. manufacturer who would "expand or relocate existing production facilities at cheaper manufacturing cost" in Haiti.

He told the OPIC governors that the agency hadn't even made "an attempt to disguise intent. The project openly seeks the relocation of existing production facilities of a U.S. manufacturer."

OPIC's activities frequently have served to "retard rather than advance economic and social development" while contributing to America's trade imbalance, he noted.

Delegates to the AFL-CIO's 17th convention in Miami Beach last month called for OPIC's termination on the ground that it had ignored its mandate to promote economic and social advancement in less-developed, friendly countries while helping ease the nation's balance of payments crisis. The resolution emphasized that OPIC's activities have "contributed to the export of U.S. jobs."

AFL-CIO standing committees listed

AFL-CIO President Lane Kirkland announced the chairpersons and members of 13 standing committees of the AFL-CIO as of Nov. 1, 1987.

All members of the AFL-CIO Executive Council are members of the Legislative and Political Education committees; Kirkland is chairman of both.

Chairing the other committees are:

Civil Rights: AFL-CIO Vice President Frederick O'Neal, president, Actors & Artistes.

Community Services: AFL-CIO Vice President Vincent R. Sombrotto, president, Letter Carriers.

Economic Policy: AFL-CIO Vice President William H. Wynn, president, Food & Commercial Workers.

Social Security: AFL-CIO Vice President Joyce Miller, vice president, Clothing & Textile Workers.

Public Relations: AFL-CIO Vice President Gerald McEntee, president, AFSCME.

Education: AFL-CIO Vice President Marvin J. Boede, president, Plumbers & Pipe Fitters.

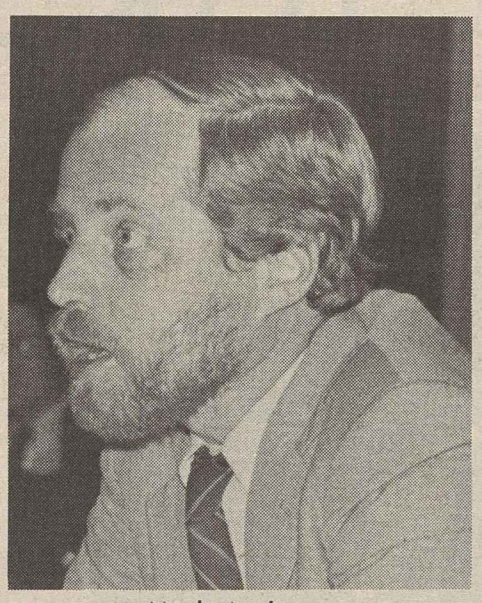
Housing: AFL-CIO Vice President John T. Joyce, president, Bricklayers.

International Affairs: AFL-CIO Vice President Al Shanker, president, Teachers.

Organization & Field Services: AFL-CIO Vice President John J. Sweeney, president, Service Employees.

Research: Rudy Oswald, director, AFL-CIO Dept. of Economic Research.

Safety and Occupational Health: AFL-CIO Vice President Lynn Williams, president, Steelworkers.



Mark Anderson

Rail labor battles new union-busters

Continued from Page 1

an estimated 160 union railroad workers.

RLEA Chairman Richard I. Kilroy, who is also president of the Transportation • Communications Union, said the Railway Labor Act obligates management to negotiate over the effects of a sale of portions of a railroad. The union contracts "go with the property," he declared.

The appellate court decision in Philadelphia would not necessarily bind federal courts in other circuits, and the Santa Fe sought a temporary restraining order barring a strike from a federal district court in Chicago.

Instead, Judge Harry Leineweber obtained a promise from the Sante Fe to hold up on the sale and an agreement from the unions to postpone the strike action. But the request for a restraining order is still pending and the situation could change at any time.

Rail unions are pressing Congress for legislation that would require labor protections whenever short lines are sold.

American jurists' panel to monitor South Africa trial

A panel of 10 of America's leading jurists, convened by the Auto Workers, will monitor the treason trial of Moses Mayekiso, general secretary of the National Union of Metalworkers, the South African counterpart of the UAW.

Mayekiso, 39, was arrested in June 1986 on returning to South Africa from a trade union conference in Sweden. He was held without charge and denied access to legal counsel until last April, when he and four others were charged with treason, subversion and sedition for organizing a "residents' council" as an alternative to the apartheid government of their home township of Alexandra, near Johannesburg.

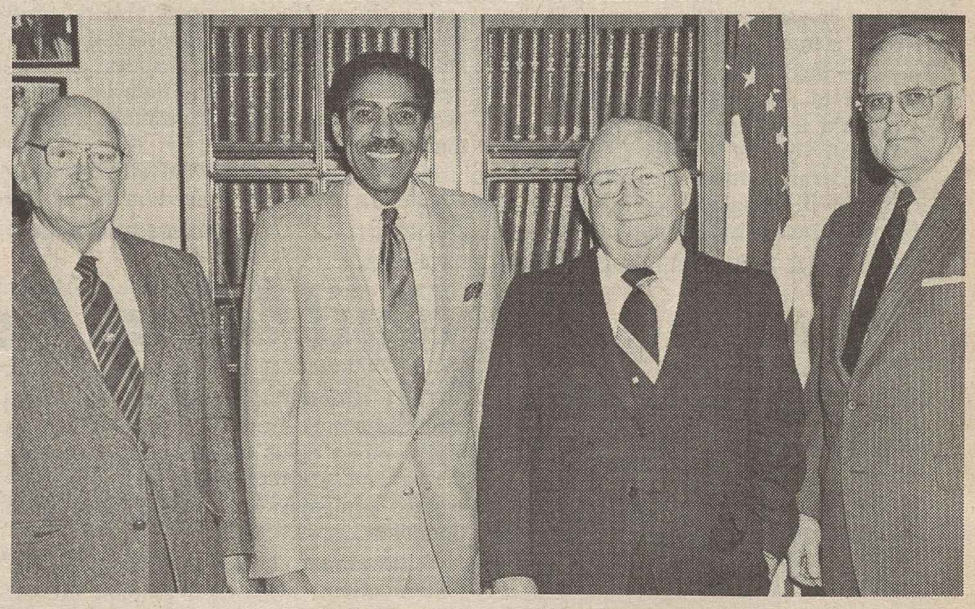
Although treason and subversion are hanging offenses in South Africa, international attention to the Mayekiso case led the judge to rule out the death penalty.

Attention must continue to focus on the case, said UAW President Owen Bieber in inviting the jurists to participate, "because clearly the South African government is trying to weaken the anti-apartheid movement and the black trade unions."

Bieber said the UAW hopes to send one or more members of the panel to observe the trial in South Africa "to assess the quality of justice being administered and to report back to the full committee and the American public on the proceedings and outcome of the trial."

Members of the jurists' committee are:

Former U.S. Atty. Gen. Griffin B. Bell; William T. Coleman, chairman of the NAACP Legal Defense & Education Fund; former U.S. District Judge Marvin E. Frankel; former U.S. Supreme Court Justice Arthur J. Goldberg; former Rep. Elizabeth Holtzman, now U.S. District Attorney for Brooklyn, N.Y.; U.S. Court of Appeals Judges Damon J. Keith, Abner J. Mikva and Stephen Reinhardt; Georgetown University Law Prof. Eleanor Holmes Norton, and Yale University President Benno C. Schmidt Jr.



Strategy session

Musicians President J. Martin Emerson, second from right, meets with House Labor Subcommittee Chairman Bill Clay (D-Mo.), one of the chief House sponsors of legislation to expand collective bargaining rights for musicians and performers. Among other provisions, the bill authorizes pre-hire agreements for musicians and other performing artists. At left is AFM Legislative Director Ned Guthrie, and at right, Assistant Director Robert F. Guthrie (no relation) of the AFL-CIO Dept. for Professional Employees.

Key indexes show varying price pattern

Producer prices for finished goods inched down two-tenths of 1 percent in October—the first month-to-month decline since July 1986—leaving the wholesale prices 2.6 percent higher than in the same month last year.

At the same time, prices for intermediate goods—supplies and components used in manufacturing—went up five-tenths of 1 percent during the month, to a level 5 percent above the year-ago mark.

And crude material prices advanced two-tenths of 1 percent, putting their inflation rate at 9.8 percent in the last 12 months. October's jump was triggered by sharp increases in metal scrap prices—16.3 percent for iron and steel, 9.8 percent for aluminum and 6.6 percent for copper.

Heating costs rise

With the winter months approaching, there was bad news for consumers. Heating oil prices jumped 2.2 percent while all other energy prices staged their second decline in as many months. The price of crude petroleum was a staggering 35 percent above the same level for October 1986.

Meanwhile, retail sales edged down one-tenth of 1 percent in October, largely due to a 3.1-percent decline in automobile sales as dealers struggled without the end-of-the-model-year incentives that had boosted summer business. The October decline followed on the heels of a 1.1-percent slump in retail purchases the previous month.

Although the government reported that retail sales were up 4.2 percent in the past 12 months, analysts indicated that the gain largely reflected the rise in inflation during the period. "It would appear that most consumers are not able or barely able at best to maintain their standard of living," said business economist Jay Levy.

Output up

In other economic developments:

- Output of the nation's factories, mines and utilities shot up six-tenths of 1 percent in October. It was the biggest increase in three months. The Federal Reserve Board said production levels were 5.1 percent higher than a year ago.
- Sales by manufacturers and wholesalers rose a seasonally adjusted 1 percent between August and September. But enthusiasm over the rise in sales was dampened by an increase of six-tenths of 1 percent in business inventories. Economists expressed concern about the higher inventory levels, warning that consumer spending could taper off in coming months because of jitters over the nation's uncertain economy.
- The nation may be heading into a period of slower growth, economists warned. The government's leading indicators—the main measure of economic health—dipped one-tenth of 1 percent in September. It was the first decline since January. What's more, it reflected economic conditions before the stock market collapse, and analysts expect that free-falling stock prices will pull the figures down for October and possibly for November as well.

Planning for the future

AFL-CIO President Lane Kirkland and Sec.-Treas. Thomas R. Donahue lead discussion during a meeting of the Committee on the Evolution of Work at federation headquarters. Donahue chairs the 21-member panel of top union officers which was established by the Executive Council in 1982 to assess and respond to a changing workplace and labor force. The committee's next meeting is set for early spring.

Crippen elected president of Vermont state federation

Stratton Mountain, Vt.—The Vermont AFL-CIO convention elected Ralph Crippen as president to succeed Robert Clark, who had held the post 13 years. The delegates elected Clark president emeritus.

Crippen, 54, is an AFSCME organizer who had been executive vice president of the Vermont federation for two years and its secretary-treasurer for six years. Crippen also holds membership in the Machinists.

Richard Gammell, 50, of Steelworkers Local 5518 was elected to the executive vice presidency and Sec.-Treas. Wendell Pelkey was re-elected without opposition. Delegates elected 19 executive board members, including 10 incumbents, and chose Lena Brown as the VIP director.

The state federation geared up for a head-on battle in the state general assembly over the open shop issue. A convention resolution pledged all-out opposition to a "right-to-work" bill carried over from the first session of the current assembly. The convention also backed development of an education program to expose the effects an open shop law would have on Vermont and urged establishment of a rapid communications network to aid in lobbying legislators.

Plant closing measure

Enactment of plant closing legislation was made a top priority by the convention. While stressing the need for legislation at both the state and federal level, the delegates urged that any state measure cover all businesses in Vermont, not just those with more than 50 employees. A convention resolution noted that 82 percent of Vermont businesses have fewer than 10 employees.

The convention firmly stated its opposition to a state plan to merge the Dept. of Labor & Industry with the Dept. of Development & Community Affairs, stressing that such a merger would dilute the state's ability to respond to worker needs.

The convention also called for enactment of agency fee legislation for state employees, backed extension of binding arbitration to cover municipal employees, and urged improvements in unemployment and workers' compensation benefits.

In recognition of the reaffiliation of the Teamsters with the AFL-CIO, the convention adopted resolutions welcoming the union back to the federation and condemning proposals for a government takeover of that and several other unions. President Stanley Rumrill of Teamsters Local 597 attended the convention as a guest.

Banquet speaker

Sen. Robert T. Stafford (R) was the keynote speaker at a banquet honoring Clark. Rep. James M. Jeffords (R), who is running for Stafford's Senate seat, spoke to the convention about the federal budget and trade deficits and his participation on the joint trade conference committee. In response to questions, Jeffords said he supports rehiring of the air traffic controllers who were fired by President Reagan in 1981.

In her convention address, Gov. Madeleine M. Kunin (D) emphasized the need to bring more, better-paying jobs to Vermont and stressed the need to raise the minimum wage at both the state and federal levels. The state's minimum wage—at $3.55—is currently 20 cents an hour higher than the federal pay floor. It will go up another 10 cents next July 1.

National COPE Director John Perkins gave the convention a detailed explanation of the delegate selection process for next year's political party conventions.

In a workshop on occupational safety and health, sponsored under a federal grant program, delegates discussed the focus of a questionnaire that will go to employers and workers in the state to determine their key job safety concerns.

Theconvention collected more than $500 to donate to the Christmas fund set up for Paperworkers Local 14 members in Jay, Me., who have been on strike against International Paper Co. since June 16.

Ups and downs

America's industrial workers were responsible for major productivity gains in the third quarter, the Bureau of Labor Statistics reported.

But it was stockholders—not the workers—who reaped the benefits.

The 4.5-percent jump in manufacturing productivity pushed output up 8.2 percent—the largest increase since the first quarter of 1984. The gain pulled employers' labor costs down 3 percent, the sixth decline in the last seven quarters.

But real hourly compensation—the buying power of workers' paychecks after factoring in inflation—dropped 2.4 percent. The BLS report stressed that "real hourly compensation has not increased for five quarters."

Productivity increases were 4.7 percent in the durable goods sector and 4.2 percent in nondurable goods.

Unions mobilize for R-T-W battle in West Virginia

Charleston, W.Va.—Labor's fight to stop the anti-union campaign of "right-to-work" forces in the state topped the agenda of the West Virginia AFL-CIO convention.

State AFL-CIO President Joseph W. Powell urged delegates to educate their families and co-workers on the empty promises made by the "right-to-work" crowd. He also told delegates of a new publication by the state body called "RTW—An Attack on Democracy" which has been sent to union members.

Earlier, Powell had debated the union shop issue with Republican gubernatorial candidate and newspaper owner John Raese, and two anti-union shop state senators.

The delegates urged every central body to establish a committee to:

- Educate the public on the consequences of "right to work."
- Monitor news accounts and media reports.
- Rebut those advocating the anti-union shop law and expose the concept of "right to work."

The 300 delegates endorsed the re-election bid of Senate Majority Leader Robert C. Byrd and those of House members Alan Mollohan, Harley Staggers, Bob Wise and Nick Joe Rahall, all Democrats. An endorsement in the 1988 primary election for governor was postponed until March.

Delegates pressed Congress to act on the massive U.S. trade deficit and called for effective plant closing legislation to help workers and their communities devastated by job loss. The convention supported an increased minimum wage, parental and family job leave and prevailing wage protections.

A state measure to prevent employers from shorting their contributions to workers' pension funds and to protect accumulated funds in the event of a company's bankruptcy also was endorsed.

South Carolina Fed sets political agenda

Myrtle Beach, S.C.—Delegates to the South Carolina AFL-CIO convention elected top officers and focused on the state federation's political action and legislative agenda.

By acclamation, the 210 delegates elected G.O. Smoke as president of the State AFL-CIO. Smoke, 49, was president of Communications Workers Local 3719 in Orangeburg. He succeeds Randall Kiser, 32, who served as president for six years and was the state federation's first full-time officer. Kiser will join the AFL-CIO's field staff in Utah.

The convention re-elected R.H. Harmon to his fourth two-year term as secretary-treasurer and returned Vice President Jim Hornsby to office. The convention also elected Benjamin Flowers of the Longshoremen as vice president, succeeding Joe Thomas of CWA who was elected to the 12-member executive board with Donna DeWitt and Gordon Whitfield, both of CWA.

AFL-CIO COPE Director John Perkins recounted labor's success in taking control of the Senate out of the hands of "anti-labor ideologues and putting it into the hands of friends."

Labor shattered the myth of Reagan Administration invincibility, Perkins declared, and equally important, "we shattered the right-wingers' notion that they had forged a permanent structural realignment in American politics and were commencing a reign that would last through this century and into the next."

Conservative losses

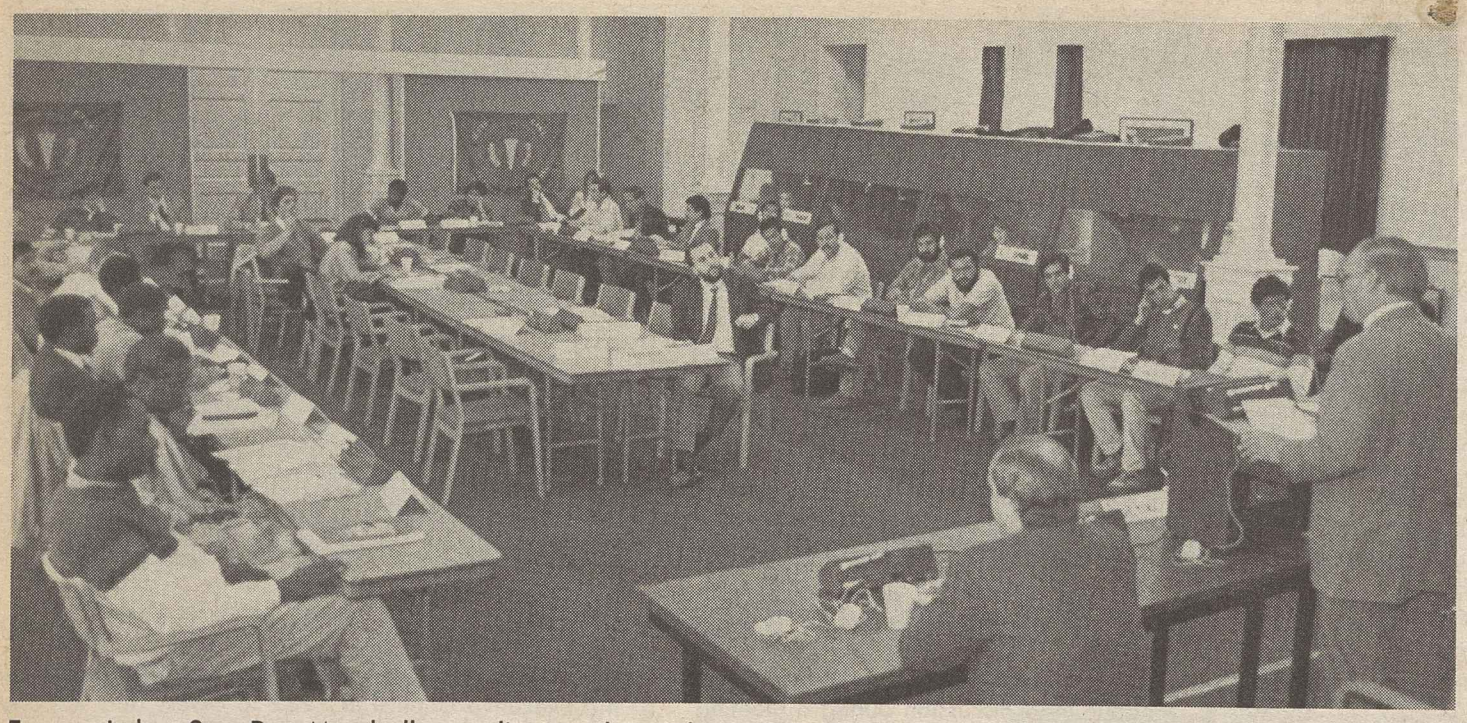
"The states where we beat the ultra-conservatives" were among those on which the Republican Party pinned its hopes for realignment, he noted, naming Washington, North Carolina, Florida, Georgia, Alabama, Louisiana, Nevada and the Dakotas.

Looking ahead to the 1988 campaign, Perkins outlined the federation's guidelines on the political process. He noted that the rules "encourage each union to make every effort to educate union members and their families on their rights in the delegate selection process and to stimulate their participation in the process."

And in addition to running and campaigning as delegates, union members can update membership lists, identify voter registration status, get information out to trade unionists and their families and collect COPE funds, Perkins stressed.

Delegates opposed a measure pending in the General Assembly that would erode workers' compensation benefits and pressed for "right to know" legislation to inform workers and communities about toxic hazards. They also called on local unions to affiliate with their state and local central bodies.

Speakers included Rep. Robin Tallon (D), COPE Region V Director Clement Dowler, Labor Commissioner Ed McGowan, Democratic State Sen. Isadore Lourie and Rep. Juanita White.



Former Labor Sec. Ray Marshall, standing, and Dwight Justice of the AFL-CIO Dept. of International Affairs lead discussion at ICFTU seminar at the Meany Center for Labor Studies on the concerns of young workers.

Young workers explore union rights

ICFTU seminar at Meany center draws youths from 25 countries

Young trade unionists representing more than 30 affiliates of the International Confederation of Free Trade Unions met for a week-long discussion of young workers' concerns at the George Meany Center for Labor Studies.

The seminar was the 24th meeting of the ICFTU Working Group on Young Workers' Questions and the first ever to be held in the United States. It included a three-day session on constitutional issues and trade union rights around the world. Delegates from 25 countries attended.

More than 50 participants attended the conference, with delegates traveling from Africa, Southeast Asia, Latin America and the Caribbean. The European delegation included a representative of Solidarnosc, the Polish free trade union movement.

At an evening session, AFL-CIO Sec.-Treas. Thomas R. Donahue stressed the link between the freedoms guaranteed by the U.S. Constitution and the trade union movement that enables workers to enjoy a better life.

While the Constitution does not specifically address the rights of workers and their unions, Donahue noted, "it gives the people the absolute right to create institutions for themselves, apart and independent from government, to express and advance their own interests and shape their lives."

But labor's right to freedom of association often is exercised in the face of strong opposition, "especially from employers or others whose position, power or privilege" is threatened, he said.

Struggle for rights

"For the American labor movement, protecting and using our rights has been a long and constant struggle—one that continues to this day," Donahue said, recalling the days when American workers used their own force and sacrifice "to assert those rights."

In a question-and-answer session, Donahue emphasized the labor movement's support for a plan sponsored by Sen. Bill Bradley (D-N.J.) to ease the crushing foreign debt of Third World nations and soften the economic strings often attached to foreign loans by the International Monetary Fund.

Freedom of association and its importance to trade unionism was a common thread throughout the week-long program, with trade unionists from Poland, South Africa, Chile, South Korea and other countries discussing their common problems. In each country, participants found, the free trade union movement is forced to confront a government that wishes to deny workers' rights to form unions and represent their own interests.

Participants also debated the reluctance of the United States and other nations to ratify the worker rights conventions adopted by the International Labor Organization, including undisputed prohibitions against slave labor and guarantees of freedom of assembly.

Former Labor Sec. Ray Marshall addressed the effects of economic and social concerns in developing nations—including massive foreign debt—on the growth of political democracy.

Other speakers included Robin Whitehouse, the ICFTU's youth secretary, and Prof. John MacKenzie of the University of the District of Columbia.

Two unions reach tentative pacts at United Airlines

The Machinists and the Flight Attendants have reached tentative contracts with United Airlines, and for the IAM the accord came just hours short of a strike deadline.

The Machinists package, which will be voted on Nov. 23 and 24, covers 21,000 mechanics, ramp and fleet service workers, dispatchers and food service employees—United's largest bargaining unit. Wages now range from $6.50 to $18 an hour.

The three-year tentative agreement is being recommended for ratification by the union's leadership. The package includes wage and benefit increases, unique job security provisions and no concessions. Further details will be released after the members have voted, the IAM said.

Bargaining for the new contract began on Nov. 1, 1986, when the previous contract became amendable. The National Mediation Board joined the negotiations last June and bargaining continued until Oct. 15 when the IAM rejected the board's proffer of arbitration. That triggered a 30-day cooling off period which would have expired at midnight Nov. 15. Mediated talks began again on Nov. 3 and continued on a daily basis until the proposed package was hammered out.

The AFA's tentative 42-month settlement covers 13,000 attendants. It provides a lump sum payment in December 1987, and 2 percent raises in January 1989 and October 1990. Improvements were made in per diem, and dental, hospice and medical care, with the lifetime benefit raised to $1 million.

The proposal contains no work rule changes, the AFA said. But vacation and holiday leave would be reduced, and the period in which the two-tier pay scales would merge was extended to seven years.

Federal regulations bypass most cancer-causing agents

Continued from Page 1

reality "little is done to recognize the workplace hazards and to take action to reduce exposures. This perhaps demonstrates the need to rethink the way we respond to data" that points out workplace hazards. Although the congressional report covered the shortcomings of a number of regulatory agencies, Seminario's remarks were confined to the findings regarding the Occupational Safety & Health Administration.

The report noted that OSHA regulates only 53 of the 145 chemicals listed in the National Toxicology Program's Annual Report on Carcinogens. And of those 53 regulated substances, the report pointed out that 36 are subject to standards that were adopted 15 years ago based on their noncarcinogenic effects.

The OTA observed that OSHA has issued permanent standards for just 16 of the 145 NTP-listed chemicals, and half of those were contained in the agency's "carcinogens" standard that lumps together 14 known and suspected carcinogens.

Counting tombstones

The report charged that while OSHA's cancer policy permits regulation of chemicals based on evidence that a substance is carcinogenic in animals, the agency has for the most part delayed regulation until it has, in effect, counted tombstones. Then the human evidence in most cases was confirmed by animal studies, according to the report.

The OTA report said that in OSHA's first 10 years, it issued eight health standards, taking an average of 32 months to produce a final rule. Under the Reagan Administration's six years, however, only two final standards have been produced in an average span of 60 months.

One of the two final rules produced under Reagan's OSHA—ethylene oxide—was issued under court order. The report stresses that OSHA's regulatory agenda has increasingly been set by outsiders—through petitions from organized labor, and health and other worker groups, and through court orders, referrals from the Environmental Protection Agency and congressional directives.

The National Cancer Institute and NTP have conducted nearly 300 long-term animal cancer tests on 284 chemicals. They found that 144 of those chemicals caused cancer in at least one to four groupings, based on animal species or sex. Of these 144 chemicals, OSHA has issued final standards for just three—asbestos, benzene and dibromochloropropane (DBCP). Asbestos is a human carcinogen. DBCP, however, was regulated by OSHA primarily because it caused sterility in male workers, the report said. A 1978 benzene rule was overturned by the Supreme Court and a standard was released last August.

Regulations for another chemical, ethylene dibromide, a pesticide, were proposed in 1983 but have not been issued in final form. Most uses of the chemical were banned by EPA in 1984, the OTA report said.

Of the NCI's list of 144 chemicals shown to cause cancer in animals, 115 have no occupational exposure standard and 45 have shown positive results in at least three animal experiments. The OTA decided to concentrate on chemicals that are produced in annual amounts exceeding 1 million pounds or that have shown up in two nationwide surveys done by NIOSH.

Within those bounds, the report said, 14 chemicals with positive results in three or four animal cancer tests are under OSHA's regulatory jurisdiction, but no occupational exposure standards have been set for them.

Reagan threat stalls housing aid measure

Continued from Page 1

diversity of the coalition and termed the housing bill "a building block from which we can make a better America."

The Administration and its Senate allies sought to dismiss the broad-based support as reflecting the concerns of "special interests."

During the more than six years of the Reagan presidency, all previous attempts to pass a housing bill floundered in the face of White House hostility. Temporary expedients of providing funds through various catchall appropriations bills kept programs alive, but curtailed.

The bill would establish an innovative program to enable non-profit organizations to sponsor moderate-income housing with help from all levels of government—local, state and federal.

Public agencies in most cases would be expected to provide the land on which the housing would be built, a big cost savings.

A chief ingredient of the federal contribution would be a revolving fund to provide a payment of up to $15,000 toward the cost of a home. It would be in the form of a no-interest loan or second mortgage, and it would not have to be paid off until the house was resold. The repayment would go back into the revolving fund.

Presidential delay

Senate leaders had planned to take up and pass the housing conference agreement the day after the House had done so. But the White House abruptly reined in a number of Republicans who had been expected to support passage, and the President's right-wing allies mounted a delaying operation.

Sen. William L. Armstrong (R-Colo.) raised a point of order that the bill would exceed the congressionally adopted budget ceiling by $47 million.

The bill's bipartisan floor managers—Alan Cranston (D-Calif.) and Alfonse M. D'Amato (R-N.Y.)—pointed out that this was a hairsplitting technicality resulting from the fact that Congress had not yet completed action on a pending budget reconciliation bill.

A supermajority of three-fifths of the full Senate—60 votes—is required to waive the budget restriction. Cranston sought—but was denied—unanimous consent to have the $47 million item dropped from the bill to clear the way for a vote on the merits of the legislation.

On the morning of the vote, President Reagan called Republican congressional leaders to the White House to ask their support in sustaining a veto if the housing bill should get to his desk. He claimed its passage would send a "terrible signal" to the financial markets that Congress was not serious about closing the budget deficit.

On the showdown, six Republicans voted with most Democrats for the budget waiver. But five Democrats voted against it.

"We are not giving up," Cranston said. But at least for the time being, the legislation was set aside.

Panels warned on social security cuts

Continued from Page 1

istration slashes in the domestic budget.

Arthur S. Fleming—who chairs the labor-backed Save Our Security coalition and who was Secretary of Health, Education & Welfare in the Eisenhower Administration—warned that there would be "political fallout" if Executive and Legislative branch negotiators attempt to put the burden of budget reductions on the backs of retirees.

And Rep. Claude Pepper (D-Fla.), chairman of the House Rules Committee and widely regarded as the spokesman for senior citizens on Capitol Hill, put his colleagues on notice that they couldn't dodge responsibility by claiming they had to cast an up-or-down vote on the deficit reduction scheme as a single package.

If the negotiators recommend COLA cuts, Pepper emphasized, he'll insist on a separate vote on that provision when the measure comes to the House floor.

Internal organizing topic for 30-city teleconference

The AFL-CIO Dept. of Organization & Field Services will hold a teleconference on internal organizing strategies aimed at recruiting new members in already unionized workplaces and increasing members' involvement in their local unions. The nationwide program, set for Feb. 29 and Mar. 1, will link trade unionists and labor educators in 30 cities.

Through satellite television hookup and transmission coordinated by the Labor Institute of Public Affairs, participants at the 30 sites will hear conference speakers and panels originating in Washington and can join in with questions and comments from the sites.

During the two-day forum, participants will exchange notes on successful internal organizing drives and will examine needed communications skills, organizing techniques and campaign planning. Also on the agenda are speakers, group discussions and question-and-answer sessions to aid local union leaders in their organizing efforts.

Labor educators, directors of university labor studies programs and union officials will be coordinating the conference at the 30 sites. Trade unionists interested in taking part in the teleconference should get in touch with the coordinator at the nearest participating university or labor federation.

Sponsoring the program along with the Dept. of Organization & Field Services and LIPA is the George Meany Center for Labor Studies.

The teleconference sites and coordinators are:

University of Alabama, Birmingham. Ralph Johnson, 205/934-2101.

University of Arkansas, Little Rock. Jim Nickols, 501/371-5406.

University of California, Berkeley. Marty Morgenstern, 415/642-6000.

University of California, Los Angeles. Geraldine Leshin, 213/825-9603.

University of Connecticut, Storrs. Saul Nesselroth, 203/486-3417.

University of the District of Columbia, Washington. Edgar Lee, 202/727-2326.

Florida International University, Miami. Guillermo Grenier, 305/554-2371.

Georgia State University, Atlanta. John Schmidman, 404/658-3653.

Idaho AFL-CIO, Boise. Jim Kerns, 208/345-8582.

University of Illinois, Chicago. Bill Adelman, 217/333-0980.

Indiana University, Indianapolis. Jerry Paar, 812/335-9082.

University of Iowa, Iowa City. Laurence Clements, 319/353-5355.

University of Maine, Orono. Ross Ferrell, 207/947-0006.

Dundalk Community College, Baltimore. Everett Miller, 301/522-5785.

Michigan State University, Lansing. Dale Brickner, 517/355-5070.

University of Minnesota, Minneapolis. Larry Casey, 612/624-5020.

University of Missouri, Columbia. George Boyle, 314/882-8358.

Kansas City/Longview Community College, Kansas City. Walter Pearson, 913/334-1100.

University of Nebraska, Omaha. John Kretzschmar, 402/554-8340.

Rutgers University, New Brunswick, N.J. Norm Eiger, 201/932-9503.

New Mexico AFL-CIO, Albuquerque. Mary Sue Gutierrez, 505/262-2629.

Cornell University, Albany, N.Y. Mary Lehman, 607/255-3281.

North Carolina State University, Raleigh. Frank Emory, 919/737-2261.

Ohio State University, Columbus. Brenda Cochran, 614/292-8157.

University of Oregon, Eugene. Emory Via, 503/686-5054.

Pennsylvania State University, Philadelphia. Dick Hindle, 814/865-5425.

Indiana University of Pennsylvania, Harrisburg. Marty Moran, 412/357-2645.

College of the Mainland, Texas City, Tex. Andrew Jones, 409/938-1211 ext. 389.

West Virginia University, Morgantown. Owen Tapper, 304/293-3323.

University of Wisconsin, Milwaukee. George Haglund, 608/262-2111.

House approves Hatch Act reform by wide margin

Continued from Page 1

the size of the House majority gives the bill considerable momentum.

If the House bill becomes law, federal workers will be able to campaign for candidates or political parties of their choice, serve as delegates to political conventions, and even run for political office.

The only restriction is that they must not carry on any political activities at work, in a federal building, wearing a government uniform or driving a government vehicle.

Employees will be insulated from political pressures. The legislation prohibits political contributions to superiors and bars solicitations of political donations from government contractors, regulated industries and others seeking business or favors from government.

Another labor-supported bill moved a step forward, as the House Education & Labor Committee voted 21-11 approval of a parental leave bill that was reshaped recently in an effort to achieve substantial bipartisan support.

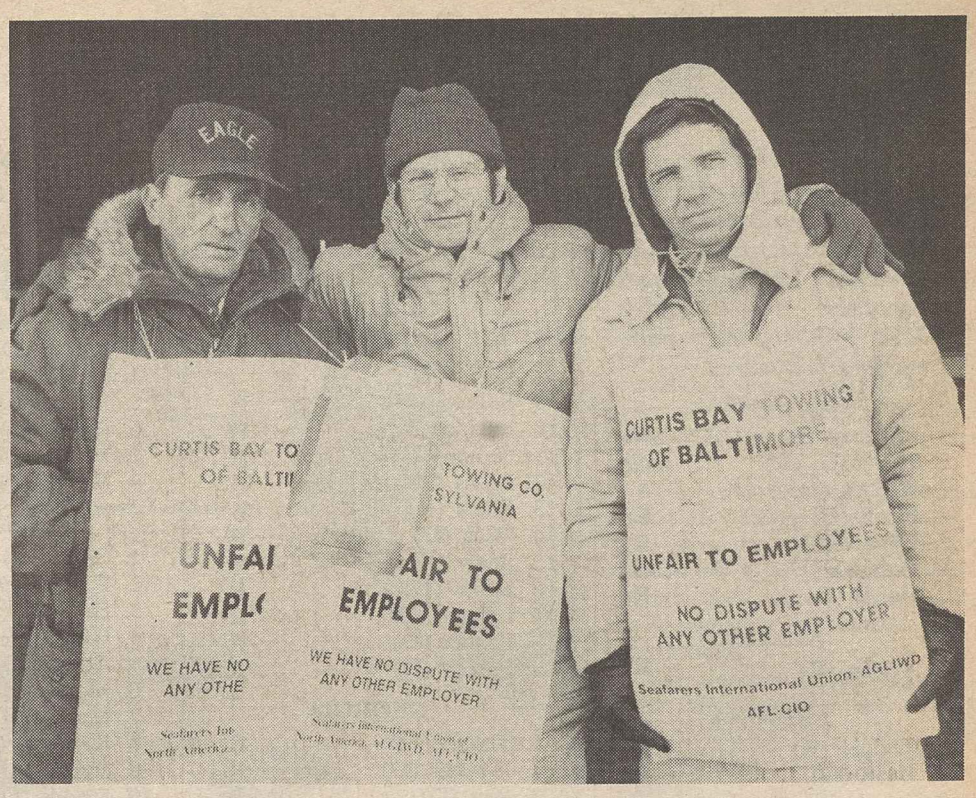
Two committee Republicans who had helped shape the compromise voted for the new Family & Medical Leave Act—Marge Roukema (N.J.) and James M. Jeffords (Vt.). Other GOP members continued to oppose it, as have the Chamber of Commerce and other business groups. The committee rejected all weakening amendments.

Archie Robinson dies, wrote Meany biography

Cheverly, Md.—Archie W. Robinson, author of the 1981 biography "George Meany and His Times," died Oct. 25 of respiratory arrest at Prince Georges' County Hospital. He had Alzheimer's disease.

Robinson, 81, was a resident of Chevy Chase, Md. He worked as a labor editor for U.S. News & World Report for 30 years before retiring in 1975. He received the Louis Stark Memorial Award from the Institute of Collective Bargaining & Group Relations in 1973.

Prior to that, he was a labor editor with the Detroit Free Press and a press officer for the War Labor Board.



SIU members Joseph E. Mazurek, Alexander Borawick and Manuel San Pedro on the picket line in Baltimore.

Seafarers see safety threat in use of scab tugboat crews

Safety conditions at three East Coast ports are being compromised by the use of inexperienced replacement crews on tugboats while regular crews remain on strike, the Seafarers charged.

SIU President Frank Drozak said he had asked the Coast Guard in Baltimore, Philadelphia and Norfolk, Va., to investigate safety complaints against the McAllister tugboat company.

Some 500 SIU members walked off their jobs Sept. 30 at Curtis Bay Towing Co. and Baker-Whiteley, a subsidiary of McAllister Brothers Inc., after the companies demanded manning reductions and elimination of the eight-hour workday and hourly rates. Management proposed instead a 24-hour workday and daily wage rates, which the union said could drop pay to as low as $3.50 an hour. The firms also want to eliminate overtime and paid holidays and vacations.

The companies "must have wanted to start a strike so they could try to bust the union," Drozak said. A number of groundings and collisions have been reported in Norfolk and Philadelphia despite good weather, he said. "Now with winter approaching, things can only get worse."

Drozak expressed concern for public safety in the three cities, pointing out that "dangerous and toxic cargoes are moved in and out of all three ports and accidents involving these materials could be disastrous."

Public, union support

At a recent strike rally in Baltimore that drew hundreds of supporters from two dozen unions, City Council member John Schaeffer said that the companies takeback demands "paint a typical picture of union busting." Baltimore AFL-CIO President Ernie Grecco affirmed labor's support of the strikers, saying, "The Seafarers are determined not to work in regressive, unsafe conditions."

Last June, the National Labor Relations Board ordered McAllister to pay $2 million in back pay owed to 27 workers who had either been discharged or suffered sharp pay slashes when McAllister set up an alter-ego company, Baker-Whiteley, so it could abrogate its union contract.

Carolina legislature improves wage floor, benefit programs

Raleigh, N.C.—Improvements in minimum wage rates and workers' compensation and unemployment insurance programs topped labor's successes during the state legislature's 1987 session.

Legislators agreed to increase maximum weekly benefits paid to injured workers —currently $308—by 10 percent as of next January and approved broader coverage for hernia-related injuries. The maximum payment for facial disfigurement or permanent injury to an organ was doubled to $20,000 and the funeral expense allotment was increased to $2,000. Coverage by the workers' compensation system was extended to workplaces with three, rather than four employees.

The legislature also directed the Industrial Commission to decide cases more quickly and required employers to pay interest on workers' awards as of the hearing date.

The maximum jobless benefit level was restored to two-thirds of the average weekly wage—to $200. In 1983, benefits were cut to 60 percent of the average weekly wage to offset a drain on the unemployment fund. Legislators also voted to use interest earned on the trust fund money—as much as $10 million a year—for retraining unemployed workers.

A new minimum wage measure requires the state to raise its wage floor to correspond to increases in the federal minimum wage up to $4 an hour. The state minimum wage covers workers in retail businesses grossing less than $375,000 and non-retail businesses grossing less than $275,000 annually.

State AFL-CIO President Christopher Scott said the session was a fair one, because "the interests of workers and consumers were taken into account in most cases.

"But business has been having a good session for the last hundred years in North Carolina," he noted, adding that it was time for workers' interests to get better treatment from the General Assembly.

Other labor gains include some modification of provisions that in the past made workers ineligible for jobless pay. Workers furloughed due to a labor dispute outside the state now can receive unemployment benefits.

Wage settlements up slightly for first year

Major collective bargaining agreements reached in private industry during the first nine months of 1987 provided wage increases averaging 2.1 percent in the first contract year and 2.3 percent a year over the life of the contract, the Labor Dept. reported.

The last time parties to these settlements negotiated—two or three years ago, in most cases—they agreed to wage increases that averaged 1.9 percent in the first contract year and 2.5 percent a year over the contract life, the department said.

Of the nearly 1.3 million workers covered under major contracts settled in the first nine months of this year, about 68 percent had first-year wage increases, 6 percent had first-year decreases, and the rest had no wage change for that year. The Labor Dept. defines major contracts as those covering bargaining units with at least 1,000 workers.

More than two-thirds of the 1.3 million workers were in non-manufacturing industries. Their contracts called for wage increases averaging 2.5 percent in the first year and 2.9 percent annually over the contract life.

Settlements in the construction industry covered about 40 percent of the non-manufacturing workers. They provided wage boosts averaging 3.3 percent in the first year and 3.5 percent a year over the term of the contract.

COLA provisions

In manufacturing, wage increases averaged 1.2 percent in the first contract year and 1.1 percent yearly over the contract life. However, potential wage hikes triggered by cost-of-living-adjustment—COLA —clauses are provided in settlements for 54 percent of the manufacturing workers compared to 26 percent in non-manufacturing. In addition, lump-sum payments are provided in settlements for one-half of the workers in manufacturing compared to only 30 percent of those in non-manufacturing.

Lump-sum payments were negotiated in a variety of industries, but primarily in automobile manufacturing, retail food, and transportation.

Contracts for 65 percent of the workers under pacts reached in the first nine months have no COLA clause. These agreements provided average wage increases of 2.5 percent a year over their life, compared to 1.8 percent for contracts with COLA clauses.

About 6 percent, or 75,000, of the 1.3 million workers had their COLA clauses dropped or suspended, including 57,000 workers in the steel industry. By contrast, COLA clauses were established for 5,200 other workers during the period.

House rollcall on Hatch Act reforms

This is the 305-112 vote by which the House passed a labor-supported bill lifting Hatch Act restrictions on off-duty political activity by federal and postal workers.

Right votes (R) for the bill were cast by 242 Democrats and 63 Republicans. Voting wrong (W) were 109 Republicans and 3 Democrats.

Other symbols: PR—paired right; PW—paired wrong; A—absent and not paired.

ALABAMA
1. Callahan (R) W
2. Dickinson (R) W
3. Nichols (D) A
4. Bevill (D) R
5. Flippo (D) R
6. Erdreich (D) R
7. Harris (D) R

ALASKA
AL Young (R) R

ARIZONA
1. Rhodes (R) W
2. Udall (D) R
3. Stump (R) W
4. Kyl (R) W
5. Kolbe (R) W

ARKANSAS
1. Alexander (D) R
2. Robinson (D) R
3. Hammerschmidt (R) R
4. Anthony (D) R

CALIFORNIA
1. Bosco (D) R
2. Herger (R) W
3. Matsui (D) R
4. Fazio (D) R
5. Pelosi (D) R
6. Boxer (D) R
7. Miller (D) R
8. Dellums (D) R
9. Stark (D) R
10. Edwards (D) R
11. Lantos (D) R
12. Konnyu (R) W
13. Mineta (D) R
14. Shumway (R) W
15. Coelho (D) A
16. Panetta (D) R
17. Pashayan (R) R
18. Lehman (D) R
19. Lagomarsino (R) W
20. Thomas (R) PW
21. Gallegly (R) W
22. Moorhead (R) W
23. Beilenson (D) W
24. Waxman (D) R
25. Roybal (D) R
26. Berman (D) R
27. Levine (D) R
28. Dixon (D) R
29. Hawkins (D) R
30. Martinez (D) R
31. Dymally (D) R
32. Anderson (D) R
33. Dreier (R) W
34. Torres (D) R
35. Lewis (R) W
36. Brown (D) R
37. McCandless (R) W
38. Dornan (R) W
39. Dannemeyer (R) W
40. Badham (R) A
41. Lowery (R) R
42. Lungren (R) W
43. Packard (R) W
44. Bates (D) R
45. Hunter (R) W

COLORADO
1. Schroeder (D) R
2. Skaggs (D) R
3. Campbell (D) R
4. Brown (R) W
5. Hefley (R) W
6. Schaefer (R) R

CONNECTICUT
1. Kennelly (D) R
2. Gejdenson (D) R
3. Morrison (D) R
4. Shays (R) R
5. Rowland (R) R
6. Johnson (R) R

DELAWARE
AL Carper (D) R

FLORIDA
1. Hutto (D) R
2. Grant (D) R
3. Bennett (D) W
4. Chappell (D) R
5. McCollum (R) W
6. MacKay (D) R
7. Gibbons (D) R
8. Young (R) R
9. Bilirakis (R) R
10. Ireland (R) W
11. Nelson (D) R
12. Lewis (R) W
13. Mack (R) W
14. Mica (D) R
15. Shaw (R) W
16. Smith (D) R
17. Lehman (D) R
18. Pepper (D) R
19. Fascell (D) R

GEORGIA
1. Thomas (D) R
2. Hatcher (D) R
3. Ray (D) R
4. Swindall (R) W
5. Lewis (D) R
6. Gingrich (R) W
7. Darden (D) R
8. Rowland (D) R
9. Jenkins (D) R
10. Barnard (D) PR

HAWAII
1. Saiki (R) R
2. Akaka (D) PR

IDAHO
1. Craig (R) W
2. Stallings (D) R

ILLINOIS
1. Hayes (D) R
2. Savage (D) R
3. Russo (D) R
4. Davis (R) R
5. Lipinski (D) R
6. Hyde (R) W
7. Collins (D) R
8. Rostenkowski (D) R
9. Yates (D) R
10. Porter (R) W
11. Annunzio (D) R
12. Crane (R) W
13. Fawell (R) W
14. Hastert (R) R
15. Madigan (R) W
16. Martin (R) R
17. Evans (D) R
18. Michel (R) W
19. Bruce (D) R
20. Durbin (D) R
21. Price (D) R
22. Gray (D) R

INDIANA
1. Visclosky (D) R
2. Sharp (D) R
3. Hiler (R) W
4. Coats (R) W
5. Jontz (D) R
6. Burton (R) W
7. Myers (R) R
8. McCloskey (D) R
9. Hamilton (D) R
10. Jacobs (D) R

IOWA
1. Leach (R) W
2. Tauke (R) W
3. Nagle (D) R
4. Smith (D) R
5. Lightfoot (R) W
6. Grandy (R) W

KANSAS
1. Roberts (R) W
2. Slattery (D) R
3. Meyers (R) W
4. Glickman (D) R
5. Whittaker (R) W

KENTUCKY
1. Hubbard (D) R
2. Natcher (D) R
3. Mazzoli (D) R
4. Bunning (R) W
5. Rogers (R) W
6. Hopkins (R) W
7. Perkins (D) R

LOUISIANA
1. Livingston (R) W
2. Boggs (D) R
3. Tauzin (D) R
4. Roemer (D) A
5. Huckaby (D) R
6. Baker (R) W
7. Hayes (D) R
8. Holloway (R) A

MAINE
1. Brennan (D) R
2. Snowe (R) W

MARYLAND
1. Dyson (D) R
2. Bentley (R) R
3. Cardin (D) R
4. McMillen (D) R
5. Hoyer (D) R
6. Byron (D) R
7. Mfume (D) R
8. Morella (R) R

MASSACHUSETTS
1. Conte (R) R
2. Boland (D) R
3. Early (D) R
4. Frank (D) R
5. Atkins (D) R
6. Mavroules (D) R
7. Markey (D) R
8. Kennedy (D) R
9. Moakley (D) PR
10. Studds (D) R
11. Donnelly (D) R

MICHIGAN
1. Conyers (D) R
2. Pursell (R) R
3. Wolpe (D) R
4. Upton (R) R
5. Henry (R) W
6. Carr (D) PR
7. Kildee (D) R
8. Traxler (D) R
9. Vander Jagt (R) W
10. Schuette (R) R
11. Davis (R) R
12. Bonior (D) R
13. Crockett (D) R
14. Hertel (D) R
15. Ford (D) R
16. Dingell (D) R
17. Levin (D) R
18. Broomfield (R) W

MINNESOTA
1. Penny (D) R
2. Weber (R) W
3. Frenzel (R) W
4. Vento (D) R
5. Sabo (D) R
6. Sikorski (D) R
7. Stangeland (R) W
8. Oberstar (D) R

MISSISSIPPI
1. Whitten (D) R
2. Espy (D) R
3. Montgomery (D) R
4. Dowdy (D) A
5. Lott (R) R

MISSOURI
1. Clay (D) R
2. Buechner (R) W
3. Gephardt (D) A
4. Skelton (D) R
5. Wheat (D) R
6. Coleman (R) W
7. Taylor (R) R
8. Emerson (R) R
9. Volkmer (D) R

MONTANA
1. Williams (D) R
2. Marlenee (R) W

NEBRASKA
1. Bereuter (R) R
2. Daub (R) R
3. Smith (R) W

NEVADA
1. Bilbray (D) R
2. Vucanovich (R) R

NEW HAMPSHIRE
1. Smith (R) W
2. Gregg (R) W

NEW JERSEY
1. Florio (D) R
2. Hughes (D) R
3. Howard (D) R
4. Smith (R) R
5. Roukema (R) W
6. Dwyer (D) R
7. Rinaldo (R) R
8. Roe (D) R
9. Torricelli (D) R
10. Rodino (D) R
11. Gallo (R) R
12. Courter (R) R
13. Saxton (R) R
14. Guarini (D) R

NEW MEXICO
1. Lujan (R) W
2. Skeen (R) W
3. Richardson (D) R

NEW YORK
1. Hochbrueckner (D) R
2. Downey (D) R
3. Mrazek (D) R
4. Lent (R) R
5. McGrath (R) R
6. Flake (D) R
7. Ackerman (D) R
8. Scheuer (D) R
9. Manton (D) R
10. Schumer (D) R
11. Towns (D) R
12. Owens (D) R
13. Solarz (D) R
14. Molinari (R) R
15. Green (R) W
16. Rangel (D) R
17. Weiss (D) R
18. Garcia (D) R
19. Biaggi (D) A
20. DioGuardi (R) R
21. Fish (R) R
22. Gilman (R) R
23. Stratton (D) R
24. Solomon (R) R
25. Boehlert (R) R
26. Martin (R) R
27. Wortley (R) W
28. McHugh (D) R
29. Horton (R) R
30. Slaughter (D) R
31. Kemp (R) A
32. LaFalce (D) R
33. Nowak (D) R
34. Houghton (R) W

NORTH CAROLINA
1. Jones (D) R
2. Valentine (D) R
3. Lancaster (D) R
4. Price (D) R
5. Neal (D) R
6. Coble (R) W
7. Rose (D) R
8. Hefner (D) R
9. McMillan (R) W
10. Ballenger (R) W
11. Clarke (D) R

NORTH DAKOTA
AL Dorgan (D) R

OHIO
1. Luken (D) R
2. Gradison (R) W
3. Hall (D) R
4. Oxley (R) W
5. Latta (R) W
6. McEwen (R) PW
7. DeWine (R) R
8. Lukens (R) W
9. Kaptur (D) R
10. Miller (R) R
11. Eckart (D) R
12. Kasich (R) W
13. Pease (D) R
14. Sawyer (D) R
15. Wylie (R) W
16. Regula (R) W
17. Traficant (D) R
18. Applegate (D) R
19. Feighan (D) R
20. Oakar (D) R
21. Stokes (D) R

OKLAHOMA
1. Inhofe (R) W
2. Synar (D) R
3. Watkins (D) R
4. McCurdy (D) R
5. Edwards (R) W
6. English (D) R

OREGON
1. AuCoin (D) R
2. Smith, Robert (R) R
3. Wyden (D) R
4. DeFazio (D) R
5. Smith, Denny (R) W

PENNSYLVANIA
1. Foglietta (D) R
2. Gray (D) R
3. Borski (D) R
4. Kolter (D) R
5. Schulze (R) W
6. Yatron (D) R
7. Weldon (R) R
8. Kostmayer (D) R
9. Shuster (R) R
10. McDade (R) R
11. Kanjorski (D) R
12. Murtha (D) R
13. Coughlin (R) R
14. Coyne (D) R
15. Ritter (R) W
16. Walker (R) W
17. Gekas (R) W
18. Walgren (D) R
19. Goodling (R) R
20. Gaydos (D) R
21. Ridge (R) R
22. Murphy (D) R
23. Clinger (R) R

RHODE ISLAND
1. St Germain (D) R
2. Schneider (R) R

SOUTH CAROLINA
1. Ravenel (R) R
2. Spence (R) W
3. Derrick (D) R
4. Patterson (D) R
5. Spratt (D) R
6. Tallon (D) R

SOUTH DAKOTA
AL Johnson (D) R

TENNESSEE
1. Quillen (R) R
2. Duncan (R) R
3. Lloyd (D) R
4. Cooper (D) R
5. Vacancy
6. Gordon (D) R
7. Sundquist (R) R
8. Jones (D) A
9. Ford (D) R

TEXAS
1. Chapman (D) R
2. Wilson (D) R
3. Bartlett (R) W
4. Hall (D) R
5. Bryant (D) R
6. Barton (R) W
7. Archer (R) W
8. Fields (R) W
9. Brooks (D) R
10. Pickle (D) R
11. Leath (D) R
12. Wright (D) Speaker
13. Boulter (R) W
14. Sweeney (R) W
15. de la Garza (D) R
16. Coleman (D) R
17. Stenholm (D) W
18. Leland (D) R
19. Combest (R) W
20. Gonzalez (D) R
21. Smith (R) W
22. DeLay (R) W
23. Bustamante (D) R
24. Frost (D) R
25. Andrews (D) R
26. Armey (R) W
27. Ortiz (D) R

UTAH
1. Hansen (R) W
2. Owens (D) R
3. Nielson (R) W

VERMONT
AL Jeffords (R) R

VIRGINIA
1. Bateman (R) W
2. Pickett (D) R
3. Bliley Jr. (R) W
4. Sisisky (D) R
5. Daniel (D) R
6. Olin (D) R
7. Slaughter (R) W
8. Parris (R) R
9. Boucher (D) R
10. Wolf (R) W

WASHINGTON
1. Miller (R) R
2. Swift (D) R
3. Bonker (D) R
4. Morrison (R) R
5. Foley (D) R
6. Dicks (D) R
7. Lowry (D) R
8. Chandler (R) W

WEST VIRGINIA
1. Mollohan (D) R
2. Staggers (D) R
3. Wise (D) R
4. Rahall (D) R

WISCONSIN
1. Aspin (D) R
2. Kastenmeier (D) R
3. Gunderson (R) R
4. Kleczka (D) R
5. Moody (D) R
6. Petri (R) W
7. Obey (D) R
8. Roth (R) W
9. Sensenbrenner (R) W

WYOMING
AL Cheney (R) W

EDITORIALS

To a Different Drummer

THE LONE HOLDOUT in the 391-1 vote by the House for a bipartisan housing bill was Rep. Philip M. Crane (R-Ill.), whose right-wing views are so extreme that he has difficulty finding a non-military government function he can support.

Crane's more conventional Republican colleagues had only praise for the compromise shaped by a House-Senate conference committee. The need for programs that the legislation reauthorizes is almost universally accepted, and a new small-scale program at least opens the possibility of home ownership by some moderate-income working families who have been priced out of today's housing market.

But it turns out that Congressman Crane has some fellow travellers in the White House and in the Senate.

BY RAISING a totally fraudulent claim of "budget busting," they intimidated enough senators to block action on a desperately needed program—at least temporarily.

It will be a dismaying abdication of congressional responsibility if the delay proves more than temporary.

The victory would then go to Congressman Crane—an unexpected surrender to a man who boasts of the many times he has marched to a different drummer than the 434 other members of the House of Representatives. It is no surprise that COPE's scorecard shows that in the last Congress Crane was out of step with labor's position on every key vote.

If the bipartisan housing legislation is scuttled, it will mean Congress is marching in lockstep to the Crane drumbeat.

Golden Parachutes

A NEW management team took over the Dart drugstore chain, which operates in the Washington, D.C., area. The company is described in newspaper accounts as "financially troubled," but don't shed too many tears for the displaced management. Its golden parachute assured a soft landing.

Dart's former chairman, one Stephen J. Hansbrough, lasted only two years in the job. But it appears to have been a friendly parting. Perhaps "profitable" would be the better word.

To compensate for his loss of title, a Washington Post business section story reveals, Hansbrough is getting a payoff of $750,000—the equivalent of three years of salary.

That's in addition to a $250-an-hour consulting fee for part-time services and reimbursements of expenses such as car costs.

Dart's new chairman is quoted as finding this cozy arrangement with his predecessor quite reasonable. After all, he noted, "at a young age he will be looking for a new career path."

Imitation has been called the sincerest form of flattery. So unions should be pleased. After all, severance pay is a concept first advanced at the bargaining table—although usually to fierce resistance from management.

Unions that have tried to negotiate severance pay for their members in this era of corporate mergers and takeovers can take some comfort in this evidence that company executives are now embracing the concept so enthusiastically. But only for themselves, of course.

As a remembered Bill Mauldin cartoon once asked, "Is there a view for the enlisted men?"

Showing the Flag

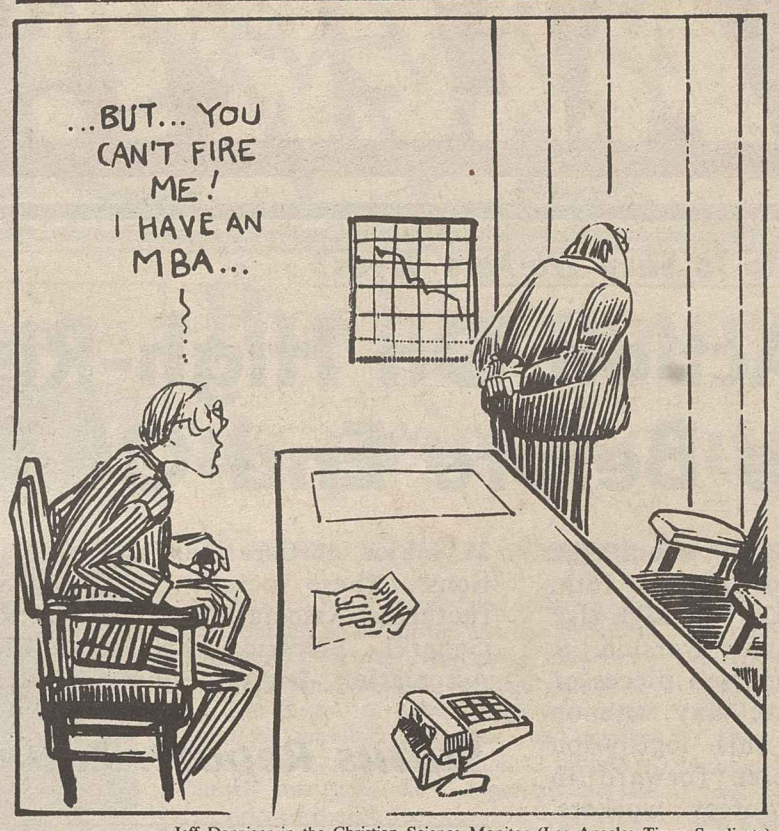
WHILE THE U.S. Navy was escorting Kuwaiti ships flying the American flag through the Persian Gulf, Iranian speedboats fired grenades at a vessel described in news reports as "an American-owned supertanker carrying Saudi Arabian crude oil."

Naturally, the American supertanker wasn't flying the American flag. It was registered in the Bahamas.

Some hours earlier, there had been an attack on a ship identified as an "American-managed, Liberian-registered tanker."

A few old timers can still remember when American merchant ships proudly flew the American flag, and even complied with U.S. safety and labor laws.

Continuing Education



—Jeff Danziger in the Christian Science Monitor (Los Angeles Times Syndicate)

'The right to participate...'

What we now bring before the House is a bill to reform the Hatch Act which was arrived at through a true bipartisan effort.

It will restore to federal employees the right to participate in the political process the same as all other persons. It prohibits political activity while on duty, in a federal facility, in the uniform of a federal job, or while using any vehicle owned or leased by the government.

American democracy flourishes when its citizens are actively involved in the political system. The House has a unique opportunity to permit three million educated men and women to participate fully in this process.

The impetus for passage is the First Amendment to the Constitution: "Congress shall make no law . . . abridging the freedom of speech."

—Rep. William L. Clay (D-Mo.) in House of Representatives, Nov. 17, 1987.

Washington Window

Lack of benefits magnifies impact of high joblessness

By Press Associates

In a tone of surprise and dismay, Dan Rather recently reported on the CBS Evening News that only one out of four jobless Americans is receiving unemployment insurance benefits, the lowest level in the 52-year-old history of the UI program.

The nation's mass media thus are waking up to a problem that millions of jobless workers have been intimately acquainted with in recent years.

The news report, based on a study by the Washington-based Center on Budget & Policy Priorities, showed that a dismal situation has been growing worse for the past seven years and is now worse than ever.

Some 5.1 million American workers who were unemployed in October were without any UI benefits, the study noted. Only 1.7 million jobless workers, 25.4 percent of the unemployed, collected benefits, it said.

"The percentage of unemployed workers receiving benefits has been substantially lower in the 1980s than in the 1970s," the report noted.

In 1975, the average rate of jobless workers who collected benefits was 75.5 percent although the center noted that was a recession year when coverage rates generally were somewhat higher. In 1978, when the nation's jobless rate was 6 percent, the same as October 1987, the average UI coverage rate was 43 percent.

Program cuts

Why has this occurred? The main reasons are sharp federal and state cutbacks and longer spells of unemployment.

Congress in 1981 enacted Administration-proposed budget cuts which severely reduced the federal-state extended benefits UI program. That program was supposed to provide an additional 13 weeks of benefits to long-term jobless workers in states experiencing high unemployment.

No state now qualifies to pay extended benefits, not even Louisiana with a recent unemployment rate of 10.3 percent, or Mississippi with a 9.8 percent rate, or West Virginia with a 9.1 percent rate.

Long-term jobless

Yet while the extended benefits program has withered, the number of long-term jobless workers has grown. In October, there were 959,000 long-term unemployed, 48 percent more than in 1978. The reduction in UI coverage has increased the ranks of the poor, the center noted.

For those who do get UI benefits, they replace only 35 percent of lost wages on average although there are wide differences among states.

Clearly, the nation's unemployment insurance system is failing its mandate to provide partial income support to those who have lost their jobs through no fault of their own.

In 1980, a broad-based National Commission on Unemployment Compensation recommended establishment of federal minimum benefit standards to ensure fair treatment of jobless workers regardless of where they live. The commission also proposed indexing the federal taxable wage base to at least 65 percent of the average wage.

In addition to these proposals, organized labor has called on Congress to reform the extended benefits program so that all long-term jobless workers are entitled to them regardless of the jobless rate in their states. Labor also has urged the establishment of a permanent program of federal supplemental benefits to provide at least 65 weeks of benefits for the long-term jobless.

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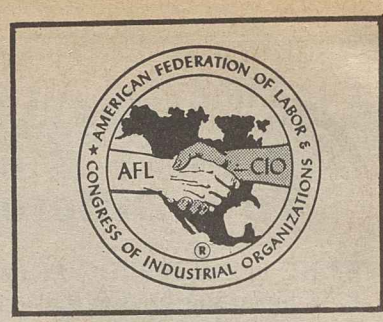
AFL-CIO LEGISLATIVE

ALERT!



Will Your Senators Vote To Save Workers' Lives?

Senate Action On High-Risk Notification Bill Possible Before End Of The 1987 Session

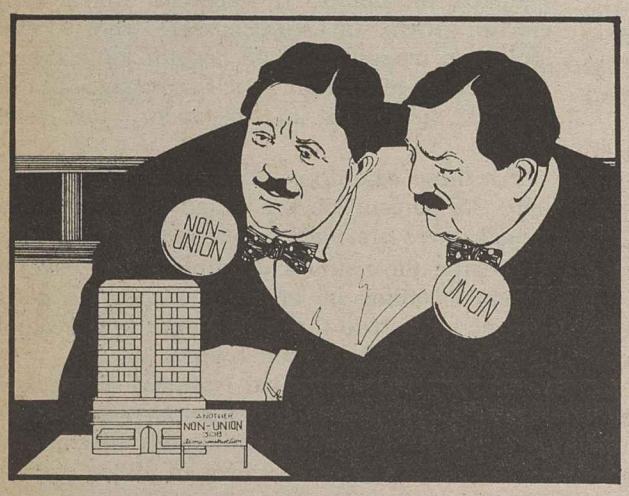
Despite strong opposition from the Reagan Administration, on October 16th, the House passed H.R. 162, the high-risk notification bill. The Senate version, S. 79, is one of the labor-supported pieces of legislation which the Senate may vote on this year. If enacted, this legislation would represent a huge step forward in government efforts to protect workers' health and safety.

According to the Congressional Research Service, occupational diseases cost Americans between $7.1 billion to $9.7 billion in 1985. Of that $5.4 billion was in taxpayer-financed Medicare, Medicaid and Social Security disability payments. $1.7 billion to $4.3 billion was attributed to wages lost through death.

The early detection of these diseases, made possible by this legislation, could dramatically lower these statistics which represent so much pain and suffering. More importantly, we believe that the death of even one worker is too high a price to pay for government inaction.

In addition to the AFL-CIO, H.R. 162 has been endorsed by virtually all of the major public health, public interest and environmental organizations, as well as by 27 major corporations and trade associations. These include the Chemical Manufacturers Association, ARCO, W.R. Grace, General Electric, American Electronics Association, Digital Equipment, Occidental Petroleum, Eastman Kodak Chemicals Division and IBM.

What You Can Do: Write to both of your senators and ask that they support S. 79, with no weakening amendments.



December Date Is Set For Committee Vote On Double-Breasting Bill

On June 17th, the House of Representatives voted 227-197 to outlaw double-breasting -- the construction industry practice of setting up phoney, non-union alter-egos. On December 2nd, the Senate Labor and Human Resources Committee is scheduled to consider S. 492, the Senate's companion bill.

Like the House bill, S. 492 would amend the National Labor Relations Act to close existing loopholes, and strengthen the stability of collective bargaining in the construction industry. The legislation specifies that multiple construction firms in the same geographic area be treated as a single entity for collective-bargaining purposes, if they have common ownership, management or control. In addition, the bill would restore the original intent of a long-standing labor law which protects "pre-hire" agreements.

Members of the Labor and Human Resources Committee, should be contacted and urged to support this measure.

Status Report: Labor's List Of Pending Legislation

Airline LPPs ***H.R. 3051, S. 1485***	Airline LPP provisions passed both the House and the Senate as amendments to airline consumer bills, on 10/5/87 in the House and on 10/30/87 in the Senate; the bills are awaiting conference.
Catastrophic Health ***H.R. 2470, S. 1127***	H.R. 2470 passed the House on 7/22/87; S. 1127 passed the Senate on 10/27/87; the bills are now awaiting conference.
Davis-Bacon ***H.R. 2216***	Labor-supported bill, approved on 8/4/87 by the House Education & Labor Committee; hearings were held in the Senate Labor Subcommittee.
Double Breasting ***H.R. 281, S. 492***	H.R. 281 passed the House on 6/17/87; S. 492 is awaiting a mark-up by the Senate Labor & Human Resources Committee.
Drug Testing ***S. 1041***	Approved by the Senate Commerce Committee on 3/10/87, and passed the Senate on 10/30/87 as an amendment to S. 1485.
Family Leave ***H.R. 925, S. 249***	H.R. 925 reported by the House Education & Labor Committee on 11/17/87, awaiting action by the Post Office & Civil Service Full Committee; the Senate Labor & Human Resources Committee has begun hearings on S. 249.
Hatch Act Reform ***H.R. 3400***	Passed the House on 11/17/87.
High-Risk ***H.R. 162, S. 79***	H.R. 162 passed the House on 10/15/87; S. 79 approved in committee, and awaiting floor action.
Mandated Health Benefits ***H.R. 2508, S. 1265***	H.R. 2508 referred to House Education & Labor Committee; S. 1265 awaiting mark-up by Senate Labor & Human Resources Committee.
Mergers & Acquistions ***H.R. 2172, S. 1324***	Hearings held in the House Energy & Commerce Committee; S. 1324 approved by the Senate Banking Committee.
Minimum Wage ***H.R. 1834, S. 837***	H.R. 1834 is awaiting subcommittee mark-up in the House Education & Labor Committee; hearings have begun in the Senate Labor & Human Resources Committee.
Pay Equity ***H.R. 387, S. 552***	H.R. 387 referred to Post Office & Civil Service Committee; S. 552 approved by the Senate Governmental Affairs Committee on 11/18/87.
Pension PBGC	A labor-supported Pension PBGC measure was included in the House Reconciliation bill which passed on 10/29/87; a similar Senate provision is awaiting a floor vote.
Polygraph Testing ***H.R. 1212***	H.R. 1212 passed the House on 11/4/87; hearings have been held in the Senate Labor & Human Resources Committee.
Railroad LPPs ***H.R. 3332***	Referred to the House Energy & Commerce Committee.
Retiree Bankruptcy Protections ***H.R. 2969, S. 548***	H.R. 2969 passed the House on 10/13/87; S. 548 passed the Senate on 7/24/87; the bills are awaiting conference.
Telephone Monitoring ***H.R. 1950, S. 1124***	Hearings on H.R. 1950 have begun in the House Judiciary Subcommittee; S. 1124 referred to the Senate Judiciary Committee.
Trade (Omnibus) ***H.R. 3, S. 1420***	Differences in the bills which passed the House and the Senate are being worked out in conference.
Trade (Textiles) ***H.R. 1154, S. 549***	H.R. 1154 passed the House on 9/16/87; S. 549 is awaiting floor action.
Welfare Reform ***H.R. 1720***	H.R. 1720 is awaiting floor action; hearings are underway in the Senate.
Worker Dislocation ***H.R. 1122, S. 538***	These bills were reported by the House and Senate Labor Committees, but the issue has also been rolled into the omnibus trade bills, which are now in conference.

AFL-CIO news

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Grandpa's union rallies to Jessica

CWA local helps rescue of toddler

Midland, Tex.—A beaming Jessica McClure headed home from the hospital five weeks after her dramatic rescue from an abandoned water well with the help of her grandfather's union—the Communications Workers.

The 19-month-old toddler, who sang songs and talked to her mother during her 58-hour ordeal, is the granddaughter of Harold McClure, former president of CWA Local 6127.

Scores of CWA members joined in the rescue effort and kept the round-the-clock vigil at the well. Other CWA members staffed the telephones used to get equipment and experts to the scene to save baby Jessica. CWA members also raised more than $1,000 for Jessica and her family.

President D.L. Willis of the Permian Basin AFL-CIO praised the spirit that united the community in the fight to free Jessica, adding that labor's participation gave the trade union movement a real boost in the area.

Buying power slumps as prices outpace pay

Workers' real wages continue long-term lag

Battered by an accelerated inflation rate, the buying power of the average American worker in October was down nine-tenths of 1 percent from the year-ago month.

The Bureau of Labor Statistics reported that the consumer price index had climbed 4.6 percent over the previous 12 months—nearly four times the 1.2-percent increase in prices between October 1985 and October 1986.

The figures spelled continued bad news for workers, whose real wages—the value of weekly paychecks after adjusting for inflation—have suffered a steep 11.1-percent decline since October 1978.

Average weekly earnings last month were 3.7 percent above the level for October 1986 and average weekly hours improved by six-tenths of 1 percent in the same 12-month span. But these gains were negated by higher prices for virtually all of the items in the CPI's marketbasket of goods and services.

The BLS said that real earnings edged up nine-tenths of 1 percent last month after a 1.1-percent drop in September. Earnings declined in five of the first 10 months of 1987.

Over the past year, gasoline prices have soared 20 percent, heating oil prices have risen 11.5 percent, the price of used cars has gone up 7.5 percent, medical care costs are up 6.5 percent, clothing prices have increased 6.1 percent, shelter costs are 4.6 percent higher, food prices have risen 3.6 percent, the price tag on new cars is up 2.8 percent and public transportation costs have gone up 2.7 percent.

The only decline in prices during the past 12 months occurred in the cost of gas and electricity, which eased off 1.3 percent.

Housing starts plunge

Meanwhile, housing starts nosedived 8.2 percent in October to a seasonally adjusted annual rate of 1.5 million units, the Census Bureau reported.

It was the sharpest one-month decline in the last three years and it contrasted with a 4-percent gain recorded in September, reflecting mounting consumer apprehension about the nation's economic future in the wake of the Wall Street crash.

Interest rates on conventional fixed mortgages averaged 12 percent before the bottom fell out of the stock market. They now have declined to the 11-percent range. But analysts expect families to defer home buying plans until they get a clearer signal about the direction of the economy. And

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Deficit-reduction package gets nod over Gramm-Rudman program cuts

By David L. Perlman

A deficit-reduction package negotiated by congressional leaders of both parties and the White House is winning acceptance on Capitol Hill as the alternative to bone-deep cutbacks in needed federal programs.

It includes some $9 billion in new tax revenue, lessening the severity of program cuts that would otherwise be imposed.

There weren't many cheers for the budget compromise, which involved painful choices by all parties to the process. But there was a sigh of relief that the across-the-board slashes required under the Gramm-Rudman-Hollings law would not stay in effect.

The Gramm-Rudman cuts—totaling more than $23 billion and divided equally between domestic and defense programs—were triggered on Nov. 20, when Congress missed its budget deadlines.

Approval expected

The cuts will be rescinded if Congress, as expected, enacts the new budget agreement after it returns from the Thanksgiving holiday. If the Gramm-Rudman cuts remain in effect, most domestic programs other than social security payments will be cut 8.5 percent and military funds will be slashed 10.5 percent.

President Reagan had to back down from his hard-line stance before a budget compromise could be negotiated. Reagan had threatened to veto any tax increase, insisted on another big jump in defense spending and demanded that the deficit reduction be achieved almost entirely through cuts in domestic programs.

Members of Congress from both parties told the President bluntly that his stance was unrealistic and White House advisers relayed concerns that failure to reach a budget agreement would send new tremors through the world's financial markets.

The budget compromise was shaped on the day the Gramm-Rudman cuts were triggered.

AFL-CIO Sec.-Treas. Thomas R. Donahue, who attended a White House budget briefing with an invited group of business and financial leaders, said the Gramm-Rudman cuts would seriously weaken education, job training and other priority national needs.

But he expressed disappointment that federal workers are again being required to pay for projected budget savings out of their own pockets.

A 3-percent salary raise that had been included in a House-passed budget package will be trimmed to 2 percent under the budget plan. And employees who should

Continued on Page 4

Machinists ratify contract gains at United Airlines

The Machinists ratified a new three-year contract with United Airlines that provides an 11-percent wage increase and addresses job security concerns in the tumultuous airline industry.

The agreement, covering 21,000 IAM members, was approved by an overwhelming majority. It provides an initial 3-percent pay increase, retroactive to Nov. 1, 1986—the expiration of the previous contract. Wages will rise a similar percentage amount next Jan. 1 and go up 5 percent more a year later, topping out the pay scale at $20.05 an hour, according to IAM Vice President John Peterpaul.

Pension benefits will be raised by 12 percent in two steps with the monthly payment growing to $38 per year of service.

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Court orders railroads to bargain

Pittsburgh—A federal court decision here was hailed by railroad unions as a turning point in their battle to stop carriers from selling off branch lines to firms that slash wages and replace union crews.

Such short line sales have been on the rise because the Reagan-appointed Interstate Commerce Commission has refused to require job protections for workers affected by a selloff.

Two related court decisions have bolstered the union position. Both involved the job threat to 750 workers on the Pittsburgh & Lake Erie Railroad from the planned sale of the carrier.

Earlier the 3rd Circuit U.S. Court of Appeals overturned an injunction and held that the P&LE workers had the right to strike. It sent the case back to District Judge Alan Bloch to rule on the claim of rail unions that the Railway Labor Act requires management to negotiate over the terms of any sale that affects working conditions.

Judge Bloch has now concluded that the railroad does have such an obligation. He enjoined the Pittsburgh & Lake Erie management from any unilateral change in working conditions and from the sale of

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Labor's safety teams map strategy

Kirkland asks conference participants to 'make a difference'

Nashville, Tenn.—Organized labor's cadre of occupational health specialists, safety committee members and local union officers reviewed past successes and developed strategies for increasing worker involvement in job safety as they met for a two-day conference here.

The AFL-CIO National Conference on Occupational Safety & Health, which drew more than 900 participants from 41 unions, provided the opportunity for an exchange of ideas and experiences aimed at improving protections for all workers.

In a keynote address, Federation President Lane Kirkland urged the participants to address a range of issues and "set your targets high." He called on them to consider not just "what you think we've learned from 17 years of experience" with the Occupational Safety & Health Act, but "consider the strategies best suited to change the basic law, where necessary."

Shifting the blame

Kirkland emphasized that the number of new OSHA health standards for the workplace "can be counted on one hand," while employers—tacitly supported by the Administration—have tried to blame injuries and illnesses on the behavior of workers.

The job safety challenges faced by organized workers are formidable, Kirkland said. "Hard experience teaches us that all but a few employers will cut every corner to avoid meeting their responsibilities, and that unsympathetic Administration officials will use every foot-dragging technique known to delay enforcement."

But experience has also shown, he continued, "that we can make a difference and that on health and safety questions, the labor movement is not just the first, but the only line of defense for working people."

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Labor-management panel explores health costs

Labor and management have cooperated in successful strategies to curb rising employee health benefit costs while improving the quality of these programs, a joint union-industry report demonstrates.

But there are 37 million Americans without health insurance, their ranks are growing, and government programs are needed to assist the uninsured who are medically indigent and those outside the workforce, both sides agreed. However, unions and employers proposed different ways of resolving the problem.

The study—Policy Issues in Health Care—was published by the Labor-Management Group. The group was formed by former Labor Sec. and Harvard University Prof. John T. Dunlop to assess the impact of runaway health care cost inflation. Dunlop is the coordinator of the labor-management effort.

Between 1978 and 1986, the group pointed out, medical costs nearly doubled—running at an inflationary rate half again as fast as the total consumer price index. While the CPI rose 68 percent in the eight-year span, the health care component skyrocketed 98 percent.

Business and labor are "deeply concerned" over the unchecked rise in health care costs, said the private organization composed of chief officers of companies in the Business Roundtable and top officials of the AFL-CIO.

The Labor-Management Group recommended a range of actions including establishment of cost-containment committees, pre-admission authorization programs, utilization review, mandatory second opinions, case management and adoption of such alternative delivery systems as health maintenance and preferred provider organizations.

The report also recommended policies to control costs of new medical technology, professional liability and malpractice, and proper management of health care data.

Joint approach

The co-chairs of the group—Federation President Lane Kirkland and TRW Inc. Chairman Ruben F. Mettler—emphasized the need for a joint labor-management approach to the problem. They noted that employer contributions for health insurance premiums rose at an annual average rate of nearly 14 percent between 1975 and 1985, with employer costs now exceeding $105 billion annually.

"We know what it takes to develop a high-quality, well-managed and equitable health care system," Kirkland said. Workers and employers need to know "what works and what doesn't and to keep their health care programs moving ahead," he added.

Mettler stressed the need to improve the quality of medical care, but pointed out that the ability of business to afford these services is threatened by "an upsurge in the rate of increases" for health insurance. Cooperation between workers and employers is "necessary to bring cost increases under control," he said.

The report analyzed six successful strategies developed jointly by unions and management to address the crisis in health care costs. They include:

- Establishment by the Auto Workers and General Motors of an informed choice plan—a three-option program offering hospital, surgical, medical and prescription drug coverage.
- Creation of a joint labor-management committee by the Communications Workers, Electrical Workers and American Telephone & Telegraph Co. It focuses on administration, plan design, and health education and promotion. It also calls for external involvement in the health care delivery system, including establishment of a hospital pre-certification program.
- A jointly trusteed bargaining unit benefits board set up by Service Employees Local 503, the Oregon Public Employees Union and the State of Oregon that has produced substantial savings in health care expenditures, bringing costs below union-negotiated employer contributions. The savings have been used to fund expansion of benefits and rate stabilization.
- A joint health care committee set up by AFSCME Pennsylvania Council 13 and the state government that has already made significant cost reduction strides. Expenditures in the plan's first year were $135 million—$50 million below initial cost estimates. And the number of surgeries per 1,000 members was cut from 100 to 75.
- A severe decline in construction industry employment in Southern California triggered a cost-containment drive by the Carpenters, Plumbers & Pipefitters, Iron Workers and Operating Engineers in cooperation with employers and the Affiliated Health Funds Inc. Over the 29-month period, savings amounted to nearly $11 million, of which almost $4.8 million went to members through the reduction or elimination of out-of-pocket expenses.
- A cost-containment plan managed by Food & Commercial Workers Local 400 and the Food Employers Labor Relations Association. It monitors the health care provided, gives participants incentives to control costs and relies on an education program to make participants wise consumers of medical services.

For good health

AFL-CIO library assistant Elizabeth Hebb gets a clean bill of health from Red Cross worker Frances Wright. The blood pressure check and other screenings were part of a day-long health fair held at AFL-CIO headquarters and staffed by Red Cross and United Way volunteers. The program, sponsored by the Dept. of Community Services, kicks off the annual United Way fund-raising campaign.

Congress tells BLS to issue consumer index for seniors

Congress gave final approval to a labor-endorsed measure that requires the Bureau of Labor Statistics to develop a special consumer price index that reflects spending patterns of older Americans. Its goal is to more accurately measure the impact of inflation on senior citizens.

The CPI for the elderly was included in a House-Senate conference agreement on the Older Americans Act, which President Reagan is expected to sign. The measure requires BLS to provide within 180 days "a reweighted index of consumer prices which reflects the expenditures for consumption by Americans 62 years of age and older."

Its sponsor is Sen. John Melcher (D-Mont.), and the AFL-CIO expressed its support for the measure in a statement to the Special Committee on Aging, which Melcher heads.

Social security benefit adjustments are now based on the CPI-W for wage earners and clerical workers, the AFL-CIO noted. Yet the market basket of goods and services reflects the purchases of a younger working population.

While the CPI-U index reflects spending patterns of all urban consumers, the AFL-CIO noted that the buying patterns of the elderly "are drowned out by those of the overall population."

The federation's statement stressed that older persons spend a significantly higher percentage of their income for food, health care and utilities.

It cited figures in a consumer expenditure survey developed by the Bureau of Labor Statistics to show the disparity in spending by the elderly:

- 19.5 percent of their budget goes for food, compared with 17.8 percent for all other consumers.
- 11.1 percent goes for health care—nearly three and a half times greater than the 4.7 percent spent by younger individuals. And when people reach 75, the share they spend on medical services approaches 15 percent.
- They spend 12 percent for fuel and utilities, sharply higher than the 8.8 percent for all households.

The elderly make more use of public transportation and pay more for automobile insurance. But they spend smaller percentages of their income on shelter, automobiles, furniture, clothing, entertainment, education, alcohol and tobacco—all elements that are included in the CPI.

Because of the wide variations in spending patterns, the federation said, present CPI measurements "misstate the inflation rate" when it comes to COLA adjustments of social security benefits.

"A special index for the elderly which reflects their specific buying patterns will command much more confidence" on the part of seniors, the statement said. "This will be true regardless of whether the index for the older population moves up more or less" than the CPI-W over any particular period of time.

Industrial workers get back pay for layoffs

Muskegon, Mich.—The Allied Industrial Workers won back pay totaling $112,000 and reinstatement for 45 workers laid off last year by D&H Manufacturing Co.

The company furloughed nearly 80 workers after a union representation election last December. Management claimed that the workers actually were employed by an employment agency.

But Federal District Judge Richard A. Enslen disagreed, ordering the workers' reinstatement with back pay ranging to $3,799.

A settlement calls for D&H to admit to unfair labor practices and to withdraw its objections to the 1986 election.

Private-sector unions form Japan's largest federation

Tokyo—Japan's private-sector unions have forged a new 5.5-million member federation that has applied for affiliation with the International Confederation of Free Trade Unions and announced plans to seek a shorter workweek for Japanese workers and accelerate union organizing.

An AFL-CIO delegation attended the founding convention of Rengo, as the new Japanese Private Sector Trade Union Confederation is commonly called. It was headed by Vice President Jack Sheinkman, who is president of the Clothing & Textile Workers, and included International Affairs Director Tom Kahn and Executive Director Charles Gray of the federation's Asian-American Free Labor Institute.

Federation President Lane Kirkland hailed the start of "a new era for Japanese labor" in a message of congratulations and international solidarity to Rengo President Toshifumi Tateyama.

The AFL-CIO has a tradition of annual bilateral meetings with representatives of Domei, one of the federations that merged to form Rengo. Kirkland expressed hope that the new confederation will continue the practice.

Domei President Tadanobu Usami was elected a vice president of Rengo, with responsibilities that include international affairs.

Sixty-two private-sector unions are represented in the new federation, including most of the organizations that made up Sohyo, the General Council of Trade Unions, which was Japan's largest federation. A timetable for completion of the merger process calls for public-sector unions to affiliate in 1990.

Rengo President Tateyama told reporters that reductions in Japan's workweek are long overdue. He noted that the average workweek of Japanese workers is about 10 hours a week longer than that of workers in Western Europe and the United States.

Another goal, he said, will be to expand union organizing to smaller and mid-sized enterprises.

Wilbur Daniels retires as ILGWU executive

New York—Wilbur Daniels, executive vice president of the Ladies' Garment Workers since 1973, retired Oct. 31.

Daniels, 64, joined the ILGWU in 1943 as an economist and later served as associate general counsel and assistant to the president. He was lauded by the ILGWU executive board at its October meeting.

The board elected Susan Cowell a vice president. She has served as executive assistant to ILGWU President Jay Mazur since June 1986.

UAW wins 3-year pact at Navistar

Detroit—Auto Workers at Navistar International Transportation Corp. plants nationwide won job security guarantees and a pay increase in a new three-year agreement.

The contract covers 7,000 active and 10,000 laid-off UAW members from eight local unions and provides additional gains for retired workers. The pact was ratified by a clear majority, the UAW said.

The UAW members won guaranteed job security for the life of the agreement, with Navistar—formerly International Harvester Corp.—permitted to furlough workers only under specific, limited circumstances. Workers who are laid off under the guidelines will receive supplemental unemployment benefits plus a $100 weekly benefit, while those furloughed for other reasons will receive their full salaries plus job training.

The settlement also provides an immediate 16-cent wage increase and maintains the quarterly cost-of-living payment, giving workers an additional 73-cent hourly increase. Navistar workers also will receive a $200 bonus in the contract's second year.

Pension benefits for future retirees—currently $18.50 a month per year of service—were boosted by $6 to $24.50 over a five-year term. Current retirees will receive increased benefits over the five-year pension agreement plus a $450 lump-sum bonus.

Other gains include broadened health care coverage, including mammography benefits, hospice care and expanded prescription drug benefits.

Donahue tells reporters news coverage skimps significant union stories

News accounts and analyses that only review "the rise and fall of American labor" are reporting just part of the story, AFL-CIO Sec.-Treas. Thomas R. Donahue said at a labor-management seminar for newspaper and journal reporters who cover labor and business issues.

The annual three-day meeting is sponsored by the National Press Foundation and funded by AFL-CIO and Ford Motor Co. It was held at the George Meany Center for Labor Studies.

Participants heard presentations by Prof. John T. Dunlop of Harvard University on the changing workplace and workforce and labor mediator William P. Hobgood on labor law. Auto Workers Vice President Stephen Yokich and Ernest J. Savoie, director for employee development at Ford, discussed the landmark settlement between the UAW and the nation's second-largest auto maker.

Other sessions covered foreign trade, airline deregulation and mergers, pay equity, workplace issues and labor's legislative agenda.

Donahue stressed that press reports of "the crisis facing American labor" and the tendency to view the National Football League Players' Association strike as a symbol of labor's troubles have slighted more significant stories on the labor front.

As examples, he cited the agreements negotiated by the UAW with Ford and General Motors Corp. that give workers real job security and the decision of the Japanese-owned Bridgestone Tire Co. to work with the Rubber Workers and build a new plant in Tennessee.

Cooperative efforts

"In industry after industry, you find joint labor and management programs that have been put together to promote health and safety on the job, to promote quality of worklife, to promote product improvement, product quality and do dozens of other things," Donahue said.

Labor's role and labor's future cannot be summarized by one strike, he insisted.

While unions have faced their share of hardships in the past few years, he said, "the economic, structural and demographic changes that have afflicted unions have afflicted American society as a whole."

For example, while the growing trade deficit and unbalanced trade have hurt unionized industries, "no sector in this society is immune from damage," Donahue observed.

"If we want stable communities of self-supporting, family-centered, home-owning, taxpaying citizens, the way to achieve those goals is not with low-paid workers whose attachment to the labor force is weak and intermittent, who have moved from company to company with no prospect of a promotion, with no health care and with no pension," he stressed.

As the biggest, most comprehensive cross-section of the American population that exists anywhere, labor's problems are a reflection of the nation's problems, Donahue stressed. "The cliche that there is an inevitable and eternal conflict between what the AFL-CIO lobbies for and what other forces lobby for" is wrong, he insisted.

Labor initiatives

"There is no labor legislative agenda apart from other segments of our society," he continued. Labor supports legislative initiatives which can produce better jobs, education, housing and health care, he added, and "we will follow our belief that workers and their children ought not to be priced out of any of those matters" but have the opportunity for full participation.

"There will always be some measure of disagreement between management and labor, at a very basic level, because our goals and our constraints are different and because we want what the employer doesn't want to yield to us," Donahue said.

While labor's reserves its right to oppose those policies and programs that are unfair to workers, "we also know areas where we have been able to find agreement," he noted.

Machinists ratify contract gains at United Airlines

Continued from Page 1

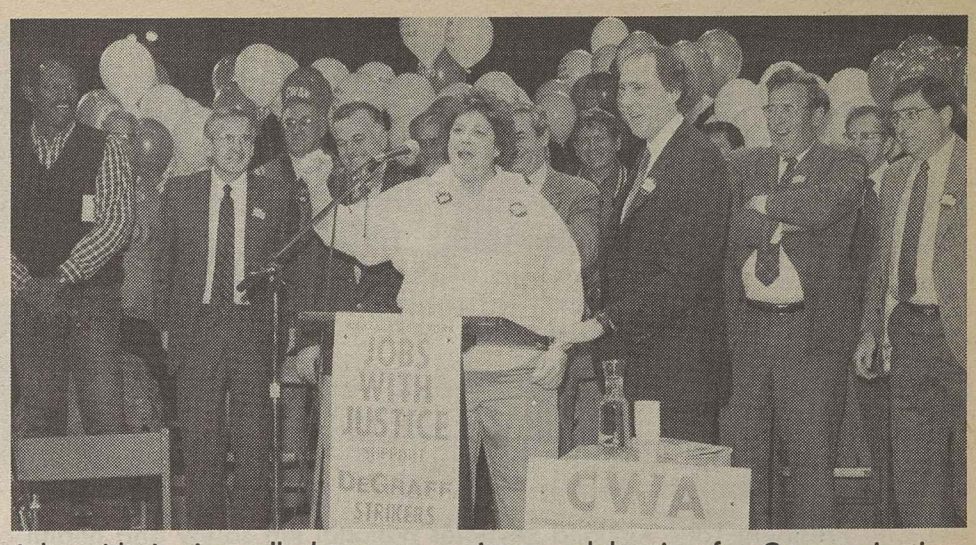
Participation in the pension plan was extended for up to 44 years' service.

Improvements also were made in medical, dental and life insurance. And IAM members are guaranteed participation in any stock option or profit-sharing plan set up for any other United workers.

The union also bargained protections for its members in case the company is threatened by takeover bids. The IAM was guaranteed the opportunity to match or outbid any takeover offer submitted by an outside entity, and if 50 percent or more of the company's assets are sold, severance payments would be more than doubled.

Further, the agreement provides that if anyone acquires as much as 50 percent of the company's stock, the union may either reopen contract negotiations or automatically extend the contract for three years, locking in another 11-percent wage rise and 12-percent pension increase.

The Air Line Pilots have bid to takeover the carrier, but the impact of the IAM contract language on that bid hasn't been assessed. The IAM said it could bid in partnership with the other unions at United—ALPA and the Flight Attendants—to thwart any unwanted takeovers.



Jobs with Justice rally becomes a victory celebration for Communications Workers who won a new contract at DeGraff Memorial Hospital in North Tonawanda, N.Y. Elaine Pienta of CWA Local 1168 and CWA Vice President Jan Pierce lead the cheers, with AFL-CIO Vice Presidents Gene Upshaw, Lynn Williams and Morton Bahr, CWA President.

Hospital strikers regain jobs with higher pay, new benefits

North Tonawanda, N.Y.—Health care workers ended a 13-week strike at DeGraff Memorial Hospital, winning a new agreement that guarantees jobs for all striking workers and provides improvements in wages and benefits.

The 300 hospital employees, members of the Communications Workers Local 1168, set up picket lines Aug. 11. While the union reached a settlement with the hospitals on most issues, management refused to rehire all the striking workers, claiming that only 81 could have their jobs back.

In response, the CWA members continued their strike, combining round-the-clock picketing with community rallies and participation at legislative hearings on the need for quality health care.

The health care workers—technicians, food service and clerical workers and support staff—picketed the homes and businesses of hospital trustees and urged local residents to boycott the hospital.

The strikers won support from state and local elected officials, religious and civic organizations and other unions in pressing for a fair settlement, said CWA Vice President Jan Pierce.

The settlement came on the eve of a "Jobs with Justice" demonstration that brought more than 800 union members to the Buffalo area, calling for fair wages and working conditions and respect on the job. Joining CWA President Morton Bahr at the rally were AFL-CIO Vice Presidents Lynn Williams who heads the Steelworkers and Gene Upshaw, president of the Professional Athletes.

CWA Local 1168 President Debora Hayes credited strong community backing for the victory, stressing that "we couldn't have done it without all the people in the community who honored the boycott and came out to our rallies."

In addition to providing jobs for all the striking workers, the 38-month contract calls for a 3-percent wage increase retroactive to the agreement's expiration date last June, followed by a 2-percent increase in January 1988, and a 4-percent raise in each of the following years. Improvements also were won in vacation and holiday benefits, and seniority rights.

Pierce noted that the final details of the agreement were reached with the help of Rev. Jesse Jackson.

Suit by Laborers dismantles nonunion pension plan scam

A national pension plan scheme designed to allow nonunion contractors to underbid union firms by reducing employee wages violates federal pension laws, a federal judge ruled.

The scheme was challenged by the Laborers on behalf of a group of workers employed by Washington contractors who provided pension coverage through the National Western Life Insurance Co. of Austin, Tex.

Federal District Judge Stanley S. Harris found that the insurance firm had breached its fiduciary duties by self-dealing and investing the pension money in its own interests, at a low rate of return, rather than in the interests of the workers the plan was supposed to benefit.

It also held that National Western acted illegally by requiring employees who leave the plan to forfeit a portion of their benefits as a "surrender charge."

The union said the high cost of the inferior pension coverage enabled nonunion employers to divert cash wages paid to employees into fringe benefits which are not subject to payroll taxes.

That would give such employers an advantage over union firms in competitive bidding on contracts subject to the prevailing wage requirements of the Davis-Bacon Act, Laborers President Angelo Fosco pointed out.

Fosco said the union will continue to expose and challenge such employer schemes and seek to obtain refunds for workers who suffered losses as a result.

HRDI asks stronger focus on job training

America's unions support a partnership effort of labor, industry and government to provide the job training needed to achieve full employment, the director of the AFL-CIO Human Resources Development Institute testified at congressional hearings.

HRDI Director Michael G. McMillan stressed the AFL-CIO's commitment to training opportunities for the unemployed and disadvantaged—and to retraining opportunities for employed workers to keep up with the changing needs of the workplace.

He told a panel of the congressional Joint Economic Committee that traditional apprenticeship programs, most of them jointly administered by unions and employers, are training some 237,000 young workers in needed skills.

Other programs negotiated at the bargaining table cover both active and displaced workers in a wide spectrum of occupations, McMillan noted. He cited examples that included:

- Training and retraining provided to 45,000 Auto Workers since 1983 under the UAW's agreement with Ford.
- Job training for 27,000 former Steelworkers in 50 re-employment centers established by the USWA and major steel companies.
- Classes in adult literacy, basic education and other training that 5,000 New York City employees have taken under an education fund developed by AFSCME District 37.

HRDI, which is the AFL-CIO's employment and training arm, is currently setting up an adult learning laboratory at the George Meany Center for Labor Studies, McMillan testified.

Model program

"This one-room, high-tech schoolhouse will serve as a model for adult basic skills," he said.

McMillan noted that federal or state job training funds have supplemented union and employer resources in many such programs. In depressed industries, which cannot provide private financing, "public training funds are crucial," he stressed.

Labor has sought to help workers take advantage of retraining opportunities available through the Job Training Partnership Act, McMillan testified. But he told the congressional panel that JTPA resources are "inadequate to address the needs of the most severely disadvantaged."

A further handicap, he said, is the limited labor representation on JTPA planning bodies and the resultant failure to take advantage of the practical contributions that unions can make to the design and operation of training programs.

McMillan urged strengthening of JTPA's existing programs, funding for innovative new programs that could become models, recognition of the fact that some retraining needs require regional and national programs, and greater information sharing among groups working in the training area "so no one has to reinvent the wheel."

The AFL-CIO considers retraining a pressing national issue, McMillan stressed.

"All workers—employed and unemployed, union and nonunion alike—must have the opportunity to obtain better education, basic skills, training, retraining and skill upgrading," he said.

It will require "a concerted effort by unions, employers, schools and government" to achieve these goals, McMillan declared.

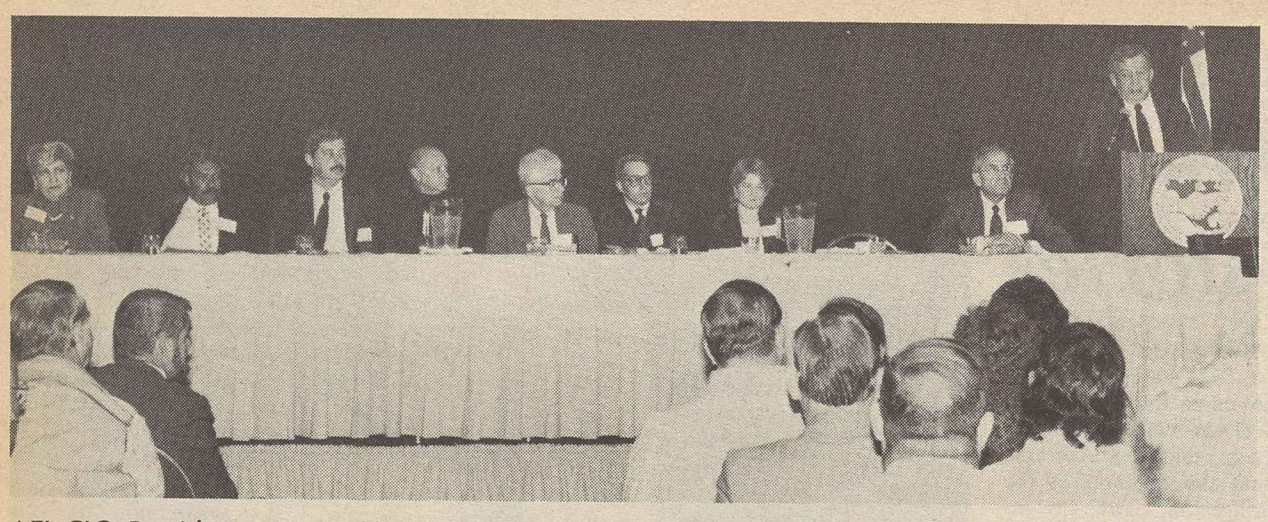
John Rogers dies at 52, Texas labor news editor

Austin, Tex.—John B. Rogers, editor of the Texas AFL-CIO News, died Nov. 7 following an asthma attack. He was 52.

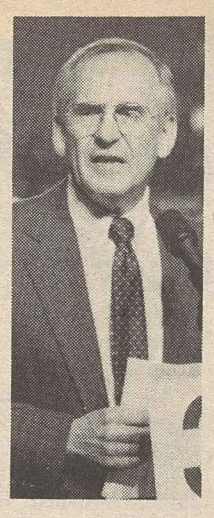
Since he joined the state federation in 1970, Rogers also served as communications director as well as legislative and political analyst.

Earlier, he worked as a reporter and editor on the San Antonio Light newspaper. Rogers was a member of Newspaper Guild Local 25.

Survivors include his wife Mary Beth and two children. The local Society of Professional Journalists—Sigma Delta Chi—has established a memorial fund in Rogers's name to aid investigative projects by journalists.

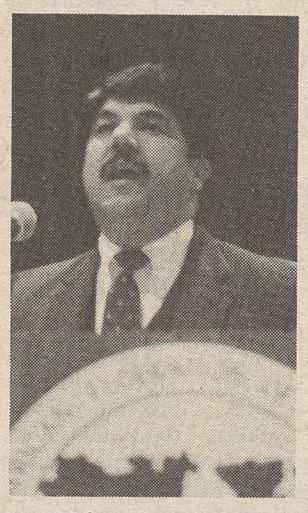


AFL-CIO President Lane Kirkland keynotes national job safety and health conference.

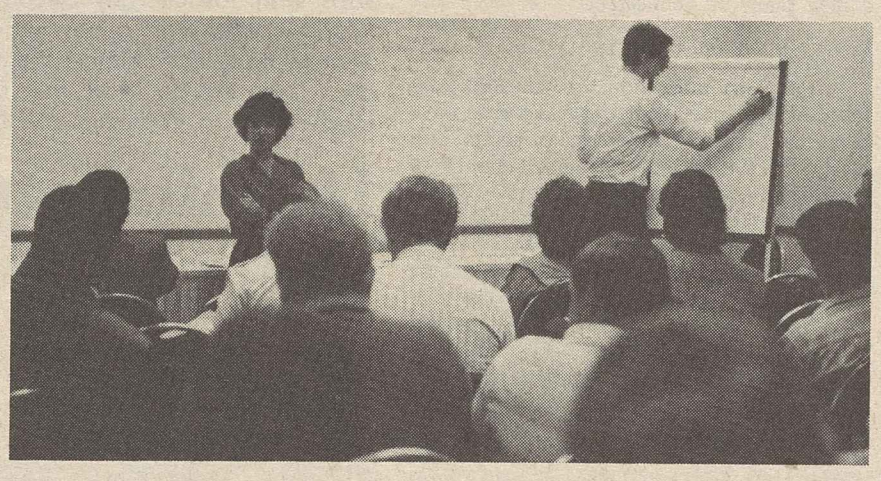


Lynn Williams

Margaret Seminario



Richard Trumka



Jamie Cohen of the Paperworkers and Eric Scherzer of the Oil, Chemical & Atomic Workers conduct workshop on toxic hazards.

Labor's safety teams map strategy

Kirkland asks conference participants to 'make a difference'

Continued from Page 1

While the energy needed to wrest new standards out of OSHA can be steep, the need for such continuing efforts was put in razor-sharp focus when AFL-CIO Vice President Lynn Williams read a list of 28 names—those Tennessee workers killed on the job in the first nine months of 1987.

Williams, president of the Steelworkers and head of the federation's Committee on Safety & Occupational Health, told how 19-year-old Dwayne Lancaster, a part-time worker, drowned in an unshored trench when the sides caved in and broke a water main, flooding the ditch. He also described how Roosevelt Honorable, 35, died in a pit in a salvage yard, where containers of gasoline, isopropyl alcohol and isobutane were stored. Red-hot slag fell from a cutting torch into the pit, causing an explosion that killed the worker.

Every worker has a right to a safe workplace, Williams declared, but "we need to find ways through legislation and collective bargaining to assure they have a right to everything out there that should be available to them, to investigate jobsite accidents thoroughly, and to review new processes and technologies as they come on stream."

Williams pointed out that workplace safety and health issues can be a strong organizing tool. In urging the participants to remember the 28 Tennessee workers who died, he said that "the only real effective way to keep that from continuing to happen and to change this terrible reality with which so many workers live and die is through the trade union movement."

The shortcomings of OSHA were not the only focus of the conference, as President Richard Trumka of the unaffiliated Mine Workers charged that the Mine Safety & Health Administration noise standard is "substantially weaker" than OSHA's regulation. He urged collaboration with the Steelworkers, who represent open-pit miners, in getting a stronger standard. Trumka noted that hearing loss affects 70 percent of all miners.

Reagan record

In her remarks to the conference, AFL-CIO safety director Margaret Seminario recounted the Reagan Administration's anti-worker record as it weakened existing standards, delayed new ones, slashed OSHA's budget, cut the number of inspectors to just 850 nationwide for more than 5 million workplaces, and chopped millions of dollars from worker training programs.

Seminario outlined workplace hazards that need to be addressed, such as robots and AIDS. She pointed out that the OSH Act focuses on setting standards and enforcing them, with little mention of worksite safety activities. Workers need joint safety committees, training and education, and new employer programs.

Key initiatives organized labor should take to strengthen job safety are through collective bargaining, state and local action, federal regulation, new legislation, organizing and coalition building, Seminario said.

A panel on the opening day of the conference gave first-hand testimony on safety problems facing workers on the job and how their unions are dealing with them.

Shop steward Cindy Dilbeck of Service Employees Local 790 is a bus driver in San Francisco. She explained the special concerns of public employees and the need for ergonomically designed equipment for workers.

Asbestos hazards

Eric Emblem, business representative of Sheet Metal Workers Local 49 in El Paso, Tex., discussed the asbestos hazards his members face in demolition work, and the union's programs to aid them. And USWA District 36 Rep. Buddie Watson King of Birmingham, Ala., described the use of health and safety issues in organizing.

President Jacob Little of the Clothing & Textile Workers' Joint Board in central Alabama and Georgia reported on what the union is doing to get OSHA and industry management to abide by the cotton dust regulations. President Ed Marchewka of AFSCME Local 882 in Milwaukee, noting that public employees lack any OSHA protection, pointed to pesticides as one of the hazards to which his members are exposed.

Twin sets of workshops were led by safety specialists of AFL-CIO unions and departments, along with representatives of other worker safety organizations. The workshops addressed worker concerns by industry sector and by issues.

The sector workshops covered manufacturing, building trades, food/service, professional, mining, maritime, transport, public employees. The workshops that focused on health and safety issues centered on organizing, new laws and worker rights, record-keeping, joint labor-management programs, expanding workers' right to know about toxic chemicals they work with, state and local initiatives, and new hazards.

Lax OSHA enforcement and paltry penalties for worker deaths have prompted a nationwide push for criminal penalties against employers who willfully endanger their workers. Milwaukee District Atty. E. Michael McCann, a Laborers Local 113 member while working his way through law school, told the conference "OSHA is not doing its job." He stressed that workers need to seek other avenues to assure workplace safety and health and told of a Nov. 11 homicide conviction against the Wisconsin Shoreline Support Corp.

Duarte urged to bar amnesty for murderers

El Salvador's sweeping grant of political amnesty is a "laudable concept" that complies with the Central American Peace Accord, but it shouldn't be "misapplied" by extending it to those guilty of murdering innocent people not involved in the nation's internal strife, AFL-CIO President Lane Kirkland declared.

In a strongly worded letter to Salvadoran President Jose Napoleon Duarte, Kirkland emphasized that "it would distort reason if amnesty laws were interpreted to avoid justice" for those involved in killings unconnected with the guerilla warfare led by insurgent forces.

Kirkland pointed specifically to the cold-blooded murders in January 1981 of two employees of the AFL-CIO's American Institute for Free Labor Development—Mike Hammer and Mark Pearlman—who were slain along with Jose Rodolfo Viera, head of El Salvador's Land Transformation Institute.

Land reform activists

These three "were certainly not participants in the civil hostilities and were not sympathizers of the guerillas," he emphasized. They were "activists in a program of land redistribution which had been enacted into law by the Salvadoran government."

The federation expressed concern that a judge could declare the murders "politically motivated," and thus absolve from guilt Capt. Eduardo Avila and others charged with participating in their slaying.

"It is unconscionable that Capt. Avila's defense attorneys, after years of claiming that the murder of Viera, Hammer and Pearlman was not a political act, are now attempting to reverse themselves in order to take advantage of the amnesty law," Kirkland said.

Crimes committed by Salvadoran military officers are particularly "abhorrent," Kirkland emphasized, because they are "sworn to defend their country, its laws and its institutions." A military officer "who participates in a murder violates that sacred trust," he told Duarte, and the courts should not interpret the measure in a way that would deny the "opportunity to have justice prevail."

Amnesty exemptions

Kirkland noted that the newly adopted amnesty law "specifically allows for the continued investigation" of the slayings of Archbishop Oscar Romero and Herman Anaya, president of a private human rights commission. That same exemption from amnesty should apply to the murders of the trade unionists, the killing of American nuns, the murder of several U.S. Marines and other military-inspired massacres, he told Duarte.

Any action other than the "forthright prosecution" of those involved in these killings would constitute "a perversion" of the intent of the Central American Peace Accord.

Budget summit produces compromise

Continued from Page 1

be getting pay step-ups within their salary range this fiscal year will have to wait another year.

If federal pay were set through collective bargaining, the government would be in clear violation of its contract, Donahue charged. But Gramm-Rudman cuts would hit many federal workers even harder—forcing layoffs and payless furloughs.

The budget negotiators had flirted with the possibility of reducing or postponing cost-of-living adjustments for persons receiving social security and civil service retirement benefits.

Strong protests by a social security coalition including unions and senior citizen groups pushed that plan off the table. As the AFL-CIO noted at a Capitol Hill news conference, the social security system is self-financing and regularly turns in a budget surplus.

The nation's budget deficit has more than tripled under the Reagan Administration's policy of combining steep cuts in taxes for the wealthy and corporations with a huge increase in defense spending. Billions of dollars needed for federal programs are earmarked instead to pay the interest on the national debt.

An earlier version of the Gramm-Rudman law set a timetable to achieve a balanced federal budget by 1991. When the law was revised this year to overcome constitutional deficiencies the timetable was stretched out to 1993, and the deficit ceiling for the fiscal year that started Oct. 1 was set at $144 billion. Next year it drops to $136 billion.

Funds sequestered

The Gramm-Rudman sequestration procedure—impounding money that would otherwise be available for federal programs—was invoked on Nov. 20 when projections of revenue and spending indicated that the deficit ceiling would be exceeded.

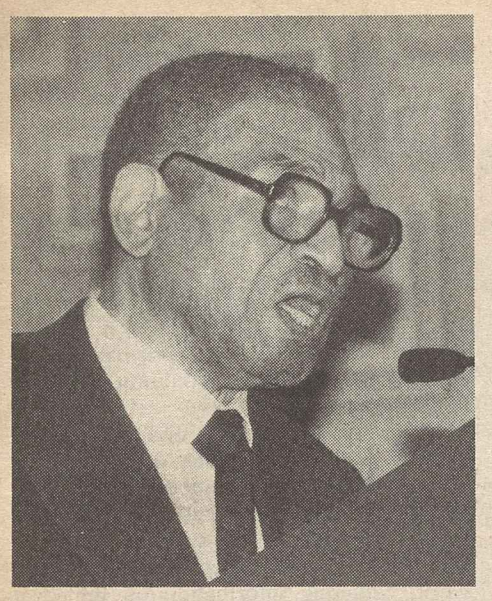
The so-called budget summit has no legal effect on this process. But the House has already passed a budget reconciliation bill that includes some $12 billion in new taxes. Presumably, the Senate will consider the compromise plan when it adopts its budget bill. The final package will be put together in a House-Senate conference.

Until the process is complete, the Gramm-Rudman cuts stay on.

The budget compromise deals with overall figures and leaves considerable leeway in how to achieve the required savings. It assumes that $2 billion can be saved from Medicare costs by holding down payments to doctors, and that more efficient enforcement collection of taxes will add some $1.6 billion in revenues. A refinancing of rural electrification loans is down for a one-time budget savings of $5 billion.

But defense spending would be cut $5 billion from what otherwise would be spent, discretionary domestic programs would be cut $2.6 billion and cuts in entitlement programs include a $900 million reduction in farm subsidies.

If all of the assumptions proved valid and all of the proposals were adopted by Congress and signed into law by the President, the combination of new revenues and spending cuts would reduce the deficit by $30.2 billion for the balance of this fiscal year and by $45.8 billion next year.



Frederick O'Neal

Workers Defense League honors Frederick O'Neal

New York—AFL-CIO Vice President Frederick O'Neal was honored by the Workers Defense League for a lifetime of dedication to safeguarding workers' rights.

O'Neal, president of the Associated Actors & Artistes and former president of Actors' Equity, received the coveted David L. Clendenin Award, named after the man who joined with Norman Thomas in organizing the WDL in 1936.

In making the presentation, Federation Sec.-Treas. Thomas R. Donahue praised O'Neal for his chairmanship of the Executive Council's Standing Committee on Civil Rights and his continuing efforts to bring equality to the performing arts.

At the same time, Donahue saluted the WDL for its long-time partnership with labor in pursuit of a fair and equitable social order.

"Few Americans have yet grasped the degree to which seven years of Reaganism have paralyzed the laws and subverted the government agencies that were erected a half-century ago to protect ordinary people from domination by concentrated economic power," Donahue emphasized.

Leading debtor

Under President Reagan's watch, he pointed out, the nation has gone from being the world's leading creditor nation to the leading debtor nation; "supply-side" tax giveaways failed to stimulate investment in productive capacity; overseas investors own a staggering share of everything from government bonds to giant corporations; foreign-made goods flood the domestic market, and the Administration's only response is to recommend "chopping the paychecks of American workers down to Korean or Haitian size."

But the tide began to run against Reagan in 1986 when voters broke the "radical reactionaries' stranglehold on the Senate," Donahue said. He emphasized that labor and such allies as the WDL can complete the process in the 1988 presidential election.

Accepting the award, O'Neal paid tribute to the pioneering role of A. Philip Randolph and called for a renewed coalition of labor and civil rights organizations to focus on the needs of people.

In addition to his distinguished stage, screen, radio and television career, O'Neal is a co-founder of the American and British Negro Theaters, a vice president of the Catholic Interracial Council, secretary-treasurer of the African-American Labor Center and coordinator of the New York City AFL-CIO job placement program.

He is also active in the A. Philip Randolph Institute and the Inter-American Federation of Entertainment Workers.

Labor will contest new OSHA rule

Formaldehyde standard called inadequate to protect workers

By Arlee C. Green

AFL-CIO affiliates and other organizations are preparing to challenge the new formaldehyde standard issued under court order by the Occupational Safety & Health Administration as being insufficient to protect workers from the cancer-causing agent.

Organized labor can only declare a partial victory in the battle for worker protections against the deadly chemical, declared Auto Workers President Owen Bieber. The UAW and 14 other unions, along with the American Public Health Association, battled for seven years, before OSHA and in the courts, to gain adequate on-the-job protections against exposure to formaldehyde.

More than 200,000 workers are regularly exposed to the substance at levels exceeding the new "action level" of one-half part formaldehyde per million parts of air, according to OSHA. The new standard limits worker exposure to 1 ppm over an eight-hour shift, down from 3 ppm. The short-term limit will be 2 ppm.

Bieber protested the interference of the White House Office of Management & Budget in the regulatory process, aided by a tainted study that involved the industry's trade association. "This regulation," he declared, "has the footprints of OMB and the fingerprints of the Formaldehyde Institute all over it."

Recalling the union's hope that an adequate standard would end the legal battle, Bieber said, "We now see the need for continued litigation to win better protection for our members."

Clothing & Textile Workers President Jack Sheinkman announced his union will challenge the standard, charging that "Reagan's OSHA has once again failed to provide minimal health protection for American workers." He emphasized that the new standard "will not even require employers to notify workers of the cancer risk, nor provide minimal medical screening for the skin problems or allergies which commonly afflict workers handling permanent-press fabrics treated with formaldehyde."

Widespread use

Formaldehyde, a colorless, pungent gas at room temperature, is contained in formalin solutions. Some 5.7 billion pounds are used annually in producing plastics, textiles, plywood and other items and it is used as a bactericide, fungicide and a preservative of biological tissue. As many as 2.1 million workers are exposed to it.

OSHA issued its new standard under threat of a contempt of court citation from the U.S. Court of Appeals for the District of Columbia Circuit. The unions and the APHA had sought a lower worker exposure limit since 1981. At issue was whether the agency believed the chemical was a human carcinogen. A number of studies in the late 1970s and early 1980s found it caused cancer in animals, making it a suspected human carcinogen.

In its new standard, OSHA said only that "studies indicate that formaldehyde is a potential carcinogen," exactly what it knew more than two years ago. The new rule will be posted on Dec. 2 and printed in the Federal Register shortly thereafter. It will take effect 60 days after being published with various provisions being phased in.

Initial monitoring to determine exposure levels, initial medical surveillance and implementation of an emergency plan are to be completed within six months, respiratory protections within nine months and required engineering and work practice controls within a year, OSHA said.

Employers, whose workers are exposed above the action level, will be required to provide personal protective equipment and comply with certain medical surveillance, emergency plan and hazard communication provisions.

Chicago Teamsters return

Teamsters Joint Council 25 reaffiliated 19 locals representing 60,000 members with the Chicago AFL-CIO on Nov. 10—nine days after the IBT rejoined the national federation. The reaffiliation procedure is explained to Jim Gibbons of WLS-TV. From left are Gibbons, Chicago AFL-CIO Sec.-Treas. Michael Bruton, Teamsters Joint Council 25 Vice President Joseph Berstein and President William T. Hogan Sr., and Chicago Federation President Robert M. Healy.

Challenge to polygraph tests won by Texas state workers

Austin, Tex.—The Texas Supreme Court ruled that state employees have a right to privacy and can't be compelled to submit to polygraph testing.

Its unanimous decision was a victory for the Texas State Employees Union, which is a local of the Communications Workers. The CWA unit and the American Civil Liberties Union joined in challenging the polygraph policy unilaterally imposed by the state Dept. of Mental Health & Mental Retardation.

The state agency claimed the right to fire or otherwise discipline workers who refused to undergo a "lie detector" test during an investigation of "any activity posing a threat to the health and safety of patients and employees."

But the Texas Supreme Court held that such an intrusion on privacy could be justified only for "a compelling governmental objective" that can't be achieved through "less intrusive, more reasonable means."

The 9-0 decision, written by Chief Justice John L. Hill Jr., held that the Texas Constitution "protects personal privacy from unreasonable intrusion."

While neither the state nor the federal constitutions specifically refer to a right of privacy, Hill said it is "implicit" in the bill of rights in both documents.

State argument rejected

The state agency had claimed that its polygraph policy, adopted in 1983, was necessary to assure that mental patients aren't mistreated. But the court said the "unique" circumstances that might under some conditions justify polygraph testing of police and fire fighters do not apply in this case.

A state trial court had found a "common law right" to privacy, but the state's highest court affirmed its ruling on constitutional grounds.

The Supreme Court decision also agreed with the union's strong objection to the nature of the "test questions" that polygraph examiners used to determine whether employees were telling the truth.

Such questions go into areas that are not job-related, the court noted. It cited inquiries about whether family members "smoke dope," whether the subject has stolen anything in the past 10 years, and whether the subject beats his children.

The decision also set a precedent by granting the union and the Texas Civil Liberties Union $18,000 in legal fees and $800 in court costs.

Since the ruling by the state's highest court was based on the Texas state constitution, it is not subject to further appeal.

Court sends railroads to bargaining table

Continued from Page 1

any of its assets unless the sale includes "provisions prohibiting the alteration of the pay rules and working conditions existing at the time the dispute arose."

The injunction is to remain in effect until the dispute resolution procedures of the Railway Labor Act have been completed.

Under the ICC's hands-off policy, short line sales have been openly used to abrogate union contracts.

It's even been adopted by the city of Galveston, Tex., where the 85 employees of the terminal railroad that connects with the city docks have been forced on strike.

The city has demanded that employees of its Galveston Wharves terminal railroad take a 26.4-percent pay cut. Otherwise, the city planned to sell the 43-mile switching line to a private owner who would put on nonunion crews and lease the railroad back to the city.

The rail workers, whose picket lines closed down the port, were forced back to work by a state court's injunction. But they resumed the strike a day later when a federal court dissolved the injunction.

Paycheck value drops as prices outpace wages

Continued from Page 1

building permits issued during October declined 3.3 percent.

In other economic developments:

- The Commerce Dept. reported that the gross national product—the broadest measure of goods and services produced in the country—grew at an annual rate of 4.1 percent during the quarter ending Sept. 30, revising its estimate of 3.8 percent issued last month. But economists warned that the Oct. 19 stock market collapse, which wiped out $500 billion in one day, will seriously limit economic expansion.

While the Reagan Administration continues its rosy forecast of a 3.5-percent increase in the GNP next year, most analysts have revised their growth projections for 1988 to a sluggish 1.9 percent.

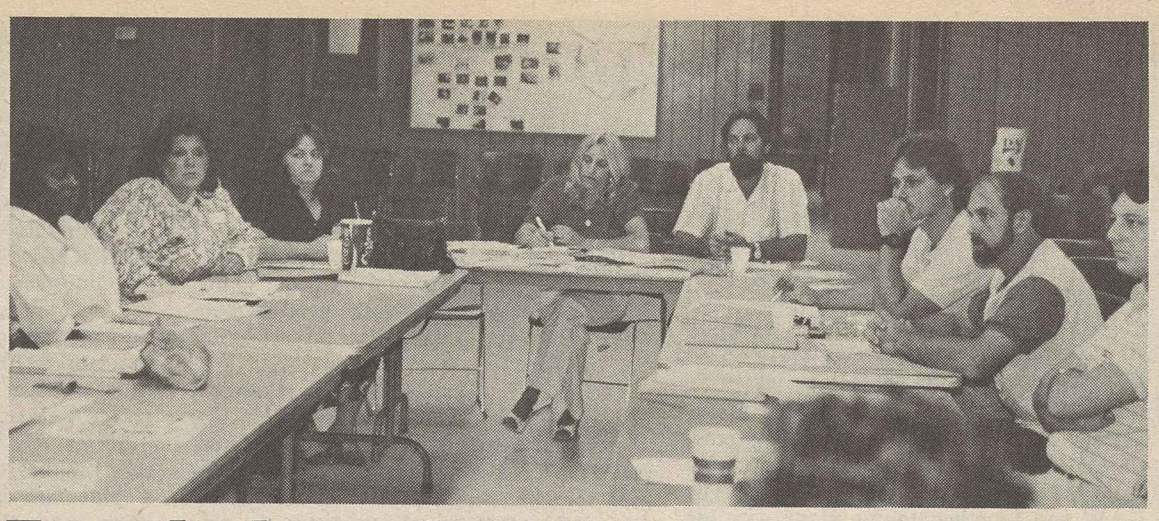
- Corporate after-tax profits rose 5.2 percent during the third quarter, the Commerce Dept. reported, growing at an annual rate of $141.5 billion. Motor vehicle manufacturers led the way with a $16.9 billion annual profit rate for the third quarter, and financial corporations posted a $600 million gain in foreign operations.
- But the U.S. trade deficit—as measured on a balance of payments basis—hit a record $39.8 billion in the third quarter, the Commerce Dept. said. Imports grew by $5.4 billion to $105.1 billion during the quarter, while exports rose by $5.2 billion to $65.3 billion.
- And auto industry production cutbacks are in the offing as General Motors Corp., Chrysler Corp. and Volkswagen announced layoffs and plant closings.

GM's latest plans to temporarily close six plants and reduce hours at a seventh brings to 10 the number of assembly plants at which the auto maker is slashing jobs and output to reduce inventory. The layoffs will idle more than 27,000 workers.

The newest GM cuts have targeted plants in Tarrytown, N.Y.; Oklahoma City., Okla.; Lansing, Mich.; Van Nuys, Calif.; Bowling Green, Ky.; Pontiac, Mich., and Leeds, Mo. Earlier cutbacks idled 8,700 workers in three plants. Later this month, GM will permanently shut down production plants in Detroit and Pontiac Mich.

At least 2,900 Chrysler workers will be furloughed indefinitely as of Dec. 23 as the auto maker slashes production at plants in Detroit, Newark, Del., and St. Louis. Another 10,200 workers at four facilities—three plants in the United States and one in Canada—face temporary layoffs while the car maker seeks to reduce inventory. But Chrysler said it plans to recall 1,300 workers to its Belvidere, Ill., operation sometime in January.

Meanwhile, Volkswagen announced it will close its only U.S. production plant by next fall, idling 2,500 workers. The plant is situated in New Stanton, Pa.



Frontlash on the move

Frontlash's Young Workers Program is generating active support for union organizing projects across the country. National Program Director Chuck Hodell, left, discusses the need for youth involvement in the labor movement at a newly chartered chapter sponsored by the Poplar Bluff, Mo., AFL-CIO. Above, members of the program's Orlando, Fla., chapter receive training to aid the Florida Cooperative Organizing Campaign.

New Hampshire labor gears for renewed legislative fight

Manchester, N.H.—The New Hampshire AFL-CIO geared up for an anticipated battle in the next legislative session with proponents of the open shop and set its sights on winning back a "little Davis-Bacon law" that was scuttled by state legislators in the last session.

Delegates to the state federation's convention elected a new secretary-treasurer and executive vice president and re-elected President Harland Eaton. The new 18-member executive board contains a dozen new members and six incumbents.

Backers of a so-called right-to-work measure have been beaten four times before, but are hoping to win over both legislative houses next year, reported outgoing Sec.-Treas. Saverio Giambalvo.

Union shop victory

In the last legislative session, a right-to-work bill passed the House, but failed in the Senate after successful AFL-CIO lobbying of the Republican majority.

Giambalvo said a new little Davis-Bacon law mandating payment of prevailing area wages on state projects will be introduced in the next session. Improvements will also be sought in the laws covering workers' compensation and unemployment benefits.

In federation elections, James Casey of Electrical Workers Local 490 in Dover was unopposed for the secretary-treasurer post to succeed Giambalvo who decided not to run after having served two decades in the position. Casey had been a state federation vice president.

Eaton won re-election in a contest with Executive Vice President Mark MacKenzie of the Fire Fighters. Filling the post vacated by MacKenzie will be Lorraine Palmer, director of the Clothing & Textile Workers Northeastern Joint Council in Manchester. She has served as a vice president of the federation.

The 214 delegates, the largest turnout in several years, adopted a resolution calling for all local unions to affiliate with the state body. They also urged all union members to sign up for voluntary COPE checkoff and buy American-made, union-made products. The delegates also stressed the need for more federal Occupational Safety & Health Administration inspectors, pointing out that the agency no longer has any inspectors based in the state.

In a trio of workshops, the delegates discussed arbitration problems and procedures, safety in the workplace and at home, and COPE checkoff procedures.

Drug treatment program

State Atty. Gen. Stephen Merrill spoke to delegates about drug and alcohol abuse problems in the state and a two-year grant made to the federation to help start a worker assistance program for drug and alcohol users.

Other guest speakers included Gov. John Sununu (R), State Democratic Party Chairman Joseph Grandmaison, AFL-CIO Regional Director Frank Meyers, National COPE Director John Perkins, President Robert Harbrant of the AFL-CIO Food & Allied Service Trades Dept. and Merilyn Toro of the federation's Union Label & Service Trades Dept.

Hawaii delegates press reforms in state wage laws

Honolulu—Delegates to the Hawaii AFL-CIO convention set their legislative agenda, pressing for reforms in the state's minimum wage and workers' compensation programs and stressing the need for stepped-up enforcement of the state's "little Davis-Bacon Act."

The 50 delegates to the one-day convention returned President Gary Rodrigues to office for his second two-year term. Also elected were 20 executive board members.

In his convention address, Rodrigues charged that many contractors in the state are falsifying their payrolls and are not paying true prevailing wages. He called on the legislature to retain the "little Davis-Bacon Act," suggesting that unions can play a key role in reviewing contractors' payrolls and helping the state conduct wage fraud investigations.

Rodrigues also called for full funding of the workers' compensation program. In other resolutions, delegates expressed support for labor's community service activities and urged affiliates to promote the union label.

Speakers included COPE Regional Director LaMar Gulbransen and Richard Ybarra, western states director for the presidential campaign of Gov. Michael Dukakis (D-Mass.).

CORRECTION

A resolution urging union members to target unfair employers and patronize those that support organized labor was referred to the AFL-CIO Executive Council for consideration and was not adopted by the convention as was erroneously reported in the Nov. 7 issue of the News.

The resolution outlined a Sacramento, Calif., program—Growing Resources of Workers' Salaries—through which union members use their combined purchasing power to encourage a more pro-union climate.

Heavy job losses shift economies of Sunbelt states

Nashville, Tenn.—The promise of a prosperous, ever expanding Sunbelt—marked by economic expansion and jobs—is an empty one, with the growth of some metropolitan areas masking the shift to a service-based economy that is creating "problems of unemployment, underemployment and poverty."

That's the conclusion of "The Deindustrialization of the Tennessee Economy," a joint study by the University of Tennessee and the Clothing & Textile Workers' Joint Board representing the states of Georgia, Tennessee and Alabama. The Tennessee survey is part of a larger research project, "The Changing Economy of the Rural South," sponsored by the Highlander Research & Education Center.

Tennessee workers have been hit hard by plant closings, the report observes. It notes that the state's Dept. of Economic Security estimates that 2,844 manufacturing plants and more than 47,000 other businesses closed between 1980 and 1985.

Job losses

Since April 1986, nearly 9,000 manufacturing workers lost their jobs because of plant closings or permanent layoff, the statistics showed, with the chemical, textile and apparel, and stone, clay and glass industries losing the most jobs.

Between 1978 and 1985, Tennessee lost more than 34,000 manufacturing jobs and nearly 6,900 construction jobs, the survey found. These jobs were replaced by lower-wage service and retail trade jobs that paid weekly wages of $299 and $194, respectively, compared with the average manufacturing weekly wage of $366.

The report also highlighted a recent survey of 174 laid-off workers in Knoxville. It found that 15 months after being furloughed, nearly half—44 percent—of the workers still were unemployed. Many were working at part-time jobs because full-time work was not available, nearly all—95 percent—had lost their health insurance coverage, and average wages had dropped from $5.76 to $3.70 an hour.

CLUW parley puts spotlight on organizing

Philadelphia—Development of organizing strategies and skills to reach women workers was the focus of a one-day conference sponsored by the Coalition of Labor Union Women.

In group discussions and workshops, more than 300 participants explored ways to fight the growing use of anti-union consultants by employers. They also discussed the "nuts and bolts" of an effective organizing campaign, including thorough advance work, gathering information on the company and forming an in-plant committee, and reviewed labor's latest organizing victories.

In a keynote address, Vice President Dolores Huerta of the Farm Workers discussed the need for women to take on leadership roles within their unions. She also outlined the UFW's organizing program and boycott campaign.

Sec.-Treas. Elmer Chatak of the AFL-CIO Industrial Union Dept. told the conference that unorganized workers are becoming more receptive to union organizing drives, citing the new air traffic controllers union as one indication that "the curve has turned up."

But organizing women workers—who often hold low-paying jobs—requires different tactics, said Barbara Rahke, who heads the Auto Workers' Technical, Office & Professional Dept.

Specific appeals

Unions must appeal to women's specific concerns, including child care, pensions, and pay equity, she said.

Steelworkers Vice President George Becker and Josephine Brooks, a USWA organizer, stressed the need to obtain detailed information about the company and workers before beginning a campaign or asking workers to sign union representation cards.

This organized approach "is an answer to the anti-union consultant, at least in the early stages of a campaign," Becker said.

Al Squires of the Teachers outlined the union's methods for organizing educators in the Atlanta school system while working under the restraints of Georgia's "right-to-work" law. He noted that the AFT focuses on quality of education concerns by emphasizing a "more effective process" for improving the schools. "Our ongoing goal is to achieve collective bargaining," adding that the plan has doubled AFT membership in Atlanta over the past four years.

CLUW President Joyce Miller also discussed plans for "the American Family Celebration," a day-long rally set for May 14 in Washington.

The rally will bring thousands of union families to the nation's capital to press for a "national family policy" that includes improved child care, elder care, health care, economic justice and improved educational opportunity," she said. Joining organized labor will be representatives of civil rights, feminist, senior citizen and religious groups, she added.

Miller, an AFL-CIO vice president, said the demonstration "will be a signal to Congress and to the presidential candidates that our concerns are real."

Schedule of Labor Studies Center courses

The George Meany Center for Labor Studies will offer 12 workshops during December and January. The schedule:

Organizing in the Construction Industry I, Dec. 6-11—A session to develop skills and techniques.

Standards of Discipline & Discharge in Arbitration, Dec. 13-18—An advanced institute exploring the concept of just cause, standards for arbitrators, investigation procedures and standards of proof.

Organizing Techniques I, Dec.13-18—A review of the elements of an organizing campaign, including targeting, house calls, picking winning issues and developing plant committees.

Occupational Health & Safety, Jan. 3-8—A program to help unions respond effectively to problems arising from chemical and physical hazards on the job.

Labor Law for Organizers, Jan. 10-15—A review of laws governing private sector organizing, election procedure and corporate campaigns.

Certified Employee Benefit Specialist Course III, Jan. 10-15—A survey course on various types of defined contribution retirement programs.

Labor Relations in the Federal Sector, Jan. 10-15—An overview of the role of union staff and officers in representing federal workers.

Microcomputers in Negotiations, Jan. 17-22—A workshop on the use of small computers in negotiations with emphasis on spreadsheet software for costing out contracts and weighing management proposals. Previous knowledge of computers not required.

TV: The Cool Medium, Jan. 19-22—Three days of coaching union officers on how to face television cameras and work with TV reporters.

Newswriting & Editing, Jan. 24-29—Tutoring for union editors on the basics of publishing readable, interesting and effective publications.

Arbitration Techniques: Planning & Preparation, Jan. 24-29—Presentation of mock cases before professional arbitrators and discussion of arbitration techniques with emphasis on opening statements and handling witnesses.

The Craft of Negotiating, Jan. 24-29—A study of negotiating tactics that avoid impasses in bargaining, grievances and leadership situations.

AFL-CIO affiliates and departments using the campus in December for their own staff training programs are: American Institute for Free Labor Development, Nov. 29-Dec. 5; Dept. of International Affairs, Nov. 29-Dec. 4; Professional & Technical Engineers, Nov. 29-Dec. 4; AFSCME, Nov. 29-Dec. 2.

More information about labor studies programs is available from the Registrar, George Meany Center, 10000 New Hampshire Ave., Silver Spring, Md. 20903. Telephone 301/431-6400.

EDITORIALS

America's Problems

WHILE OUR unions have faced more than their share of hardships in the past few years, the economic, structural and demographic changes that have affected unions have afflicted American society as a whole.

The problems of labor are a reflection of the problems of the nation as a whole. We are never in trouble all by ourselves.

While our unionized industries have been hard hit by the effects of an unbalanced trade pattern, no sector in this society is immune from damage.

Beyond the question of the state of the unions is the question of whether the decline of manufacturing—the disappearance of good-paying union jobs—is a good thing for America.

Unless you believe that what this country needs is a lower standard of living, the answer has to be no.

If we want stable communities of self-supporting, family centered, homeowning, taxpaying citizens, the way to achieve these goals is not with low-paid workers with no health care and with no pension.

—AFL-CIO Sec.-Treas. Thomas R. Donahue to National Press Foundation Labor-Management Seminar, Nov. 16, 1987.

Protecting the Family

IT SHOULD be no surprise that the current version of the Family & Medical Leave bill has substantial bipartisan sponsorship. The only surprise is that it does not have more.

The legislation, sometimes referred to as the parental leave bill, is a modest measure that meets society's needs at minimal cost to employers and with minimal disruption of the workplace.

It allows employees in larger establishments to take a reasonable amount of unpaid time off from work on the birth or adoption of a child, to care for a seriously ill child or parent, or in the event of the employee's own serious illness. The employer's only real cost is continuation of whatever medical insurance the firm was already providing.

Many workers already have a right to paid time off in comparable circumstances, and most developed nations are far ahead of the United States in providing such benefits by law.

The government shouldn't "tell employers how to run their businesses," the Chamber of Commerce fumes. That sounds remarkably like the argument such groups raised against just about every workplace legislation from the wage-hour law to occupational safety and health.

As AFL-CIO Legislative Director Robert M. McGlotten stressed when the new bill was up for approval by the House Education & Labor Committee, "the changes which have been taking place in the American workforce require new policies accommodating work life with family life."

This is a pro-family bill in the true sense of the term. It fills an important need and should be enacted.

Learning Fast

SOME OF our readers, and they are not likely to be in the ranks of public employees, may have the impression that union-busting tactics are a private-sector specialty.

Don't tell that to employees of the city-owned terminal railroad at the Galveston docks. The city's solution to the refusal of the railroad employees to agree to a 26 percent pay cut was to sell the railroad to a private firm that would put on nonunion crews and lease it back to the city.

In more conventional forms of government employment, civil service management has often showed ingenuity and imagination second to none in flouting the rights of workers.

A recent Government Employees' newsletter tells of a two-year struggle to get the U.S. border patrol to provide the back pay owed to a union officer it had illegally fired.

The agency tried to shortchange the AFGE member of 784 hours of lost pay that was due him. Its straight-faced explanation was that he would have taken that much time off in leave without pay to carry on union business and represent members if he hadn't been illegally fired.

So much for government benevolence.

Conrad in the Los Angeles Times

Playing with loaded dice

More and more companies are trying to weaken unions and intimidate employees by recruiting strike replacements.

Achieving some measure of economic balance in a struggle that pits corporations against workers is difficult enough. But if management has already recruited an alternative workforce, then economic balance can never be achieved.

Our country has fallen behind in protecting workers' rights to the very jobs whose conditions they are trying to improve. Hiring replacement workers during the first six months of a dispute is prohibited in Canada, and at any time during a strike in many European countries.

In our own industry, a group known as Railfinders is recruiting workers who could replace us in a strike. Corporate America must not succeed in taking workers back to the days of company goons.

—Richard I. Kilroy, president of the Transportation • Communications Union, in Interchange magazine.

Washington Window

Costs of long-term care push elderly into poverty

By Press Associates

The high cost of long-term health care is quickly and systematically impoverishing millions of elderly Americans.

According to new data released by the House Select Committee on Aging, seven in ten elderly living alone spend their income down to the poverty level after only 13 weeks in a nursing home. Within a year of entering a nursing home, more than 90 percent of these elderly become poor.

What do they do then? Sooner or later, they die, of course. But they die poor and without dignity, regardless of how hard they worked or how carefully they saved.

Committee Chairman Edward R. Roybal (D-Calif.) declared that "millions of elderly and nonelderly Americans are at great personal financial risk of being impoverished by high and sustained long-term care costs."

Roybal said that with annual nursing home costs averaging more than $22,000 and elderly median income just over $11,500 a year, "a host of personal catastrophes are in the making."

Roybal's committee detailed the first national and state analysis on the risk of impoverishment due to long term care costs. The analysis was developed in cooperation with the Villers Foundation and the Urban Institute.

"One of the most troubling findings," the report said, "is that if you are an elderly person living alone and your annual income is between $6,000 and $10,000 (between 125 and 200 percent of the poverty level), it would take an average of six weeks in a nursing home before you would be impoverished." Even adding the average amount of assets to this income would mean a wipe-out in 32 weeks, it added.

The Roybal report challenged the myth of Medicare coverage. Contrary to popular belief, it said, Medicare does not cover long-term care for any of its 31 million beneficiaries. Medicare covers limited skilled nursing facility care and home health care, but not for long periods.

Addressing Medicaid "spend-down" requirements, the report noted that the elderly must essentially impoverish themselves, and probably their spouses, before getting Medicaid coverage. About half of those covered by Medicaid's nursing home benefit became eligible after entering the home, it said.

The Roybal report pointed out that the current health insurance proposals now moving through Congress for coverage of catastrophic illness offer added coverage for acute illnesses, but "provide virtually no long-term care protection." The minor exceptions, it noted, are better protection of the assets of the spouse of a Medicaid nursing home resident, and a new 80-hour per year in-home care benefit.

Risk of impoverishment

The risks of poverty due to long-term care are real, the Roybal report stressed. It cited a recent government finding that said elderly persons aged 65-69 face about a 5 percent risk of entering a nursing home in the next five years. But they face a 43 percent risk of being in a nursing home during their remaining lifetime.

And poverty comes quickly. Seven in ten elderly living alone are broke within 13 weeks of entering a nursing home and more than half of elderly couples reach poverty after one spouse has spent only 26 weeks in a nursing home.

What is lacking is political will, Roybal said in calling for a bipartisan effort by Congress, the Administration and the private sector to enact full health and long-term care insurance protection by the end of 1988.

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MEMO FROM COPE

Keep it in Mind Going into 1988

"It is not the hand that signs the law that holds the destiny of America. It is the hand that casts the ballot."

Harry S Truman

'Wall Street Shock' Jolts Faith in Economic Future

More than investors have been jolted by "Wall Street Shock." The huge stock market plunge a few weeks ago and the market's subsequent uncertainty sent shock waves through the public at-large, as well, undermining what little confidence still remained in the immediate future of the economy.

Ronald Reagan's reassurances notwithstanding, Americans in the past year have steadily lost faith in his accuracy both as an economic forecaster and as an economic reporter. That faith is now at rock bottom.

An ABC poll taken just after the worst drop in the stock market in history shows 60 percent of the public believes the economy is getting worse; only 12 percent believes it's improving. In effect, when the market plummeted, American expectations of economic well-being plummeted with it.

In fact, the public was months ahead of the market in its disillusion. Following is what the ABC poll shows has been a steady decline over the past year of public confidence in the Reagan economy. Responses were to the question: "Do you think the nation's economy is getting better, getting worse, or staying the same?"

	Better	Worse	Same
Sept. 1986	30 %	34 %	35 %
Jan. 1987	23	38	38
March	22	36	41
June	19	38	43
Present	12	60	28

Additional evidence of public concern was the response to a question asking Americans if they expect a further "economic downturn." Fifty-three percent do.

Economic anxiety reflects, too, in the latest Gallup Poll asking voters if they consider themselves Republican, Democratic or independent. At the peak of Reagan's popularity, soon after his 1984 landslide re-election victory, 33 percent answered Republican, 38 percent Democratic, a spread of only five percent. This was the closest the GOP had come since 1946, when it held a one-point margin.

As of now, the gap has widened to a 13-point overall Democratic advantage, 42-29. There is no major population group among which Republicans now hold a significant margin. They lead only among the income group of $40,000 a year and up, 36-33 percent, and among the professional business category, 36-34 percent. Among college graduates, it's a standoff at 35-35 percent.

Findings in the two polls cited are corroborated in yet a third. *Time* magazine asked if Americans want for their next President one who'll follow the same policies as Reagan or different ones. Only 25 percent want more of the same; 65 percent want a different approach.

House Outlook: Little Change?

Most political chit-chat these days focuses on the 1988 presidential nominations and general election, because at this stage it's still taking shape and deep thinkers have a field day trying to figure out what will happen. What's left chit-chatwise is speculation about the Senate outcome next year. Will Democrats retain their narrow control, maybe expand it a little? Will Republicans narrow the gap?

Not a heckuva lot is being written about the U.S. House and what might happen to it when folks go to vote next November. That's probably because not a heckuva lot is expected to happen in terms of change. Also, the House is much more diffuse—435 seats—and harder to get a handle on than the single presidential election and just 33 Senate elections.

What discussion there is about the House goes something like this: The present 255-177 Democratic advantage is unlikely to change radically—upwards or downwards—short of a massive presidential landslide which, at this moment, is not anticipated.

In recent years, only the post-Watergate election of 1974 and Ronald Reagan's first presidential win in 1980 were accompanied by substantial shifts in the House. More normal have been the modest changes of 1968 and 1970, when only five and 12 seats changed parties. Even Richard Nixon's huge 1972 victory only pulled in 12 new GOP House winners, and Reagan's mountainous 1984 triumph produced a molehill of House GOP gains, 14 seats.

Even with big Democratic Senate gains in 1986, the year's balloting brought a Democratic House gain of only five seats.

A lot of analysts now say the present balance in the House is just about at a norm, with only minor fluctuations potential unless there's an enormous warp in presidential voting.

Odds 'n Ends

STRONG DEMOCRATIC CHANCE to change at least one Senate seat from GOP to Dem in 1988. Former Gov. Charles Robb (Va.) announces he'll run for spot being vacated by retirement of Sen. Paul Trible (R). Robb already big favorite to win, with no GOP candidate of statewide stature presently on horizon as opponent.

RECORD TENURE IN OFFICE coming to an end? Looks like it. Thad Eure, North Carolina secretary of state, has been in the office continuously for 51 years now, will wind up 13th four-year term next year. He's 88 and doesn't feel like running for election again. He's said to have held statewide office continuously for a longer period of time than any other American, maybe even longer than anyone in any office.

ALL THE HOOPLA surrounding this period leading up to presidential primaries and caucuses is engaging only a very small segment of public in any intense way. A recent poll showed just 15 percent of voters are following Democratic nomination doings closely, with only 13 percent keeping up with GOP contest. By contrast, 69 percent were engrossed with successful rescue effort of young Jessica McClure from Texas well shaft she had fallen into, 40 percent kept close tabs on stock market ups and downs, 37 percent regularly read reports from Persian Gulf where U.S. Navy is on escort duty for Kuwaiti oil tankers.

ELEVENTH COMMANDMENT, set forth by Ronald Reagan years ago—"thou shalt speak no ill of other Republicans"—is turned upside down in Michigan presidential nomination struggle. Now reads: "Thou shalt speak *nothing but* ill of other Republicans." In mixed-up battle for delegates, Bush supporter accuses Robertson backers of "fascist tactics," another Bush supporter tags a Kemp leader "a liar. . .whom I would not trust to watch my trash on collection day." Kemp campaigner responds "I won't take myself down to the gutter with them (Bush people)."

RIGHT WING RATES SENATORS, and there are no surprises. Voting record put out by *Conservative Digest* gives 100 percent rating to Senators Garn (Utah), Hatch (Utah), Gramm (Texas), Helms (N.C.), Humphrey (N.H.), Nickles (Okla.), Simpson (Wyo.), Wallop (Wyo.). John Birch Society's *New American* publication has no 100 percenters, but tops at 95 percent are Gramm, Helms and Nickles.

WALL STREET PLUNGE carries political fund-raising down with it. Lots of potential donors are holding off, professional political fund-raisers complain, as a result of recent chaos in stock market. Slow-down affects both congressional and presidential funding efforts. Some campaigns cancel planned money-raising events, others knock down ticket prices to galas, dinners etc., many put hold on telephone solicitations. One pro beefs "the political dollar is one of the first to go" in uncertain economic times, adds "people aren't going to give their disposable income to candidates."

VOTER REGISTRATION BOOST provided in New York by state's two U.S. Senators, Pat Moynihan (D) and Alphonse D'Amato (R). They use congressional franking privilege to send registration packets to five million New York City households. Packet contains covering letter signed by both senators and NYC Mayor Ed Koch, fact card on voter registration, two postage-paid return register-by-mail forms, request cards in Spanish for the forms.

HUNGER IN AMERICA grows more widespread, study by Physician Task Force reports. It finds approximately 20 million individuals suffer chronically poor nutrition. An example from report: In one site studied—Waterloo, Iowa—more childhood malnutrition cases were found in first three months of 1987 than in previous three years combined. Task force calls for increase in federal nutrition programs—child, maternal, school meal, food stamps, other—better job and welfare programs.

Dad Awaits Son's One Vote

Show us a better one-vote-counts story than this. It has everything but s-x: suspense, fathers and sons, global efforts to beat a deadline, legal questions.

Here's what happened in the Marysville, Ohio, city council contest after votes were counted November 3:

Challenger Albert H. Wolstenholme trailed one vote behind incumbent R.N. Royshoudhury, 268-267. One absentee ballot that had been issued had still not been received by township election officials.

The ballot had been issued to U.S. Navy Ensign Jeffrey Wolstenholme, *son of the candidate,* who was on duty aboard ship in the Mediterranean.

By law, the marked absentee ballot had to be postmarked by November 3, election day, and received by November 13 if it was to count.

The ballot did arrive November 13. Elections officials verified that the official identification envelope had been signed and dated November 3 by Ensign Wolstenholme. It had been witnessed by another officer aboard ship and bore the proper seal.

BUT, the ballot envelope arrived in Marysville in a U.S. Postal Service express mail envelope bearing a New York Fleet Post Office postmark of November 9. A Marysville elections official pointed out the law states any ballot postmarked or signed after the election is invalid.

A decision on validity of the ballot was expected momentarily after a requested inquiry by the Ohio secretary of state's office and the Federal Voters Assistance Program.

Candidate Wolstenholme said his son called from Israel and assured his dad his vote was all in the family.

If, finally, the election board accepts the ballot, the outcome of the election will be a 268-268 tie. The winner will be determined by a coin toss.

***Now,* try to tell us one vote doesn't count.**

Plight of working poor neglected

A new study of America's working poor turns a spotlight on a problem that has festered and worsened during the 1980s under the Reagan Administration.

Sar Levitan and co-author Isaac Shapiro explore the causes and social implications of a 35-percent rise in the number of working poor since 1979. Levitan is director of the Center for Social Policy Studies at George Washington University and Shapiro is a senior staff member of the Center on Budget & Policy Priorities.

Their collaboration resulted in a book titled "Working but Poor: America's Contradiction," published by the Johns Hopkins University Press.

They cite the failure to maintain the buying power of the minimum wage as a major cause of poverty among workers. Others include cutbacks in employment and training programs and a woeful lack of day care facilities for children of working mothers.

Poverty pay

"Minimum wage laws designed to promote economic self-sufficiency have increasingly failed to do so in recent years," the authors note. They point to the 30-percent rise in consumer prices since January 1981, when the wage floor moved to its present hourly rate of $3.35.

Levitan and Shapiro urge that the minimum wage be raised "more than a dollar over the next few years," leading to indexing at half the average wage.

They recommend reinstatement of a public employment program and welfare supplements for the working poor who are also the sole providers for their poverty-stricken families.

"Because so many of the poor move from low-wage jobs to welfare and back again, Congress cannot hope to successfully reform the welfare system unless it seriously addresses the plight of the working poor," Levitan asserted.

He said the proposals in the book would "reward work rather than indolence." While their price may be high, "the costs of inattention may be even higher."

Bottom line

More studies by economists and academics confirm that union workers outproduce their nonunion counterparts.

In a review of 20 manufacturing industries, economists James Medoff of Harvard University and Charles Brown of the University of Michigan found that organized workplaces are 22 percent more productive, even when taking into account differing capital and workforce requirements.

Prof. Steven G. Allen of North Carolina State University found union construction craftsmen produce 29 percent more than nonunion workers.

And Economist Kim Clark of the National Bureau of Economic Research found that union cement manufacturers are 6-8 percent more productive than unorganized plants.

The researchers concluded that better training and more experience, coupled with lower employee turnover on union jobs, produced a more stable workforce that usually got the job done on time and within budget.

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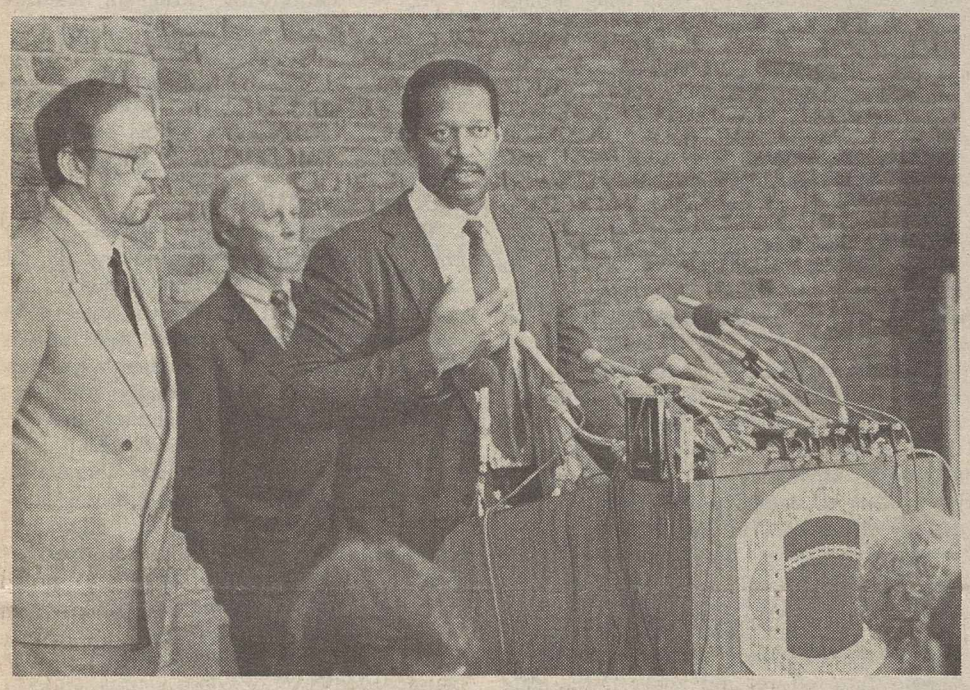

NFLPA game plan

Executive Director Gene Upshaw of the National Football League Players Association details the union's antitrust suit against team owners at a Washington press conference. The suit challenges the college draft, right of first refusal/draft choice compensation system and the NFL standard player contract. At left are NFLPA General Counsel Richard Berthelsen and attorney Edward M. Glennon. (Story on Page 6.)

Union rights affirmed on job safety access

Workers' lives outweigh employer privacy

New York—The Chemical Workers won a long-running federal court battle for the right to make an on-the-spot investigation of a workplace explosion that killed one union member and injured four others.

A union has a right to first-hand information affecting the health and lives of workers it represents in collective bargaining, the 2nd Circuit U.S. Court of Appeals held. And if that requires access to an otherwise restricted workplace, the union's need to know takes precedence, the court indicated.

The three-judge appellate panel agreed that a union can be required to accommodate legitimate employer concerns when this can be reasonably done. But in the final analysis, the court made clear, a worker's life takes precedence over a company's property rights.

The appellate ruling backed up the finding of the National Labor Relations Board that Hercules Inc. violated federal labor law when it barred from the accident site an industrial hygienist on the international union's staff.

Chemical Workers President Frank D. Martino welcomed the court and NLRB findings, but regretted that it took nearly three years of litigation to force open the plant gates at Parlin, N.J., where some 500 members of ICWU Local 271 are employed at Hercules facilities.

Dynamite ingredient

The fatal explosion took place at a plant making nitrocellulose, which is used in dynamite and solid rocket propellants. It also is an ingredient in lacquers, inks and similar products.

At Local 271's request, the international union sent an experienced industrial hygienist from its staff to inspect the accident site and conduct tests to determine the presence of toxic or hazardous fumes that workers are exposed to.

But when Thurmand Wenzl arrived the day after the accident, on Feb. 22, 1985, management barred the gates. Wenzl was told that only Hercules employees were entitled to access.

Management claimed that it had the right to exclude "outsiders" from the accident site as a safeguard against disclosure of valuable trade secrets involved in the manufacture of nitrocellulose.

Union case supported

But first the National Labor Relations Board and now the 2nd Circuit U.S. Court of Appeals ruled that the union's case for its right of access to information it needs to represent its members is stronger than the case Hercules management made for denying that right.

Later, in putting its refusal in writing, the company came up with a grab bag of additional reasons, other than property rights. But neither the NLRB nor the court was impressed.

One company argument was that management had responsibility for providing for the safety and health of its employees and therefore it should conduct any needed investigation.

Continued on Page 4

Education bill clears Senate with 97-1 bipartisan backing

With rare bipartisan accord, the Senate voted 97-1 to continue and expand federal aid to elementary and secondary education. A comparable bill passed the House last May by a 401-1 vote, setting the stage for a House-Senate conference.

The legislation sets spending ceilings—and the actual appropriations are normally at a lower level. But the near-unanimous vote in both bodies points to a stronger federal effort to upgrade the education of all children—with special emphasis on compensatory education for the disadvantaged and other special programs.

The $7.4-billion authorization covers various multi-year programs stretching into 1993, but the spending ceiling for the 1989 fiscal year is set some $1.4 billion above current levels.

It would expand the compensatory education program—going beyond the elementary school level to reach into the secondary schools—and authorize a number of new programs. These would range from identification of talented children to a school dropout prevention program.

The House and Senate education bills also include authorization for several new programs that were included in the trade bills passed by the two bodies. These include workplace literacy projects and funding for "star schools" in underserved areas that would offer programs in mathematics, science and languages.

Retirement tribute

In an unusual tribute, the Senate designated its bill as "the Robert T. Stafford Elementary & Secondary Education Improvement Act," honoring the Republican senator from Vermont who is retiring next year.

Senate Labor & Human Resources Committee Chairman Edward M. Kennedy (D-Mass.) noted that during the years when the Republicans controlled the Senate, Stafford consistently fought Reagan Administration attempts to weaken education programs.

The only vote against the bill's passage came from Sen. Jesse Helms (R-N.C.),

Continued on Page 6

AFL-CIO LEGISLATIVE ALERT!
PAGE 8

Supreme Court tells judges 'keep hands off arbitration'

By David L. Perlman

A unanimous Supreme Court ruled that judges can't second-guess arbitrators on interpretation of a union agreement, the facts of a case, or the nature of the remedy.

It rejected the argument that "public policy" barred enforcement of an arbitration award reinstating a worker fired for alleged violation of a company rule against use or possession of marijuana on company property. The arbitrator had ruled that the evidence against the worker was too weak to justify his dismissal.

The decision paralleled the position taken by attorneys for the Paperworkers in a legal battle that began when the Misco Co., which operates a paper converting plant in Monroe, La., asked a federal district court to overturn the arbitration decision.

Company lawyers argued that the reinstatement of the worker violated public policy against allowing persons who might be under the influence of drugs or intoxicants to operate hazardous equipment.

The arbitrator found that the evidence the company relied on to dismiss the

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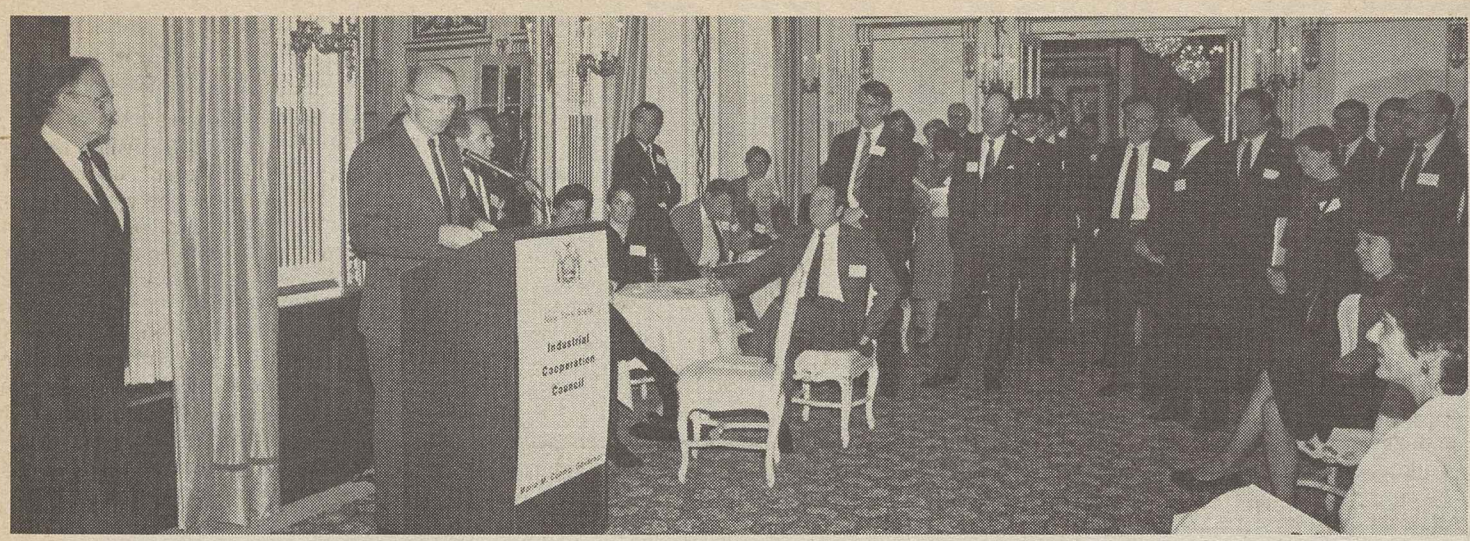


AFL-CIO Sec.-Treas. Thomas R. Donahue fields questions and comments at evening session of New York State labor-management-government symposium. At left is State AFL-CIO President Edward J. Cleary.

Donahue asks three-way commitment

Job crisis spurs union-employer-government cooperation

New York—A tripartite commitment by labor, management and government can help fulfill the "ancient trade union hopes for better jobs, education, housing and health care," AFL-CIO Sec.-Treas. Thomas R. Donahue emphasized.

The current national economic crisis—much of it stemming from a staggering trade deficit that threatens future living standards in America—has proven to be a powerful spur to bring unions and employers closer together, Donahue told a symposium sponsored by the New York State Industrial Cooperation Council.

The council is a state commission established by Gov. Mario Cuomo (D) in 1986 to foster economic growth through cooperative efforts by labor, business and government. In his keynote address, Cuomo restated his call for the creation of a national economic commission—modeled on the New York program—to study and resolve the interconnected problems of trade and fiscal and monetary policies.

Stock market plunge

The Oct. 19 stock market plunge sharpened the nation's realization of its place in the global economy, Cuomo said, an economy "whose parts are interdependent and inseparable."

Donahue conceded that there are limits to the extent to which both sides can work together, because the American economic system automatically creates "some measure of disagreement" based on the fact that "our goals and our constraints are different."

This built-in level of confrontation occurs over such issues as wages, job conditions and the distribution of profits, Donahue acknowledged. But he urged that this "essential conflict" be limited to the collective bargaining process and be followed by "a spirit of cooperation—to enhance competitiveness and to improve productivity and quality."

Examples cited

Donahue cited as examples the Auto Workers' contracts with General Motors Corp. and Ford Motor Co. that provide job security while re-examining work rules to raise productivity; the Teachers' role as the "foremost advocate" of education reform and higher professional standards in the public schools, and the growth of joint labor-management programs to promote occupational health and safety, put a lid on skyrocketing health care costs, improve the quality of work life, and turn out better consumer products.

On the legislative front, he continued, key initiatives include the AFL-CIO being joined by home builders and realtors to bring down interest rates that stand as a bar to home ownership; cooperation between labor and a variety of management groups that led to House passage of the high-risk notification bill, and the unity of unions and their employers behind "an effective trade bill to stem the hemorrhaging of jobs that threatens our standard of living."

"Unfortunately, only in a relative handful of organized workplaces has an enlightened management accepted our desire to move from conflict to cooperation and been willing to accept participation of the union as a real partner in the process," he told the union and management representatives.

As a result, he said, these gains have been largely eroded by right-wing groups that continue to cling to their anti-labor bias.

Many employers and conservative politicians oppose raising the minimum wage on the dubious ground that a "secondary earner" should be paid less, Donahaue said. These same groups support a "kiddie wage" that would pay young workers a subminimum wage. And the drive by the National Association of Manufacturers to achieve a "union-free environment" can only result in continuing conflict, he added.

Unless these groups change their tune, Donahue warned, the nation will be ill-equipped to address the issues of growth, trade, employment, training, investment in economic expansion and the updating of labor laws to better protect worker rights and lessen tensions in the workplace.

Good example

"In the absence of any national leadership on these issues," he emphasized, "it falls to the enlightened state leadership to pursue these efforts and goals at the state level"—and the New York experiment in improving labor-management relations is a good example of how to approach the problem.

Participants also heard from investment adviser Felix Rohatyn, economics writer Robert Kuttner, Elmer Johnson, vice president of industrial relations at General Motors Corp., and Prof. Paul Weiler of Harvard Law School.

Pilots ground unsafe planes at Eastern Air

Pilots at Eastern Airlines are reassuring the flying public that unsafe planes will remain on the ground until they meet the government's standards for maintenance and repair.

ALPA's "maximum safety campaign" was launched in light of a Federal Aviation Administration report that agreed with the union's charges that Eastern regularly postponed needed maintenance and repair work, exerted "subtle pressures" on flight crews not to record equipment malfunctions and pressured pilots to continue to fly planes that needed maintenance.

In testimony before the House subcommittee on government activities and transportation in October, ALPA members listed 755 concerns about Eastern's maintenance procedures, ranging from relatively minor complaints of cockroaches in the cockpits to life-threatening safety concerns including stuck safety doors and malfunctioning fire-detection equipment.

ALPA's nationwide campaign features public service announcements and advertisements that seek to reassure the public "that although concerns have been raised about lax safety practices, Eastern flights are safe . . . because the pilots are seeing that it stays that way."

'Extra attention'

The campaign calls on Eastern's 3,800 pilots "to pay extra attention to any and all safety-related aspects of their flights."

The FAA report, based on investigations conducted last summer, found that Eastern had interpreted the government's maintenance requirements too broadly, often delaying some repairs by claiming that too little "ground time" was available.

The carrier "has extremely liberalized" the FAA requirements, constituting a "misuse of the regulation," the report noted.

Eastern rejected the FAA's findings as "biased" because the study relied on reports from pilots and mechanics, with "minimum efforts" made by FAA inspectors to meet with management, the carrier claimed. However, Eastern claims it modified its maintenance policy in August at the FAA's request.

Eastern also charged that the ALPA members' safety campaign is a response to management's proposal to cut wages and benefits.

Earlier this year, the FAA accused the carrier of violating the 30-hour work week for pilots and assessed a $9.5-million fine against Eastern for safety violations.

Council members spur fund drive for black schools

The AFL-CIO and its affiliates are joining in the United Negro College Fund's nationwide campaign to increase educational opportunities for black students.

An Executive Council committee headed by Service Employees President John Sweeney is coordinating labor's fund-raising and other activities supporting UNCF programs.

A resolution adopted at the October AFL-CIO convention applauded the UNCF's help to thousands of students, many from union families. It noted that the UNCF provides funds for 44 predominantly black universities and colleges.

Each year, the educational institutions must raise 60 percent of their operating budgets, while tuition covers just about one-third of expenses, the federation pointed out, calling on affiliates to aid in the UNCF's efforts.

Unions are encouraging their members to watch and support the UNCF's annual telethon on Dec. 26.

The Executive Council committee includes Presidents Frederick O'Neal, Actors & Artistes; Albert Shanker, Teachers; William Wynn, Food & Commercial Workers; Gerald McEntee, AFSCME; Owen Bieber, Auto Workers; Morton Bahr, Communications Workers; Gene Upshaw, Professional Athletes, and Jay Mazur, Ladies' Garment Workers, as well as Barbara Hutchinson, Women's Dept. director for the Government Employees.

OSHA explores new safety measures

The Occupational Safety & Health Administration proposed a new safety standard to protect some 4.8 million workers from electrical hazards on the job and announced plans to take action against workplace biological hazards, such as AIDS and hepatitis B, that affect hundreds of thousands of health care workers.

The agency also received a petition from five AFL-CIO affiliates and the Public Citizen Health Research Group for a rule limiting exposures to a cancer-causing catalyst used in making polyurethanes.

OSHA's proposed electrical hazards rule covers "unqualified" employees working with or near electrical circuits and equipment and does not apply to "qualified" workers who are "familiar with construction and operation of the equipment and the hazards involved" in work in telecommunications and electrical power generation, transmission and distribution.

AFL-CIO occupational hygienist Diane Factor said the proposed rule lacks "the tough language needed for enforcement." She said the delineation between qualified and unqualified workers under the rule is "too vague," and the proposed language allows employers "far too much latitude in determining how the standard would be applied to the workplace."

Electrical Workers Safety Director George Smith echoed these concerns. He said the proposed language "appears stronger that it would be in practice" and would be "difficult, if not impossible, to enforce." Otherwise, the standard "is not bad," he said.

OSHA said that occupations with the highest electrical accident rates include electricians and apprentices, stationary engineers, mechanics and repairmen, structural metal craftsmen and welders. Coverage will be limited to workers in manufacturing, transportation, retail and wholesale trade, and finance and service sectors.

In announcing the beginning of regulatory action on a standard to reduce worker exposure to bloodborne infectious diseases, OSHA said that from 10,000 to 12,000 health care workers are infected each year with hepatitis B. The Centers for Disease Control, however, estimate 18,000 such cases of hepatitis among health care workers annually with 200 fatalities.

OSHA stressed that while just 13 health care workers have contracted acquired immune deficiency syndrome (AIDS) on the job, there are now more than 1.5 million carriers of the AIDS virus, and the risk of infection will increase.

Petition rejected

Last July, the agency rejected a petition from several AFL-CIO affiliates—Service Employees, AFSCME, Hospital & Health Care Employees and Teachers—for an emergency standard on bloodborne diseases. Since then, OSHA has initiated rulemaking, set up an inspection program for health care facilities and, with the Dept. of Health & Human Services, made a mass mailing of informational packets to health care employers.

Meanwhile, five federation affiliates—the Chemical Workers, Rubber Workers, Allied Industrial Workers, Oil, Chemical & Atomic Workers and the Industrial Union Dept.—joined with Public Citizen in petitioning OSHA for an emergency standard on a known carcinogen—4,4' methylenebis (2-chloroaniline), known as MOCA.

A 1980 study conducted for OSHA showed 1,600 workers are directly exposed to MOCA and another 16,000 in the same plants are at risk of exposure. The substance was regulated for a brief period in 1973-74 before a federal appellate court remanded the MOCA standard back to the agency for procedural reasons. Little has been done to reduce exposures since then, according to the unions.

Lower limit

The petition requests that exposures be limited to 3 micrograms of MOCA per cubic meter of air, with special provisions to minimize skin contact and absorption.

In other action, three AFL-CIO affiliates and an industry group filed simultaneous court challenges to OSHA's final standard on formaldehyde. The Auto Workers, and the Clothing & Textile Workers and the Ladies' Garment Workers in a separate petition, filed in the U.S. Court of Appeals for the District of Columbia Circuit, where a UAW suit against OSHA is still pending. The Formaldehyde Institute filed in the 5th Circuit U.S. Court of Appeals in New Orleans. The courts will decide which appellate court has jurisdiction.

The industry disapproves of the standard's determination that formaldehyde poses a cancer threat to workers. The unions, citing the cancer risk for foundry and apparel workers, charged the exposure limit OSHA set is too high.

Stock ownership plans tagged 'handle with care'

New York—Properly structured employee stock ownership plans can create a true partnership between workers and owners. But the downside is that they're too often exploited by "fast-buck" operators to finance the "buyout-takeover-merger wave" that's engulfed corporate America.

That's the message AFL-CIO Occupational Safety, Health & Social Security Director Bert Seidman brought to the sixth annual conference on the historic New York State Compact that aims at creating a labor-management-government partnership to restore industrial vitality.

Seidman noted that 8,000 companies now have ESOPs covering 11 million workers, the majority of them established in the past decade. Most came about in crisis situations, "where workers are faced with the loss of their jobs" unless they dig down into their own pockets and provide financial assistance to a troubled firm.

Employee stock ownership schemes have also been used by anti-union management to thwart workers' desire for a union, Seidman said. He cited cases in which workers involved in organizing drives have been faced with a new or recently improved ESOP "designed to encourage employees to vote against unionization."

Proposals to raise funds from workers to fend off hostile takeovers "benefit the employer, not the employees," Seidman stressed. Instead of "increasing worker participation, productivity and income and contributing to the social good," he pointed out, the plans are too often used as a "financial guarantee to enrich fast-buck operators or a scheming management."

To be successful, Seidman emphasized, ESOPs should be designed to finance corporate growth and insure the firm a competitive advantage in the marketplace. And, he added, the plans should involve large enough employee stock ownership to give workers a significant voice in corporate management and provide them with regular dividends as a return on their investment.

Few on boards

Seidman cited a recent survey by the General Accounting Office—the congressional investigating arm—showing that workers lack representation on 96 percent of the boards of directors of firms with ESOPs, and 95 percent of the firms surveyed distributed no stock dividends to employees.

Labor is particularly concerned, he continued, when an ESOP is used as a substitute for a pension plan. "Providing a pension dependent solely on market fluctuations" in the value of a troubled company, Seidman said, "is playing Russian roulette with a worker's retirement security."

He praised the New York Compact for encouraging ESOPs built on the principle of genuine labor-management cooperation. The program also emphasizes such key elements as advance notice of plant closings and layoffs, extended health insurance for laid-off workers and their families, labor-management committees to deal with productivity and other issues that can forestall plant closings and worker displacement.

Steelworkers Sec. Edgar L. Ball told the conference that his union has been active in developing employee stock ownership in an industry battered by rising imports.

"We do not tell our members that this investment is as secure as a savings account in a federally insured bank," Ball emphasized. Instead, the USWA stresses that trading current wages for "a significant, but minority" share of the company is a trade-off that enhances the company's chance of survival and could help protect jobs.

The Steelworkers' position, Ball said, is that ESOPs should be part of the collective bargaining contract, should provide for payback beyond the term of the agreement, should guarantee employees equitable voting rights, and "must never be used as a substitute for an adequate, properly funded pension plan" safeguarded by the federal Pension Benefit Guarantee Corp.

Rick Dupinsky of the Airline Pilots concentrated on the effort launched last April by the union to buy United Airlines during a period when "cut-throat" competition threatens the viability of the industry. "If we invest in United, we not only invest in our own future but it will be a future over which we at least have some control," he emphasized.

"Bankruptcies, mergers and takeovers are concentrating the industry so that the real control over air commerce is in the hands of fewer and fewer individuals," Dupinsky pointed out. "Employee capitalism" can be a significant factor in saving the industry and protecting workers' interests.

'Merger mania'

New York Lieutenant Gov. Stan Lundine was sharply critical of "merger mania" which last year saw the consolidation of 3,000 firms worth $180 billion.

These mergers produce "a bonanza for stockholders," he said, "but the workers almost always lose," because the cost of financing "this kind of foolishness" is either layoffs or pay cuts.

Lundine told conferees that employee ownership that gives workers active participation in formulating company policy is "one of the best ways to increase job security, protect workers' rights, strengthen organized labor, and achieve a higher standard of living" for working people.

Gonzalez elected president at New Mexico convention

Albuquerque, N.M.—Delegates to the New Mexico AFL-CIO convention approved constitutional changes making the presidency a full-time office and elected Neal Gonzalez to fill that post. He had been the full-time executive secretary-treasurer of the state federation.

Other constitutional changes created the part-time post of secretary-treasurer and allowed for international union representatives to run for office. That enabled Jim Tricoli, a Communications Workers representative, to run for the secretary-treasurer post. He won, defeating Johnny Suarez, past president of the state federation.

The prospect of another battle over compulsory open shop legislation concerned convention delegates. The state federation aided in the overwhelming defeat of "right-to-work" forces last March, but the proposal will definitely come up in next year's 30-day legislative session, Gonzalez said.

The anti-worker actions of state Atty. Gen. Hal Stratton (R) drew the ire of delegates and prompted a resolution calling for his impeachment. The resolution charged Stratton with misusing his office and with "reckless disregard of the public health and safety of union members."

The convention noted that Stratton "has refused to honor collective bargaining agreements negotiated by public employees . . . and has misused his office by promoting the agenda of ultra-conservative, extremist, out-of-state special interest groups."

In an address to the delegates, AFSCME President Gerald McEntee said that Stratton's "war on AFSCME—on all unions that protect public sector workers—is just an opening shot. Every union in this state, public and private, is in the line of fire."

State affiliations

McEntee stressed that New Mexico "has a strong labor tradition. But the Attorney General wants to change all that and he wants to start with the public employees." He thanked unions in the state for their strong support.

McEntee also said that delegates to AFSCME's convention next year will vote on a constitutional change to affiliate every AFSCME district council and its 3,900 local unions with AFL-CIO state federations.

In other resolutions, the 245 convention delegates called for legislation to ban secret electronic eavesdropping, monitoring and surveillance of workers and backed passage of federal trade restrictions on imports of textiles and apparel.

Raymond Sanchez, state Speaker of the House, urged delegates to work to involve their members in all phases of the upcoming elections, including the state and local races. Michael Gildea of the AFL-CIO Dept. of Legislation discussed grass-roots lobbying and the delegate selection process for next year's national elections.

Steelworkers ratify pact at Armco Ashland unit

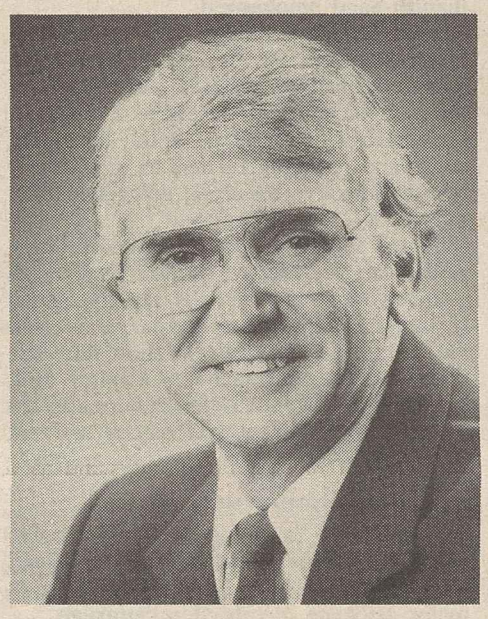
Ashland, Ky.—Armco's workers here ratified an agreement that Steelworkers Local 1865 terms an investment in the long-term growth of the firm's Ashland Works plan.

Under its terms, the 3,200 production workers will make wage and benefit concessions during a three-year period while Armco converts to a modern slab casting operation that will supply steel to the General Motors Saturn plant in Tennessee that is now under construction.

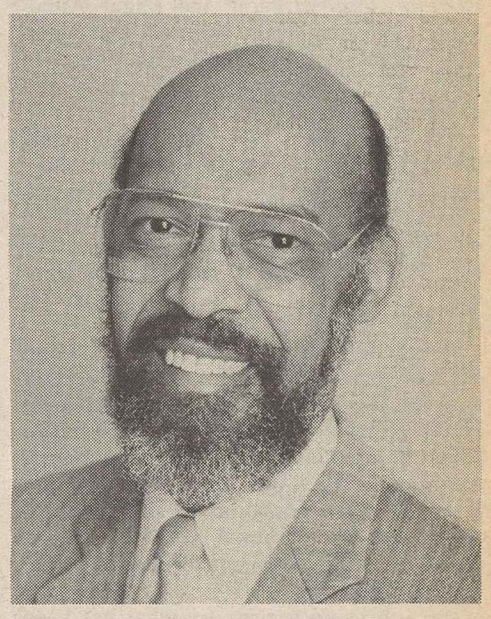
But at the end of that time, the union members will recoup their concessions along with 7 percent interest. Individual accounts will be established for each employee and contributions will be repaid in four installments.

The temporary concessions include 69 cents an hour in wages, that now average $11.05 an hour, two paid holidays and double time rather than double time and a half for holidays worked.

Armco announced after the ratification that it will put more than $100 million into the caster reconversion. The modernized facility is expected to result in a permanent workforce of at least 2,400. Without the agreement, Local 1865 President John Blankenship said, employment would drop to about 800.



John R. Hodges



Donald K. Day

Ohio labor federation names Hodges-Day leadership team

Columbus, Ohio—The executive board of the Ohio AFL-CIO elected John R. Hodges of the Steelworkers as president to succeed Milan Marsh who resigned in September.

Hodges, who was elected secretary-treasurer in 1986, will complete the remaining two-and-one-half years of the four-year term, with elections to be held during the State federation's convention in 1990.

The board elected Donald K. Day of AFSCME as secretary-treasurer to succeed Hodges. Day has served as vice president of the Ohio AFL-CIO since 1974.

Hodges, 62, began his union career as an organizer and president of USWA Local 4377 in Coshocton. He became a staff representative for the USWA in 1959 and was named head of the union's Columbus office in 1973. He also led the union's negotiations with Metal Container Corp.

Day, 51, served as president of AFSCME Local 1746 in Cleveland and was later elected president of AFSCME District 78 and recording secretary of the Cleveland AFL-CIO. Day also served as first vice president of AFSCME Council 8.

Hodges and Day said they will explore and expand new methods of communication with union members and local and international officers.

"We look forward to working together to identify those problems most affecting workers and consumers and developing programs designed to help solve them," they said.

Marsh, 59, was first elected president in 1974. He also was secretary-treasurer of the Ohio Council of Carpenters.

Unions mourn Chicago's Mayor Washington

Chicago—Organized labor paid final tribute to Mayor Harold Washington, who died Nov. 25 after a heart attack at his office. He had been mayor since 1983, after having served as a state legislator and congressman.

In a message to city officials, AFL-CIO President Lane Kirkland and Sec.-Treas. Thomas R. Donahue said the federation joins with the Chicago AFL-CIO in mourning the mayor's death. "Working men and women throughout the nation enjoy better lives because of his efforts in their behalf both in Congress and in Chicago," they said.

During his two terms in the House representing the Illinois 1st Congressional District, Washington posted a 94-percent "right" COPE voting record.

Washington, 65, was the first black mayor of the nation's third largest city. He was buried at Oak Grove Cemetery following five days of mourning, during which about 1 million people came to the city-county building to pay their respects to Washington.

ILA negotiates breakthrough accord

New York—The Longshoremen have signed a five-year agreement with Crowley Maritime Corp. that will enable the carrier to use ILA contract facilities at Atlantic and Gulf Coast ports.

The accord, announced jointly by the union and the company, marked the end of the carrier's longtime refusal to employ ILA members. ILA President John M. Bowers said of the agreement, "We're trying to get everyone under the ILA and to send a message to anyone who wants to get out from under the ILA." Two Crowley subsidiaries—American Transport Lines and Crowley Caribbean Transport—pledged to hire ILA members at any ports to which they expand.

Under the contract, Crowley will operate under the terms of the union's master agreement when employing ILA members. The company is considering expanding its operations to additional ports, including New York.

"Any and all practices and operations now used by Crowley and its subsidiaries will continue" under this agreement, the union said.

Further, the two sides agreed to drop all litigation, including a lawsuit against Delta Steamship Lines, a defunct Crowley subsidiary, and a case before the National Labor Relations Board involving American Transport Lines.

Meanwhile, the union also announced it has agreed to continue negotiations until Jan. 15 with the New York Shipping Association on the rules for containers in order to avoid any interruption of service during the holiday season. The union has been bargaining with employers in Gulf and Atlantic Coast ports since September on the so-called 50-mile container rule.

AFA President Susan Bianchi-Sand details legislative gains to delegates. At left are Sec.-Treas. R. Frederick Casey and Vice President Juliette Lenoir.

Flight Attendants cite gains in organizing and legislation

San Diego—Despite open management hostility and the do-nothing policies of the Reagan Administration, the Flight Attendants made significant gains on the organizing, regulatory and legislative fronts in 1987, the union's annual convention emphasized.

The more than 70 delegates attending the AFA board of directors meeting cheered a report that 1,800 new members joined the union's ranks during the past 12 months—the results of elections at Suburban, Pacific Southwest, Horizon and Midway Airlines and the acquisition of Jet America by Alaska Airlines.

President Susan Bianchi-Sand said chances remain good for AFA's merger with the unaffiliated American Professional Flight Attendants Union. The first effort failed to produce a majority vote among the 12,000 APFA members, but that union is weighing the possibility of filing a complaint with the National Mediation Board charging undue management interference in the balloting.

"We measure success by what has been accomplished in the anti-union atmosphere created by Reaganomics and deregulation," Bianchi-Sand emphasized.

Vice President Juliette Lenoir reported major advances in winning Federal Aviation Administration action on regulations limiting the amount of carry-on baggage, establishing fire-fighting drills for flight crews and requiring carriers to provide on-board protective breathing devices to fight such fires.

In the legislative arena, two key union goals—labor protective provisions to safeguard workers whose jobs are threatened by mergers, acquisitions and takeovers, and the banning of smoking on short domestic flights—have advanced on Capitol Hill, Lenoir emphasized. Conferees currently are working to iron out differences between House and Senate versions of these bills.

Associate members

In an drive to strengthen the collective voice of flight attendants, Bianchi-Sand told delegates, AFA has embarked on a major associate membership campaign.

It's aimed at former attendants absorbed into other unions as the result of mergers, those not currently covered by AFA collective bargaining agreements, retirees and those who may be looking for work as flight attendants. The response to the initial mailing of applications and pamphlets to more than 16,000 people in these categories has been "excellent," the union reported.

Sec.-Treas. R. Frederick Casey emphasized that the associate membership drive is receiving particular impetus from AFA's participation in the AFL-CIO's Union Privilege Benefit Programs which offers low-interest credit cards and low-cost legal assistance. He said members and associates will soon receive information on a new UPBP term life insurance program that includes a waiver of premium during a prolonged work stoppage.

As a result of a 1986 dues increase, Casey said, a deficit of more than $947,000 was wiped out and prospects are that AFA will have a 1987 surplus of nearly $500,000.

Haiti junta scored on role in sabotaging elections

The AFL-CIO condemned as an "outrage" the terrorist attacks condoned by Haiti's military regime that killed dozens of voters, wounded hundreds of others and aborted that nation's first free national elections in three decades.

As the reign of terror descended on polling places around the country, the ruling junta suspended the elections to choose a president and members of a new national assembly. At the same time, it dissolved the independent electoral council and laid plans to conduct balloting on its own.

The decision brought an immediate call for "massive civil disobedience" from Sylvio Claude, one of the presidential candidates, unless Haiti's military leaders step down immediately.

Pointing out that the junta is constitutionally barred from conducting elections, Claude demanded the prompt creation of a provisional government made up of "three patriotic officers and four civilians" to run the country until new elections can be scheduled.

The AFL-CIO pledged intensified support for the Democratic FOS Labor Federation, long a leader in the struggle for freedom in the island nation. American unions, it said, will continue to "stand with the democratic workers and people of Haiti in the long and arduous struggle ahead to bring freedom and democracy to Haiti."

Junta assailed

The federation's statement deplored the violence that, it said, "prevented the Haitian people from electing their political leaders," and placed the blame for the carnage squarely on the shoulders of the National Council of Government headed by Lt. Gen. Henri Namphy.

It bluntly accused the Namphy regime of issuing a virtual "open invitation" to terrorists "to disrupt the electoral process by failing to provide even minimum security to voters."

The federation said that "clearly, Gen. Namphy and his National Council of Government must bear full blame for the tragedies."

The AFL-CIO protest came in the wake of an election day rampage staged by armed gangs composed of remnants of the deposed Duvalier dictatorship, with the acquiescence and in some instances support from military units.

At least two dozen Haitian voters and one foreign journalist were shot or hacked to death, and polling places and radio stations were destroyed. Police not only failed to halt the carnage but in some instances joined the rioters in the attacks.

Haiti's free trade union movement was one of the principal targets of the violence, according to Jesse Friedman of the AFL-CIO American Institute for Free Labor Development, who served as the federation's official election observer.

Friedman reported that the FOS headquarters were firebombed, and the AFL-CIO charged that "uniformed police were among those who fired upon innocent and helpless voters."

The violence was triggered by gangs composed of remnants of the Ton-Tons Macoutes, the dreaded paramilitary force that operated with a free hand in Haiti for more than 30 years. Under the presidency of Francois Duvalier, it was responsible for the arbitrary arrest, torture and killing of an uncounted number of Duvalier opponents.

Reign of terror

The private militia continued its reign of terror during the regime of Jean-Claude Duvalier, who succeeded to the presidency in 1971 upon the death of his father. The younger Duvalier ruled the country with an iron hand until he fled to exile in 1986 aboard a military aircraft supplied by the Reagan Administration. Duvalier's ouster came in the wake of food riots and rising unrest in the tiny Caribbean nation.

The Namphy junta that took over after Duvalier's flight into exile failed to bring either peace or democracy to the troubled nation. The Haitian labor federation was among key backers of anti-government demonstrations and general strikes that shut down most cities and towns last June and July. In the face of growing public unrest, the Namphy government promised free elections.

But the prospects for a return of democracy to Haiti were frustrated by the election day rioters who roamed freely through the capital city of Port-au-Prince. Driving civilian cars and armed with submachine guns and machetes, they fired randomly at passers-by and attacked voters with hand grenades.

Military assault

Throughout the blood-letting, there was only a light presence of regular army troops in the streets. In a number of instances, military forces either turned their backs on the murderous forays or actually participated in the assaults. In one incident, 30 soldiers launched a carefully coordinated predawn assault with automatic rifles and hand grenades on the home of the electoral council treasurer, whose family escaped unharmed.

The terrorist attacks on the labor headquarters and polling places were preceded by weeks of anti-election violence. But Namphy's military forces refused to intervene until enraged union members and other citizens joined forces in creating watch committees to counter the attacks.

Two more firms added to labor's 'Don't Buy' listing

The AFL-CIO has placed the Napa Valley Co-op Winery of St. Helena, Calif., and Mohawk Liqueur Corp. of Novi, Mich., on the boycott list.

Members of Distillery Workers Local 186 in St. Helena were seeking to extend the terms of their contract which covers 45 workers.

But management refused, and on Aug. 1, the Napa Co-op Winery arbitrarily slashed wages by 25 percent, reduced pensions, cut health benefits and increased the deductibles workers must pay and implemented new "management rights" clauses.

Local 186 members are staying on the job without a new contract and are seeking to regain their wages and benefits.

In Novi, Mich., 70 members of DWU Local 42 were forced to strike Mohawk Liqueur Corp. when the company violated terms of the existing contract by refusing to pay earned cost-of-living raises, and demanded steep wage and benefit cuts in a new agreement.

Workers set up picket lines on May 31 and remained on strike for 11 weeks while Mohawk hired strikebreakers.

Local 42 members voted to return to work without a contract in August, but Mohawk has rehired only 17 of the strikers. The company also has refused to enter into negotiations for a new agreement with the union.

The AFL-CIO is urging union members and their families not to buy Bergfield 1865 wine, a new product of the Napa Valley Co-op, and liquors produced or bottled by Mohawk Liqueur Corp.

Mohawk brand names include Chaska and Vodstok vodka, Grand MacNish, Arandas Tequila, Kahlua, Black Russian, Amaretto, Sambuca, Canadian Can-Am Whiskey and Mohawk peach vodka and triple sec.

Equity members protest persecution in Chile

New York—Actors' Equity President Colleen Dewhurst and other prominent performing artists are protesting the torture and persecution of television and theater workers, directors and writers in Chile.

In a statement sent to President Reagan and key government officials, the Equity members expressed "shock and outrage at the death threats" issued against performing artists, directors and playwrights in Chile.

"We are registering our deep concern and are requesting that prompt and full investigations be conducted and immediate measures taken to protect the safety of these artists," the actors insisted.

Recently, 25 Chilean artists were told to leave the country by the end of November, Equity reported.

Court backs union's right of access

Continued from Page 1

Even when the Occupational Safety & Health Administration conducted an inspection after the fatal accident, the company insisted that any union representative on the inspection tour must be a Hercules employee.

NLRB Administrative Law Judge Edwin H. Bennett observed that despite the company's "best efforts" to provide a safe workplace, "there was a fatal explosion." He dismissed as "a flimsy pretext" a "belated attempt" by management to challenge the expertise of the union staffer on explosives.

The NLRB's three-member panel was unanimous in upholding the findings of the administrative law judge and ordering Hercules to grant access to union investigators, with the proviso that the company could require the union to respect the confidentiality of its trade secrets.

But management still balked, and the NLRB was forced to seek appellate court enforcement of its order granting the right of access to union representatives.

The decision by Judge Richard J. Cardamone for a unanimous appellate court panel was that the balance of competing interests clearly favored the union.

Company strikes out

He said the court considered each of the arguments Hercules raised to justify denial of access, and "we reject each contention."

To the company's claim that the data the union sought, such as air samples, could be provided by management, the court said the union has the right to do its own testing, and "total reliance" on the company would be especially objectionable in circumstances where the lives of workers might be at risk.

Union attorneys had hoped that the appellate court would apply a less restrictive test of the union's right to access to an employer's property than the balancing of competing interests doctrine the NLRB has followed in recent years.

The court didn't do so, but nevertheless ruled for the union on the merits of the case.

It noted that federal labor law requires employers "to provide relevant information to union representatives so that they can effectively bargain on behalf of their members."

When the union's request for information embraces access to the employer's property to obtain health and safety information, the court said, "an employer's property rights must yield when responsible representation of employees can be achieved only by the union's having access to the employer's premises."

Grocery pact brings gains for 13,600

Cleveland—Three master contracts covering 13,600 grocery and meat clerks were ratified by members of Food & Commercial Workers Local 880 by an 8-1 margin. For some 8,500 Cleveland area clerks, the three-year settlements capped a two-day strike and lockout.

Local 880 bargained with the Cleveland Food Industry Committee and the Akron-Canton Food Industry Committee simultaneously, gaining nearly identical contracts for each unit. A separate agreement covers the meat clerks in both areas.

The walkout in Cleveland began Nov. 10 when 2,300 Local 880 members struck at 26 Stop-N-Shop stores. Other employers in the council then locked out an additional 6,200 workers.

Part-time cutbacks

The new agreement gradually reduces the percentage of the part-time, high-school age workers the grocers can hire. Part-timers will be limited to 25 percent of the workforce in the first year, 23 percent in the second and 20 percent in the third.

For senior employees, the contract provides 4-percent lump-sum payments, based on the previous year's salary, up to a maximum of $850. Less senior workers will get increases ranging from 10 to 25 cents an hour in each year. The increases are a substantial improvement over an earlier proposal that UFCW members rejected on Nov. 1.

An unusual "unfair competition clause" provides incentives for the union to organize nonunion stores in the area. The contract also eliminated a buyout provision for senior workers that offered special retirement incentives and afforded the companies the chance to hire new workers at the lower, entry-level wage.

In addition to the 26 Shop-N-Shop stores, the accords cover a total of about 145 stores and involve five other chains—Fisher Foods, Acme, Pick-n-Pay, Click and Heinen.

Child care crusade

Federal funds to help make quality day care available to working parents would be provided in legislation introduced by 127 House members and 23 senators. It's backed by a coalition of national organizations that includes the AFL-CIO and a number of its unions. At the microphone are the principal sponsors, Rep. Dale E. Kildee (D-Mich.) and Sen. Christopher J. Dodd (D-Conn.). Joining them at the Capitol Hill news conference are some of the other leading sponsors. House and Senate hearings are the next step.

Supreme Court tells judges 'keep hands off arbitration'

Continued from Page 1

accused worker did not prove the offense charged. He also refused to consider the company's claim that it had additional evidence of marijuana possession that came to light after the worker had been fired.

A federal district court adopted the management position and overruled the arbitration award. The court said the evidence of misconduct was convincing and asserted that reinstatement of the worker would be contrary to public policy. That position was echoed by a 5th Circuit U.S. Court of Appeals panel in a 2-1 decision.

Attorneys for the Paperworkers sought and were granted Supreme Court review. The union noted in its petition that federal appellate courts have been sharply divided in their understanding of a pertinent Supreme Court precedent.

That 1983 Supreme Court ruling said an arbitration award could be set aside on the basis of public policy only if the policy were clearly based on "laws and legal precedents and not from general considerations of supposed public interests."

The Louisiana case does not fall in that category, the Paperworkers contended.

The Supreme Court opinion in the current case, written by Justice Byron R. White, generally agreed with the union analysis.

It noted that unless there is evidence of fraud by the parties or dishonesty by the arbitrator, "reviewing courts are not authorized to reconsider the merits of the award."

Plowing over the same ground would undermine the federal policy favoring arbitration of grievances under procedures set out in a union contract without government interference, the justices said.

It rejected the public policy claim as unsubstantiated in terms of the criteria the Supreme Court had previously set. And even if the lower courts had been more meticulous in defining the "public interest" involvement, the court noted that the assumption of a connection between some "gleanings" of marijuana found in the worker's car and his actual use of drugs in the workplace "is tenuous at best."

It is not the function of courts to pass on claims of "factual or legal error by an arbitrator as an appellate court does in reviewing decisions of lower courts," the Supreme Court said.

"Grievance procedure and arbitration are part and parcel of the ongoing process of collective bargaining," it stressed.

Bay State 'Blues' agree to back off anti-union thrust

Boston—The Office & Professional Employees' organizing campaign at Blue Cross/Blue Shield operations in Massachusetts won an agreement that the insurer will cease harassing union supporters and using other illegal tactics.

Donald F. Sullivan, OPEIU Local 6 organizing director, said the union had protested the insurer's surveillance and harassment of union members and steep wage cuts at one facility, and called on delegates to the State AFL-CIO convention to condemn the insurer's anti-union activities and boycott the company.

A resolution submitted by the OPEIU local called on affiliates to solicit bids from other insurers "so that union members are no longer compelled to support anti-union organizations." That resolution—and the unfair labor practice charges filed with the National Labor Relations Board—were withdrawn when Blue Cross/Blue Shield agreed to stop the objectionable tactics, Sullivan said.

Unit agreement

Blue Cross/Blue Shield also ended its objection to OPEIU's designation of 1,574 claims processors at four locations as an appropriate bargaining unit. The company agreed that it will not contest that unit if the union files for an NLRB election.

Meanwhile, the AFL-CIO implemented a boycott of Blue Cross/Blue Shield operations in Memphis, Tenn., to protest the insurer's intimidation of workers and its use of union-busting consultants. The boycott was requested by the ten affiliates participating in the national organizing campaign.

Oklahoma convention shapes '88 legislative-political agenda

Tulsa, Okla.—The Oklahoma AFL-CIO's three-day convention focused on legislative goals and political gains in 1988 and urged members to work actively for both.

State Federation President Ross Williams told the more than 300 delegates that workers could tally several victories in the last session of the legislature. He pointed to passage of an economic development bill that sets up a public-private board to oversee the state Dept. of Commerce. Williams will be a member of that board.

The state AFL-CIO also lobbied successfully against anti-worker measures, such as the so-called right-to-work law which was put before legislators on a straight yes or no basis. It failed, as did the more than 10 attempts at repealing the state's prevailing wage law, Williams noted.

At an opening day banquet, House Speaker Jim Barker was honored for his leadership in stopping the "right-to-work" forces in the last session. That measure is dead until 1989's session, but it could be put on the ballot by an initiative petition.

Looking to '88

In gearing up for the 1988 elections, an educational forum featured state Democratic Party Chairman Bill Bullard, National COPE Director John Perkins and Mike Gildea of the AFL-CIO Dept. of Legislation. They explained the delegate selection process for both state and national elections and the need for strong grassroots participation to aid lobbying efforts.

Other speakers included Fire Fighters Sec.-Treas. Al Whitehead, Communications Workers Vice President T.O. Parsons, Electrical Workers Vice President Orville Tate, Lt. Gov. Robert S. Kerr III and state Reps. Guy Davis, Lonnie Abbott, Gary Stottlemyre, Glen Johnson and Jim Glover.

The convention voted a constitutional change that would allow the executive board to create additional seats in the event of the affiliation with the AFL-CIO of major national or international unions. During the national AFL-CIO convention, the Teamsters were readmitted to the federation. Williams said the Teamsters' three locals in Oklahoma have about 8,000 members.

To prevent another battle with open shop forces, the convention called for repeal of Sec. 14(b) of the Taft-Hartley Act. It condemned so-called right-to-work measures as being undemocratic, harsh and phony because they make promises that can't be kept. "It is a smokescreen for union-busting," the resolution declared.

Jobs expansion

The convention called for passage of legislation aimed at increasing employment in the state. It urged creation of community service jobs, accelerated public works spending, reduced interest rates, expanded low- and moderate-cost housing programs, more assistance for displaced workers, job training and placement for youth, and continuation of extended unemployment benefits.

Passage of a state law to give municipal employees the right to organize and bargain collectively was made a legislative priority by the delegates.

They also backed enactment of federal legislation limiting employer monitoring and surveillance of workers, ending double-breasting in the construction industry, strengthening the National Labor Relations Act and reducing the flood of textile imports.

In other resolutions, the delegates urged a voluntary $2 per member contribution for the federation's political action fund, supported the payroll checkoff of COPE contributions, backed expanded efforts to organize women workers, called for greater voter registration efforts, and supported adoption of a state right-to-know law to protect workers and communities from toxic chemicals.

Labor unity cracks demands for givebacks at Nevada site

Las Vegas, Nev.—Workers from 10 unions beat back management demands for a wage freeze and benefit cuts, weathering a 68-day strike against Reynolds Electrical & Engineering Co., the main contractor at the government's nearby nuclear weapons testing site.

The dispute began in September, when 600 members of Hotel Employees & Restaurant Employees Local 226—cooks, food handlers and kitchen staff—set up picket lines after failing to reach a new contract.

Two weeks later, collective bargaining agreements covering more than 1,000 maintenance and construction workers from nine unions expired.

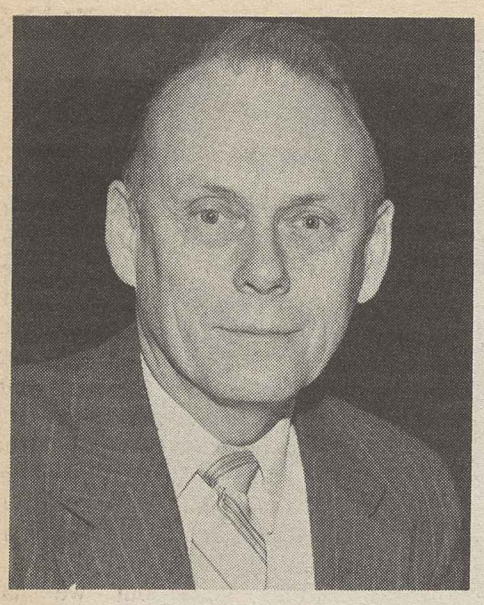
Nearly 3,500 workers from the 10 unions honored the picket lines at the Dept. of Energy testing site and the Air Force's Tonopah Test Range. More than 90 percent of the workers stayed off the job throughout the two-month strike, said Nevada AFL-CIO Executive Sec.-Treas. Claude Evans. He credited the solidarity of the union workers for preserving job safeguards, grievance rights, vacation schedules and other benefits the federal government facility was seeking to eliminate.

The HERE settlement, ratified by Local 226 members, calls for an hourly raise of $2.65 over the five-year contract and maintains safeguards for workers in discipline and termination procedures.

New contracts won by building and construction trades unions provide hourly wage increases of $2.50 to $3 over the five-year contract term and maintain existing holiday and vacation schedules and grievance procedures. The settlements were ratified separately by members of Operating Engineers Local 12, Sheet Metal Workers Local 88, Carpenters Local 1780, Painters Local 159, Plumbers & Pipefitters Local 525, Electrical Workers Local 357, Laborers Local 872 and Plasterers & Cement Masons Local 797.

Members of Teamsters Local 631 have agreed to continue working while they negotiate a new agreement, while Iron Workers Locals 416 and 433 will begin contract negotiations in 1989.

Management officials, including scientists and engineers, filled in for the striking workers during the walkout, but DOE postponed one underground nuclear test because of the strike.



Lawrence T. Smedley

Senior Citizens appoint Smedley to executive post

Lawrence T. Smedley has been named executive director of the National Council of Senior Citizens by NCSC President Jacob Clayman. Smedley succeeds William R. Hutton who retired Nov. 1.

Smedley, 58, has been associate director of the AFL-CIO Dept. of Occupational Safety, Health & Social Security since 1973. He will join the NCSC in January.

Hutton, 71, had served as NCSC executive director since 1968. A native of Durham, England, Hutton was a reporter and foreign correspondent for several British newspapers before coming to the United States and gaining citizenship in 1951.

A native of Lorain, Ohio, Smedley earned a graduate degree from the University of Michigan and a doctorate from American University. He has served on several national committees concerned with older Americans and the disabled and currently is a member of the President's Committee on the Employment of the Handicapped, the Save Our Security Coalition and the Leadership Council of Aging Organizations.

Smedley also served on the Labor Dept.'s advisory council on employee welfare and pension plans as well as on a panel reviewing the problems and policies of so-called overfunded pension plans.

A delegate to the 1981 White House Conference on Aging, Smedley also served on the planning and advisory council for the White House Conference on Handicapped Individuals, several White House panels and the National Policy & Performance Council of the Rehabilitation Services Administration.

Smedley, who joined the AFL-CIO staff in 1962, is a member of Newspaper Guild Local 35.

NFL stalling may backfire on owners

Lack of union contract opens door to antitrust penalties

By Arlee C. Green

Four weeks remain in the National Football League's 1987 season with the owners and players still far apart in bargaining for a new contract and with the NFL Players Association's class-action antitrust suit proceeding toward a trial date that may be 18 months away.

The season will likely end with the same bargaining uncertainty it had at the beginning. In between, it has been marked by three weekends of scab ball during the players' 24-day strike and by management's decision to drop one game from the season, to expand club sizes to accomodate scabs and to prevent players from returning to work for several days at the conclusion of the strike.

Complaints pending

A complaint against league management charging they violated federal labor law by setting two different deadlines for NFLPA members and scabs to report to be eligible for games played Oct. 18 and 19 is pending before the National Labor Relations Board.

By barring the returning strikers from playing those games, the league effectively deprived each player of one-sixteenth of his annual salary, said NLRB's Dave Parker. If the union wins on this issue, the back pay award could be in excess of $20 million, Parker said.

Other unfair labor practice charges made by the union and the league are still under investigation by the NLRB, Parker said.

NFLPA Executive Director Gene Upshaw told a Washington press conference that since last April, the union has tried to address its concerns at the negotiating table, where it was met by management's flat refusal to bargain.

"The NFL owners approached bargaining to get takebacks and concessions," Upshaw said. "Several owners have told me there is nothing the players could have done to prevent a strike. The owners wanted it."

On the day the strike was ended, the union filed suit against the league in the U.S. District Court in Minneapolis, charging that, absent a collective bargaining agreement, the NFL's restraint on player movement and other important rights violate federal antitrust laws. The college draft, right of first refusal/draft choice compensation system and the NFL player contract are all challenged in the suit.

Upshaw stressed that a record 527 players—nearly a third of the union's membership—will become free agents when their individual contracts expire. "I believe those 527 players will be damaged if they sign up with their present clubs on Feb. 1," Upshaw said. They will be prevented from earning to their maximum potential, he explained. Management contends that the previous contract is still in force—all except for dues checkoff.

"If we prevail in this lawsuit," Upshaw said, "then things will be changed. The league will be liable for those losses, and in antitrust cases, damages are tripled."

At Dec. 30 court hearing, the union will seek an injunction to prevent the NFL from imposing the current free agency system on the players.

Under the previous contract, free agency was encumbered by provisions guaranteeing a player's old club a chance to match any offer he receives from another club, and if it doesn't, then the old club could claim a certain number of future draft choices based on the player's salary.

Under this system, only one player—Norm Thompson—has moved from one team to another under the compensation system in the past ten years. "The practical effect of this restraint is a virtual prohibition on veteran player movement," the union said.

Court authority

Once the court rules the antitrust suit is a class action, any collective bargaining agreements on free agency and other antitrust issues must be approved by the court and all parties to the suit, the union said.

Key unions represented on the AFL-CIO strategic approaches subcommittee have assured Upshaw of loan guarantees if the NFLPA needs them to keep the court action progressing.

The owners have helped strengthen the union's case "by continuing to talk about how much higher salaries will be" if the current limitations on free agency are lifted, said Edward M. Glennon, an attorney for the union.

Upshaw said that the union is scheduled to meet with management "in the near future" on bargaining issues and that at a meeting last week, both sides only restated their position. The key issues remaining, Upshaw said, are the free agency system, pensions and the contract's duration.

Economic index chases falling stocks

By Candice Johnson

With tumbling stock prices leading the way, the government's index of leading economic indicators fell two-tenths of 1 percent in October. The drop follows September's lackluster performance of no change, the Commerce Dept. said, revising an earlier report that showed a decline of one-tenth of 1 percent.

A 1.06-percent fall in the stocks component and smaller declines in building permits and new orders for manufactured consumer goods pulled down the index, while other indicators—including length of workweek and orders for plant and equipment—showed no gain or were slightly higher, the Commerce Dept. reported.

However, many economists pointed out that the Commerce Dept.'s preliminary estimate of stock price losses does not fully account for the severity of the record 508-point crash in the stock market on Oct. 19. Many analysts expect the government's revised October figures and November indicators to decline even further.

And October's leading positive indicator—a seven-tenths of 1 percent increase in the average workweek—is a market adjustment to September's steep drop which was based on reports gathered during the Labor Day holiday, most analysts agreed.

The government's index of leading indicators is a combination of 11 components that economists use to project future economic activity. Economists often consider three consecutive months of a declining index to indicate an economic downturn.

But most economists have hedged the question of whether a recession is likely to occur next year, placing more emphasis on holiday retail sales and consumer spending.

Unsteady picture

Samuel D. Kahan of Kleinwort Benson Government Securities called prospects for economic growth "wishy washy," adding that "the big question of whether we fall into recession or not is whether we get a fall-off in consumer spending."

But a survey by the University of Michigan shows that consumer confidence—and willingness to buy expensive items like cars, homes and household durables—fell sharply after the stock market collapse and remains weak.

And the nation's retailers are keeping a nervous eye on Christmas season shoppers. Early surveys of consumer activity have indicated that while sales are slightly higher than during the year-ago period, after adjusting for inflation, sales have remained flat, despite discounts and promotions designed to lure shoppers.

Private sector construction spending fell five-tenths of 1 percent in October, led by a drop of 1 percent in spending for nonresidential building, including factories and commercial properties. Office construction rose slightly and home building fell three-tenths of 1 percent.

In other economic developments:

- Factory orders for manufactured good rose 1.1 percent in October to $208.9 billion, following a 1.8-percent increase the previous month. The rise in factory orders was led by an 8.1-percent surge in defense orders—including increased demand for ships, tanks and other transportation equipment. Without the jump in defense spending, orders for manufactured goods would have risen seven-tenths of 1 percent.
- Orders for durable goods—those expected to last three years or longer—rose 1.4 percent in October, the Commerce Dept. said in a revised report, while orders for nondurable goods edged up slightly seven-tenths of 1 percent to $98.1 billion.
- The Dow Jones industrial stocks average continued its downward spiral, with the index sagging below the 1800 mark. The Dow has plunged nearly 1,000 points since the market's all-time high in 1987. The dollar hit a record low against the German mark and a post World War II low against the Japanese yen in overseas trading.
- But machine tool orders in October surged 48 percent above the year-ago period, a dramatic turnaround over the first eight months of 1987 and the last half of 1986, when orders were down 25 percent from the year-ago period.
- Unemployment remained above 9 percent in Louisiana and Texas, with six states reporting jobless rates between 8-9.9 percent in September. Forty-five states reported a decline in joblessness over the year-ago period, four experienced an increase in unemployment and one state's rate remained constant.

House adds labor protections to consumer rights measure

The House reiterated its demand that the Dept. of Transportation require safeguards for the fair treatment of employees before approving any airline merger or takeover.

It included the requirement for labor protective provisions in a broadly supported bill that responds to passenger complaints stemming from cost-cutting measures imposed by deregulated airlines. These include frequent flight delays and cancellations, missed connections at "hub" airports and misdirected baggage.

The labor safeguard section is identical to a bill the House passed last June that is awaiting Senate action. Adding it to the consumer rights legislation gives it an extra chance for enactment.

Legislation is needed because the Transportation Dept. under the Reagan Administration has refused to follow a long precedent of requiring that employees be protected when airlines merge.

The House-passed measure directs the Secretary of Transportation to insist on employee protections whenever a merger or takeover would "cause reduction in employment or adversely affect the wages and working conditions, including the seniority, of any air carrier employees."

The consumer rights bill including this provision was passed by voice vote under a no-amendment procedure. The bill would require airlines to post on-time performance records for flights, impose fines for cancellations not caused by safety needs, require compensation to passengers for lost or delayed baggage, and compel immediate notice of flight delays.

The airline industry attacked the measure as "a form of creeping re-regulation."

'Miscues' silence Detroit Symphony

Detroit—Negotiations in the 11-week-old dispute between the Musicians and the Detroit Symphony Orchestra broke off, and a series of Christmas concerts, which provide about 10 percent of the symphony's ticket income, were cancelled.

The dispute between the symphony and its 104 concert musicians, members of AFM Local 5, began in September when management imposed an 11-percent pay cut and refused the union's offer to continue playing under the old agreement while negotiations continued.

AFM members charged the symphony board with "mismanagement and ineptitude" for imposing the wage cut to make up a $1-million deficit. The union stressed that members of peer orchestras have won wage increases and enhanced the reputation of their symphonies through recordings and tours.

The AFM local also filed an unfair labor practice charge over the board's imposition of the pay cut.

The union said it is seeking parity with orchestras in Los Angeles and Cleveland which are similar in size.

AFM members are seeking a base pay of $53,560—up from $47,320 in the last contract. Management has offered a $52,000 base pay at the end of a three-year contract.

Bipartisan education measure clears Senate

Continued from Page 1

who insisted that the federal government has no business getting involved in the education of America's children.

But education marked the high-water mark of congressional bipartisanship, with budget battles looming and an unresolved dispute between Congress and the Reagan Administration on the final shape of a veto-threatened housing bill.

Some of the most bitter battles, ironically, are taking place within Republican ranks. Many GOP conservatives are opposing what they consider to be President Reagan's "surrender" to Democrats on new tax revenues, which they fret will undercut political attempts to pin a "high-tax" label on Democratic candidates next fall. Others are attacking the anticipated nuclear arms reduction treaty with the Soviet Union.

EDITORIALS

A Lesson Learned

FEDERAL FUNDS and the programs they support are essential to the continuing effort to make equal opportunity a reality for children who start life with unequal advantages. In terms of the national interest, few investments offer the prospect of greater dividends. That's why the near unanimous support of Congress for an expanded federal effort is so encouraging.

It wasn't always that way.

The concept of federal aid to education was once bitterly controversial. Only in 1965, after Lyndon B. Johnson's presidential sweep brought in Democratic supermajorities in the House and Senate not seen since the height of the New Deal, was it possible to put together the votes for an aid-to-education bill.

Then as now, the thrust was on programs to overcome the most serious educational deficiencies and give extra help to children facing the biggest obstacles. While the bill passed the House by a comfortable 263-153 margin, 96 Republicans and 57 Democrats remained fearful that federal aid would put a "bureaucrat" from Washington in every schoolhouse.

AS THE recent votes in the House and Senate indicate, people learn from experience as well as from books.

The dire forebodings have not been realized. And if the goals have not yet been reached, there is a consensus that a continued and expanded effort is indispensable.

It would be hard to find members of Congress who ideologically stand further to the right of the American mainstream than Rep. Philip M. Crane (R-Ill.) and Sen. Jesse Helms (R-N.C.). Appropriately, Crane cast the lone vote in the House against the education bill and Helms was the only dissenter in the Senate.

Despite the best efforts of the most dedicated teachers, there will be a few kids who flunk the course. But with 435 House members and 100 senators, no one can complain about the passing rate in this congressional class.

Taking the First Step

THE TIME has come for Congress and the nation to address the need for adequate and affordable child care facilities so desperately needed by working parents.

Actually, the time is overdue. But the reality is that social needs have been sorely neglected during the Reagan era of budget deficits generated by huge tax cuts combined with military buildups. Only when problems become too critical to ignore do they get attention.

The legislation just introduced in the House and Senate—titled the Act for Better Child Care Services—faces an uphill battle simply because there is no costless solution. But the broad support it has generated testifies to the need.

THE COALITION pushing for its enactment includes professional groups concerned with the physical and mental health of children. It has many church-related groups, including some that have not previously taken public stands.

It includes the Girls Clubs of America, the Junior Leagues and organizations concerned with protecting children from abuse. And of course it includes the AFL-CIO and many unions whose members know first hand of the unmet need.

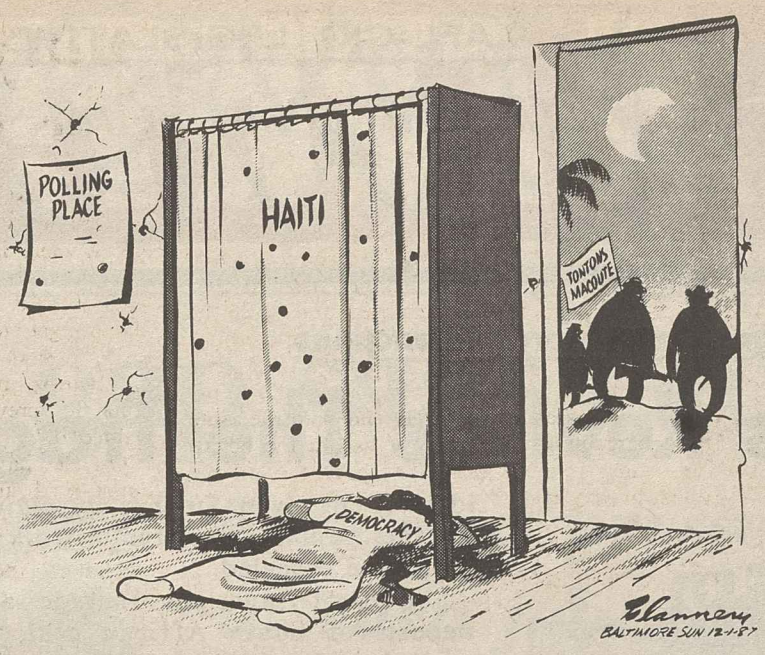
The proposed legislation would key the fee for federally aided child care facilities to ability to pay. And while many working mothers would pay full cost, they would have the valuable assurance that the day-care centers are staffed by qualified people and meet health and safety standards.

There are enough examples of successful child care programs to demonstrate the feasibility of such an approach, and among the best are programs shaped at the bargaining table by unions and supportive employers.

Clearly, there should be more such arrangements. But the reality is that only 3,000 of the nation's 6 million employers provide any form of child care assistance.

House and Senate hearings on the bill that has been introduced by more than 150 members of Congress can move this issue to the forefront of the legislative agenda.

It's already at the top of the agenda of millions of America's working mothers.



Flannery in the Baltimore Sun

Polygraphs as job test

The time has come to restrict the massive, unconscionable use of lie detectors in the workplace.

Last year over 2 million workers were strapped to these inaccurate instruments of intimidation. We know the devices can't be trusted. It is time to end their misuse that puts so many workers' jobs in jeopardy.

It is time for Congress to act. The abuse of polygraphs has been before Congress for almost 25 years. Scores of bills have been introduced and dozens of hearings held, but we have never taken final action.

—Sen. Edward M. Kennedy, Dec. 1, 1987.

Washington Window

Rigged employer records hide workplace hazards

By Press Associates

Workers in Union Carbide's Bhopal, India, plant had complained about unsafe conditions for a long time before the December 1984 chemical release that killed more than 2,800 people.

On Dec. 1—three years after the disaster—the Indian government filed criminal homicide charges against several former Union Carbide officials.

The Occupational Safety & Health Administration, reacting to public concern about Bhopal after ignoring union appeals for inspections for years, inspected Union Carbide's plant in Institute, W. Va., in early 1985. The plant manufactured the same chemical involved in the Bhopal incident—methyl isocyanate. OSHA said the plant was safe and issued no citations. But on Aug. 11, 1985, a cloud of aldicarb oxime, a derivative of MIC, escaped from the Institute plant, injuring six Machinists and 120 residents.

An embarrassed OSHA reinspected the plant. This time the agency found "very serious problems" with the plant's safety systems, safety and health program, safety management plan, and recordkeeping.

OSHA's discovery of under-reporting of injuries and illnesses at the Union Carbide plant was the point at which "the whole string began to unravel," as Auto Workers Safety Director Frank Mirer put it.

Clear warning

"It was as clear as day that the advance warning of the chemical release was in those (injury and illness) data, so it was totally appropriate that this be treated as a very serious matter," Mirer said.

How OSHA under the Reagan Administration had made it one big ball of string was to exempt from walk-around inspections those workplaces with reported lost workday injury and illness rates lower than the average for their industrial sector.

The Administration thought it had found the perfect way to reward "safe" employers and reduce the level of enforcement that businesses had whined about since OSHA's inception.

What it really did, as unions and members of Congress repeatedly warned, was provide a clear incentive for employers to under-report injuries and illnesses.

For example, an OSHA inspector decided not to inspect a Film Recovery Systems Corp. plant in Elk Grove Village, Ill., in 1983 based on a records check. Two months later, employee Stefan Golab died there from inhaling cyanide fumes. On paper, the plant was safe, according to the OSHA policy. To the Cook County state's attorney, the place on inspection was a large "gas chamber."

After years of claiming that lower injury and illness rates meant its program of cooperation with management was successful, OSHA began to issue serious charges against companies found guilty of record-keeping violations. The companies charged were some of the nation's most well-known: Chrysler Corp., Ford Motor Co., Dupont, Monsanto Chemical Co., Fina Oil, Shell Oil Co., USX Corp., Catepillar, and meatpackers IBP Inc., and John Morrell & Co.

Little credibility

For many experts, OSHA's spurt of enforcement has done little to restore the credibility of safety and health statistics. In the recent report on occupational injuries and illnesses for 1986, Bureau of Labor Statistics Commissioner Janet Norwood expressed unprecedented concern about errors in company logs upon which the BLS survey is based.

Norwood said the bureau will pay particular attention to recent recommendations on the subject made by a National Academy of Sciences panel. The panel urged that the injury reporting system be broadened to encompass information from sources other than employer logs, such as death certificates and medical examiner records.

But while BLS attacks the problem from one direction, OSHA could help restore credibility now by canceling its inspection exemption policy that is based on injury and illness logs.

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AFL-CIO LEGISLATIVE

ALERT!

AFL-CIO Backs Stronger And Enforced Sanctions

Congress Revisits The Tragedy Of Apartheid

A year after Congress enacted economic sanctions, renewed calls are being heard on Capitol Hill for more punitive steps against the white-minority government of South Africa.

On October 21st, in response to a congressional request, the Reagan administration submitted a report to Congress on the effect of sanctions. Along with the report, Reagan officials told Congress that Pretoria has made little or no progress toward easing apartheid. "The impact of American sanctions to date has been significant neither in hastening the demise of racism in South Africa nor in punishing the South African government," they said.

President Reagan stated that he would not recommend new sanctions despite a provision in the law requiring him to do so if apartheid is not ended. The President went even further by claiming that if the sanctions weren't working, they should be repealed.

Current sanctions include a ban on imports of South African coal, steel and agricultural products, and the lifting of landing rights for South African Airways. But, according to AFL-CIO data, the Reagan Administration has blatantly failed to enforce these sanctions. During House hearings last month, Secretary-Treasurer Thomas Donahue reported that $130 million in embargoed South African goods have entered the country this year, alone.

"The Anti-Apartheid Act of 1986 needs strengthening, needs enforcing, needs new provisions, needs new activism and needs renewal support," said Donahue. In fact, the AFL-CIO has joined with other activists and some members of Congress in pressing for a complete trade embargo unless the Pretoria government ends apartheid and begins making plans for democratization.

Testifying at the same hearings was James Mndaweni, president of South Africa's National Council of Trade Unions one of the AFL-CIO's foreign guests at this year's Convention. "Our argument is that if comprehensive sanctions are applied by [the U.S.] and all other countries, our suffering will be shortened, as well as our destiny to our freedoms and independence," said Brother Mndaweni.

"The U.S. did something important in October 1986 when it enacted sanctions," he testified. "It was a first step in the right direction." It was, however, only a first step.

During the past year, black South Africa has continued to feel the weight of oppression. "The arena of struggle has moved to the trade union movement," said James Mndaweni. In the past year union members and officials have been arrested and detained without charges; union offices have been bombed; union meetings have been banned, disrupted and bugged; and the state of emergency laws have meant that union activists have no recourse against the various forms of constant harassment.

Despite President Reagan's adamant opposition, it is clear that if America's opposition to apartheid is to be taken seriously, Congress will have to pass stringent, new sanctions legislation next year. The AFL-CIO is urging that the strongest possible bill be enacted.

H.R. 1580, a bill similar to a measure calling for a total embargo which passed the House in 1986, is by far the strongest.

"The AFL-CIO has been recommending substantial programs, policies, and strategies to eradicate apartheid in South Africa for nearly thirty years. Each of these recommendations have been met with less than complete endorsement. Each year the stranglehold of apartheid has tightened, not eased," Donahue testified. "There are no illusions that this one Act will end apartheid. It will be, however, an unwavering message to our black brothers and sisters of our support in their crusade."

What You Can Do: Write to your representative and both of your senators. Ask that they press for the strongest possible sanctions to be adopted next year.

Serious Flaws In The Senate's Welfare Bill Imperil Efforts To Reform Welfare Program

Severe cuts in the American welfare program have driven millions of poor families even deeper into poverty. The most dramatic increase in poverty has occurred among children, particularly those in female-headed households. In fact, one in four children is now born into poverty. In 1979, Aid to Families with Dependent Children (AFDC) and other programs were able to lift 22% of the poor over the poverty threshold. Today, that figure has declined to 9%.

When the 100th Congress reconvenes next year, one of the most difficult challenges that it will face is the sustenance of effective safety-net programs during a time of financial restraint. One approach has been an attempt to redesign welfare programs in such a way that recipient-families are encouraged to become self-supporting through the use of work programs with adequate support services, such as child care, medical leave and other social services.

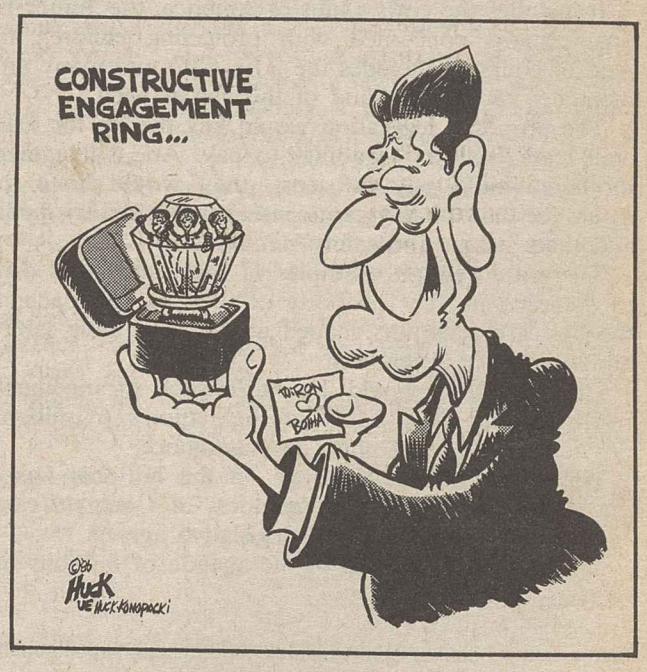
The AFL-CIO has strongly supported legislative efforts to reform the welfare system so that programs are effective, efficient and humane. The AFL-CIO Executive Council has called for legislation which would: adequately fund a welfare-to-work program, serve volunteers first, and assure recipients the education and training services they need to become self-sufficient.

H.R. 1720, a House bill which was adopted by both the Education and Labor and the Ways and Means Committees goes a long way toward meeting these goals. However, the Senate bill, S. 1511 put forward by Sen. Patrick Moynihan (D-NY) is seriously flawed.

As presently drafted S.1511, the Family Security Act, would jeopardize federal-leadership in setting employment and training policies or standards. In addition, the legislation contains inadequate protection against displacement of currently employed workers and does not assure that recipients in subsidized work activities receive equal pay, equal treatment and equal benefits with other workers.

An August Executive Council Statement stressed that, "Genuine reform of the nation's welfare system must provide for training and placement in decent jobs, along with necessary support for welfare recipients who are able to work out-side the home, as well as adequate benefit levels for those unable to take or obtain paying jobs."

Unless your senators are persuaded to support legislation similar to H.R. 1720, genuine reform of the welfare system may prove impossible.



What Labor Wants

There is no labor legislation agenda apart from other segments of our society. We have now, have had in the past and will again have legislative initiatives which incorporate our ancient hopes for better jobs, for education, for housing and health care, and we will follow our belief that workers and their children ought not to be priced out of any of those matters. We will take our allies in those fights wherever we can find them, and we'll make headway on workers' concerns in whatever forum we can.

Sec.-Treas. Tom Donahue 11/16/87

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Record trade gap sags economy

Raging dispute

United Press International bureau staffers in New York burn copies of work rules arbitrarily imposed by management. The UPI employees—members of the Newspaper Guild—held demonstrations in 10 cities to protest the news service's refusal to continue contract negotiations. (Story on Page 10.)

Kirkland presses Congress to curb job-gutting deficit

By Candice Johnson

The nation's trade deficit roared to $17.6 billion in October—the worst one-month imbalance on record—a dilemma that AFL-CIO President Lane Kirkland bluntly warned is undermining America's economic future.

Imports flooded the U.S. market at a rate of $39.4 billion—another all-time high mark and a 12.3-percent increase over September—while exporters shipped out $21.8 billion in goods—an increase of 3.8 percent over the previous month.

"The figures display the bankruptcy of the Administration's game plan," Kirkland declared. "Solving our trade problems demands more than a declining dollar, economic expansion in other nations and endless trade negotiations," he said, pressing Congress to act quickly on a comprehensive trade reform package.

For the first 10 months of the year, the trade deficit ran at a staggering annual rate of $175 billion, far exceeding the previous high mark of $156.2 billion for all of 1986, the Commerce Dept. report showed. For the January-October period, the shortfall totaled $145.8 billion, compared with $138.2 billion in 1986.

The runaway deficit points to the loss of more American jobs.

House Speaker Jim Wright said House-Senate negotiations on the omnibus trade measure will be the top priority when Congress returns in January, calling the labor-backed bill "absolutely necessary."

'Sunset economy'

"For years, we've listened to the Reagan Administration tell us not to worry about a few 'sunset' industries, but the worsening trade figures and the declining dollar raise the specter of something even more troubling—a sunset economy for America," Wright declared.

Before the government's unsettling report, the trade bill had been on a slower track in Congress, with a House-Senate conference committee planning to complete work by late February.

October's shortfall—a 25 percent increase over September's deficit of $14.1 billion—put to rest the Administration's predictions that the nation's foreign trade picture would improve during 1987 and had financial analysts scrambling to explain the impact on the stock market and the U.S. economy.

Economists of all political bents called the news "shocking" and "startlingly bad" and predicted the report would have a negative impact on financial markets.

Shock waves

The Commerce Dept.'s bad news sent new shock waves through an already uneasy Wall Street, where, reacting to the stunning news, the stock market plunged 47 points. The dollar also fell sharply in foreign markets, with U.S. federal reserve banks and central banks of European nations buying dollars to shore up its value.

The previous record deficit of $16.5 billion for July triggered the "Black Monday" Wall Street crash as the Dow index nosedived 508 points Oct. 19.

Federation economist Mark Anderson said the jump in imports was centered almost entirely in manufactured goods, including automobiles and parts, telecommunications equipment, electrical machinery, clothing and footwear and power generating equipment.

Exports of manufactured goods declined 3 percent in October, with agricultural pro-

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Court victories on pensions, job safety left intact as employer challenges fail

Appellate court decisions supporting union positions on pension rights and the obligation of employers to provide a safe workplace became final as the Supreme Court refused to consider employer attempts to overturn them.

The safe workplace case established that an employer could be penalized for violating the Occupational Safety & Health Act even if he complied with an OSHA standard dealing with the hazard that caused serious injury.

That was the position taken by the Auto Workers and the Labor Dept.—contrary to the views of the Occupational Safety & Health Review Commission, which sided with the employer.

The case stemmed from the 1983 death of a UAW member who inhaled toxic fumes from freon then used to clean up oil spills in military tanks built at a General Dynamics Corp. facility in Michigan.

Clear danger

There was clear evidence that the dangers of freon use were well known to the company—including several nonfatal episodes at a sister plant.

OSHA proposed to levy penalties totaling $18,000 against General Dynamics for "willful violations" of the federal safety and health law. It said the company violated both the law's "general duty" requirement to provide a safe and healthful workplace and an OSHA standard regulating exposure to freon.

An administrative law judge held that the freon standard, which set long-term exposure limits, hadn't been violated and rejected the "general duty" citation as not applicable because of the existence of a specific standard for the hazard involved.

Both the UAW and the Secretary of Labor sought appellate court review and a unanimous three-judge panel of the U.S. Court of Appeals for the District of Columbia last April issued a decision agreeing with their reasoning.

The court stressed that "if an employer knows a particular safety standard is inade-

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Volunteers spur win at J.P. Stevens plant

Drakes Branch, Va.—Workers at the J.P. Stevens & Co. plant here voted for representation by the Clothing & Textile Workers, overcoming management hostility to unions.

The 279-267 vote was ACTWU's second successive victory in its campaign to expand beyond the big J. P. Stevens facility at Roanoke Rapids, N.C., where 3,000 workers are covered by a union contract. Last September, workers at a Port Huron, Mich., plant that produces auto carpeting voted union by a 2-1 margin.

ACTWU Vice President Bruce Raynor, director of the union's southern textile drive, credited volunteers from Roanoke Rapids with helping to build a majority at the Drakes Branch facility.

Stevens bought the Drakes Branch plant last year from another giant textile chain, Burlington Industries, and has been operating it as a sister plant to Roanoke Rapids. It makes towels that are finished at Roanoke Rapids.

The acquisition was part of a corporate policy of concentrating on towel and sheet manufacture—segments of the industry that are less vulnerable to import competition. The shrinkage of the domestic textile and apparel market has led to the closing or sale of a number of Stevens plants, including three that had been organized.

After buying the Drakes Branch plant, Stevens began an $18-million upgrading of the manufacturing facilities.

But workers soon found they were helping finance the refurbishing project with heavier workloads and lower wage rates.

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Senate unit backs double-breasting ban

House-passed measure faces floor battle in next session

By David L. Perlman

A House-passed bill to curb double-breasted contractors who cheat on pre-hire agreements with construction unions won a 10-6 endorsement from the Senate Labor & Human Resources Committee after all weakening amendments were defeated.

It got support from all nine committee Democrats and Republican Lowell P. Weicker Jr. (Conn.), and will be called up for Senate floor action during the second session of Congress, which convenes in January. The bill is high on labor's priority list, and its passage is a major goal of the Building & Construction Trades Dept.

Despite a Democratic majority in the Senate and a sprinkling of Republican support, the measure still faces high hurdles—including a possible filibuster and powerful pressure from employer groups for a presidential veto.

Growing pattern

At issue is whether construction contractors who sign pre-hire agreements that give them access to skilled union workers can set up separate entities to work nonunion at substandard wages and benefits.

That's called double-breasting, and it has become an increasingly common pattern in the construction industry.

The labor-supported bill defines a single employer in a way that includes most double-breasted operations.

It applied the terms of a pre-hire agreement to all operations of the employer within the geographical area covered by the contract.

As BCTD President Robert A. Georgine described it, the legislation would compel employers to live up to the contracts they voluntarily signed and end a practice "deliberately designed to destroy trade unions, reduce wages and exploit workers."

The Senate committee put off immediate

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Privatization schemes termed threat to air safety

Turning the nation's air traffic control system over to private industry would be an abdication of the government's duty to protect the lives of the flying public, the AFL-CIO declared.

Testifying before the President's Commission on Privatization, Federation Research Director Rudy Oswald strongly opposed Administration proposals to "privatize" the air traffic control system, emphasizing that public safety is a "responsibility best performed by the national government."

"Air traffic controllers—just like policemen and firefighters—should have the power, authority, government backing and public trust necessary to do their job," Oswald told the commission. "As the policeman controls traffic in the streets, the airline traffic controller safeguards the skies."

He cited a resolution adopted by the AFL-CIO convention in October that criticized the Administration's failure to rebuild the corps of air traffic controllers in the wake of mass firings by President Reagan in retaliation for a 1981 strike by the Professional Air Traffic Controllers.

Assurance needed

One of the ways to reassure the flying public and guarantee airline safety, Oswald said, is through passage of legislation similar to a bill pending in the Senate to remove the Federal Aviation Administration from the Transportation Dept. and reestablish it as an independent federal agency.

The goal of this measure, he said, is to "assure high quality, consistent professional management that can make appropriate decisions in a timely fashion." The bill would insulate the agency's day-to-day operations from the political process while still providing adequate congressional and executive branch policy oversight, Oswald declared.

The federation scored the Administration's preoccupation with privatization under the guise of getting government "off the backs" of the American public. But, Oswald said, the record of the Reagan years is one in which the federal government "has been shirking its responsibilities."

He pointed to widespread dissatisfaction with deregulation in the telephone, telecommunications, financial services and transportation areas. In addition, he said, costs have spiralled and quality has declined as a result of contracting out of services traditionally performed by government employees.

The fiscal 1988 budget submitted by the White House boasted of its "strategy" to cut government expenditures without regard to public needs by handing more and more of its responsibility over to the private sector, the federation reminded the commission.

Hidden costs

Oswald gave commission members copies of another convention resolution that highlighted the "hidden" costs of privatization—including loss of accountability, the costs of monitoring and administering contracts, and the possible adverse effects on women and minority workers.

The American labor movement, Oswald said, believes in a healthy private sector unimpeded by government competition in producing and offering ordinary goods and services.

"Trade unionists are taxpayers and certainly want a government that functions efficiently, fairly and as unintrusively as possible," he stressed.

Dotson departure to leave vacancy on Labor Board

National Labor Relations Board Chairman Donald L. Dotson will leave the NLRB when his term expires on Dec. 16, creating a key vacancy on the five-member board.

Dotson, who was a management lawyer before joining the Reagan Administration, will join a Chicago law firm.

President Reagan is expected to name a new chairman from among sitting NLRB members, which he can do without confirmation by the Senate. While NLRB members serve fixed five-year terms which often overlap changes of Administration, the chairmanship is by presidential designation. It usually changes with a shift in party control of the White House.

But the Senate will have to confirm a presidential appointment to the NLRB seat that Dotson held. The vacancy will leave the board with four members. Since most cases are heard by three-member panels, the absence of a fifth member is likely to add to the NLRB's backlog.

In Dotson's five years as chairman, the board showed a strong anti-union tilt, both in decisions on individual unfair labor practices cases and in changing previously accepted policies.

Recent appointments have edged the NLRB majority a notch closer to the center and Dotson has increasingly found himself in the minority.

UFCW California pact sets drug chain pattern

Sacramento, Calif.—The Food & Commercial Workers won wage, bonus and pension benefit increases for 3,000 members at 150 Northern California drug and discount stores operated by Thrifty Corp.

The three-year agreement is expected to set the pattern for the union's negotiations with other unionized drug chains and pharmacies in the region.

Pharmacists won increases totaling $3.35 an hour over the three-year period plus lump-sum payments adding up to 50 cents an hour. Clerks will receive a total of 40 cents an hour more in their pay checks over the life of the agreement and another 40 cents in bonuses.

Pensions for pharmacists were raised from $960 to $1,370 a month, while retirement benefits for clerks will go from $660 to $760 monthly. The UFCW also won improvements in benefits.

Tom Ducy

Glover retiring, Machinists name Ducy to No. 2 post

Tom Ducy, a Chicago-based national vice president of the Machinists, will succeed Eugene Glover as the IAM's secretary-treasurer on Jan. 1.

Ducy, 58, joined the IAM in 1950 when he was a truck mechanic in St. Louis. After an enlistment in the Coast Guard, he moved to Denver and quickly moved up through the ranks of Local 606. He was named to the IAM staff in 1961, based in Cleveland.

In 1971, Ducy became an IAM vice president, supervising the union's midwest region from headquarters in Chicago. He was elected by the union's executive council to serve the remainder of Glover's term, until July 1989.

Union career

Glover, who has been secretary-treasurer since 1969, joined IAM Local 688 in 1941 as an apprentice machinist in Ferguson, Mo., and continued his membership after World War II military service at McDonnell Aircraft.

He moved through union ranks—shop steward, business agent, grand lodge representative on the international union staff, and election as a vice president in 1964. Glover became 65 this month, the retirement age for IAM officers under the union's constitution.

Train Dispatchers streamline structure, approve dues rise

Las Vegas, Nev.—Delegates to the Train Dispatchers convention voted to streamline the union's operations and set bargaining goals that reject management demands for concessions.

During the three-day session, the 100 delegates approved a three-step increase in annual dues of $30 each effective January 1989. Additional $30-increases will take effect in the following two years. Annual dues currently are $480.

The convention elected President Robert J. Irvin to his first full four-year term by acclamation. Eric S. McKeown was elected secretary-treasurer, succeeding Daniel E. Collins who retired. McKeown, 49 had been a union trustee since 1986.

In a series of constitutional changes, delegates reduced the number of vice presidents and trustees to three—the union previously had elected four in each position—and endorsed procedures that will allow contract ratification at local union meetings or by mail.

Legislative goals shaped by the convention include measures to enforce existing contract obligations "when a railroad sells its property to a shortline operator or one of its own, nonunion subsidiaries" and legislation to improve railroad safety through strict licensing of train dispatchers.

Delegates also supported full funding for the National Railroad Adjustment Board and the National Mediation Board for dispute resolution and full retirement benefits for workers who retire at age 60 with 30 years of service.

The convention called for limits on drug and alcohol testing in order to prevent "the persecution of innocent employees by arrogant, overbearing management authorities."

In his keynote address, Irvin scored Reagan Administration economic policies that "are leading to the pauperization of work in America" and are "driving real wages to a record 25-year low."

Downward spiral

"The middle class, the most productive element in our society, whose union-won wages fueled 35 years of unprecedented prosperity, is in a downward spiral, " Irvin declared. "We haven't pulled anybody up out of poverty; we've pulled people down into poverty instead," he added.

Reagan policies have created "a casino economy," where money chases "its own tail, rather than generating new jobs, new growth, new productivity, new competition or new wealth," Irvin said.

In other election results, delegates reelected Vice Presidents G.D. Bennett, William A. Clifford and H.E. Mullinax. Newly elected trustees are R.L. Rafferty, James W. Parker and David T. Sprau.

Convention speakers included Charles J. Chamberlain, labor member of the Railroad Retirement Board, and William G. Mahoney, counsel for the Railway Labor Executives Association.

ACTWU asks federal alert on cancer-causing solvent

New York—The Clothing & Textile Workers want two federal safety agencies to issue a nationwide warning to workers on the risk of testicular cancer from exposure to a commonly used industrial solvent—dimethylformamide.

In letters to the Occupational Safety & Health Administration and the National Institute for Occupational Safety & Health, the union cited instances of testicular cancer among leather finishing workers who were exposed to DMF more than 10 years ago. It noted, too, last year's discovery of similar cancers in aircraft maintenance workers exposed to the chemical.

ACTWU Sec.-Treas. Charles Sallee asked the agencies to jointly issue a Current Intelligence Bulletin, alerting employers, workers, physicians and public occupational health authorities to the "grave risk of testicular cancer among DMF-exposed workers."

The union was joined in its request by a team of doctors from Mount Sinai Hospital's Division of Environmental & Occupational Medicine.

The reports of cancer cases "raise very serious concerns," Sallee said. "The disease uncovered in these workers provides a compelling basis for prompt action by OSHA and NIOSH." NIOSH has estimated 100,000 workers are currently exposed to the solvent in a variety of occupations.

ACTWU called on the agencies, in preparing the bulletin, to explain their current knowledge of DMF-related hazards and undertake surveillance of all significant worker exposures. These efforts, the union said, should focus particularly on the chemical-using industries, such as metal-working, dyeing and construction where the exposures are often higher than in chemical manufacturing.

Further, the union urged that the bulletin "describe the risk of testicular cancer for aircraft and leather workers, as well as other worker groups exposed to DMF," and begin active surveillance to determine the full extent of testicular cancer among exposed workers.

The union and the physicians asked the federal agencies to request the Environmental Protection Agency and the National Toxicology Program to investigate the toxicology of DMF.

On-going investigation

A similar investigation is already underway, at the union's request, by the New York State Dept. of Health.

The current federal standard for worker exposure to DMF, adopted in 1970, does not address the cancer hazard, nor does it provide requirements for worker training, exposure measurements or medical examinations.

ACTWU identified among the four cases to date a 32-year-old swabber who spread liquid dyes containing DMF onto leather hides on a conveyor belt, a 36-year-old working foreman who filled in on the line two hours a day, and a 25-year-old swabber.

Lid urged on Medicare B premium

A projected sharp rise in the Part B physician care premiums paid by retired workers covered by Medicare will result in hardship for many households, the AFL-CIO protested.

Legislative Director Robert M. McGlotten urged House Ways & Means Committee Chairman Dan Rostenkowski to give "high priority" to exploring ways to avert a projected 39-percent increase in the Part B premium next January.

Senior citizens who have the premium deducted from their social security checks will have less money left for other necessities, McGlotten noted. And where union contracts provide partial or full employer payment of the Part B premium, "this increase will only exacerbate the current crisis with respect to the cost of health care benefits."

McGlotten also wrote Rostenkowski in a separate letter of the AFL-CIO's concern for continuance of a provision of the tax code that exempts employer-provided educational benefits of up to $5,250 a year.

Unless Congress acts, the tax-exemption will expire at the end of this year, McGlotten noted.

He said education benefits offered by employers "helped many workers improve their skills and assisted our nation by providing a more highly educated workforce."

71. million unemployed; part-time pattern grows

Benefits fail to reach most jobless

By Gene Zack

Joblessness inched down a scant one-tenth of 1 percent in November, putting the unemployment rate at 5.9 percent—the same general range that has prevailed since June.

The Bureau of Labor Statistics reported 7.1 million officially unemployed across the country, another 1 million too discouraged to seek jobs, and 5.6 million more who want full-time employment but who have had to settle for part-time work instead.

This means that a total of 13.7 million workers are the victims of unemployment or underemployment.

Of those on the jobless rolls, nearly 71 percent were without any unemployment benefits, even though the half-century-old program was designed to put a floor under the economic misery of workers thrown off payrolls.

Long-term jobless

And, because of stringent eligibility requirements imposed by the Reagan Administration, less than two-tenths of 1 percent of the 863,000 long-term jobless—those without work 27 weeks or longer—were drawing unemployment benefits in November.

Although 300,000 new jobs were added to the economy during the month, nearly two-thirds of the growth was in part-time employment. And more than 80 percent of these jobs were filled by workers who would rather have full-time employment.

Since President Reagan came to office in 1981, the nation's labor force has increased by more than 12 million workers, government statistics show. But these figures make no distinction between full-time and part-time employment and count those who work just a few hours a week as part of the regular workforce.

Disappearing jobs

Moreover, an analysis of the data shows that the Reagan presidency has been marked by the disappearance of more than 1.2 million higher-paying jobs in major industry—856,000 in the manufacturing sector and another 379,000 in mining and oil extraction.

At the same time, the economic tilt toward lower-paying jobs continues. In nearly seven years, service employment has skyrocketed nearly 5.9 million, employment in retail and wholesale trade has soared nearly 3.7 million, and another 1.3 million jobs have been added in the finance, insurance and real estate sector.

Reaching back to 1979 presents a picture that's even more bleak—the loss of more than 1.7 million manufacturing jobs at a time when service employment was shooting up nearly 7.4 million and wholesale and retail employment was expanding by more than 4 million.

November's unemployment levels remained relatively unchanged from the previous month in all major groups.

The jobless rate for white workers was 5.1 percent—4.4 percent for both adult males and females, and 14.3 percent for teenagers. The overall black jobless rate was 12.1 percent, with black adult men at 10.2 percent, black adult women at 10.7 percent, and black teenagers at 34.3 percent.

The BLS report also showed that average hourly earnings now stand at $10.01 in manufacturing, $8.71 in services and $6.18 in retail trade.

Other economic developments:

- In the wake of a shaky stock market and cut-throat competition, Wall Street investment firms continue to make big cuts in their payrolls.

Kidder, Peabody & Co., one of Wall Street's most prestigious firms, announced it will cut 1,000 jobs, about 15 percent of its workforce. Earlier, Salomon Brothers reported it will eliminate 800 positions, including its entire municipal bond department. L.F. Rothschild Holdings Inc., also hurt by heavy stock losses, said it will cut its staff by 40 percent, with 700 workers to lose their jobs.

And the merger of E.F. Hutton Group into Shearson Lehman Brothers may result in 3,000 or more Hutton workers losing their jobs, analysts said.

- The Federal Deposit Insurance Corp. reported that nine more banks—four in Nebraska, two in Louisiana and one each in Kentucky, Oklahoma and Iowa—have failed, bringing the total number of bank failures so far this year to a record 173. Last year there were 144 bank failures.

The FDIC also estimated that 1987's overall bank earnings may be at their lowest level since 1934.

- Productivity was up sharply during the third quarter of the year, the Labor Dept. said, revising its original rate estimate of 2.6 percent to 3.6 percent for the three-month period ending Sept. 30. Even so, workers' real earnings did not keep pace with the productivity gains.
- New housing construction plummeted 8.2 percent in October, the Commerce Dept. reported, noting that the drop was the biggest decline in three years. Analysts blamed the steep plunge on rising interest rates and a lack of builder confidence following the October stock market collapse.

J.P. Stevens workers celebrate their union victory.

Volunteer organizers spark victory at J.P. Stevens plant

Continued from Page 1

When ACTWU organizers handbilled southern textile plants in support of the union's annual push for higher wage levels, the Drakes Branch workers were definitely interested.

The seven Stevens plants in Roanoke Rapids—the site of the organizing breakthrough on which the movie Norma Rae was based—have been under union contract since 1980. That's when management agreed to abandon a pattern of labor law violations that had led to a nationwide AFL-CIO boycott and deal responsibly with unions when they achieve bargaining rights.

But as ACTWU President Jack Sheinkman notes, the J.P. Stevens chain didn't promise to put out a welcome mat for the union—and hasn't abandoned its strong resistance to union organizing.

At the Drakes Branch plant, ACTWU supporters reported, management sought to persuade employees that they wouldn't gain from union representation because their pay and benefits were the same that the Roanoke Rapids workers had achieved through their union contract.

But some two dozen union volunteers from Roanoke Rapids came across the North Carolina border to tell the Drakes Branch workers from first hand experience the difference a union makes in the workplace.

They came to the Virginia community on their days off from work, Raynor said. They talked to the Drakes Branch workers at their homes and in meetings. And the workers listened.

Balloting close

Like the historic 1974 vote for union representation at Roanoke Rapids, the Drakes Branch ballot was close and ACTWU had to contend with a management-allied "employees' committee" that campaigned against a union.

ACTWU supporters at the plant showed "tremendous courage," Raynor said, "and we're proud to have them as part of our union." He said the union will seek an early start to contract negotiations.

Sheinkman termed the victory part of a union resurgence that ACTWU organizers have been reporting across the country. In the southern region alone, ACTWU has won five of six representation elections since July.

OSHA scored as ally of employers

Watchdog alliance hits agency's failure to back workers

Milwaukee—Workers who look to the Occupational Safety & Health Administration for support when employers retaliate against them for filing workplace safety and health camplaints will find OSHA to be an adversary rather than an ally, a Wisconsin watchdog group charged.

The Wisconsin Committee on Occupational Safety & Health (WISCOSH), in a 28-page report, cited case files obtained from OSHA's Milwaukee area office under the Freedom of Information Act to support its charge that the agency "seems to do everything possible to discourage and deter workers" from pursuing complaints regarding employer retaliation.

WISCOSH had sought copies of five years' worth of Section 11(c) complaints from OSHA, which took eight months to deliver an incomplete package of files. WISCOSH noted that the 11(c) complaints of some workers it had assisted were not among the files OSHA provided.

Key provisions

Milan Racic, a former OSHA inspector who is now safety and health director for the Allied Industrial Workers, said the Section 11(c) discrimination provisions are a cornerstone of the OSH Act.

"If workers know that they are not going to be protected when they are disciplined or discharged after complaining about safety and health in the workplace, then I think they're going to be very reluctant next time they complain," said Racic. He is vice president of WISCOSH, a nonprofit organization made up of workers, unions, attorneys and safety and health professionals.

Underscoring the depth of the problems at OSHA, the report declared that "workers are far better off if they belong to a strong union with a commitment to health and safety issues, because then, by filing a grievance according to their contract, or an unfair labor practice complaint with the National Labor Relations Board, they can avoid having to rely only on OSHA for protection."

WISCOSH based its report on 249 actual cases and found that a startling 86.7 percent of the workers who complained of being fired or harassed after making health and safety complaints ended up either withdrawing their complaints or seeing them closed by OSHA.

The watchdog group explained that workers' complaints are often dismissed for lack of proof or lack of any protected activity and "far too many are screened out under questionable circumstances."

The report described how workers are pressured by investigators to withdraw their complaints or let them be closed administratively by OSHA, "because success at OSHA means a closed case."

Only 15 of the 249 cases were won by workers, and of those, five workers were represented by unions and did not receive any help from OSHA, the report said. One complainant won his case acting alone, but only after taking the matter to court.

By the time the case was decided in his favor three years later, OSHA could not locate the worker to tell him the company he filed the complaint against had gone bankrupt, making it impossible for him to collect the back wages he'd won.

The report scored the agency for having "an attitude problem" that is ingrained in the system. It pointed to testimony by former OSHA inspector Richard Murray to a citizens panel on employee rights.

'Scum of the earth'

Murray said, "On my first day in 11(c), my supervisor . . . took me aside and seriously oriented me to the 'real world out there in the streets: 85 percent of the complainants who come in here are the scum of the earth.' He was dead serious—and I soon discovered the office operated on just that premise."

Focusing on ways to overcome the roadblocks OSHA presents to workers, WISCOSH recommended that unions "put a very high priority on building strong and knowledgeable health and safety committees," and become familiar with the Section 11(c) process so they can better aid members "caught up in OSHA's web."

Job security set as key goal in oil industry contract talks

Denver—Protection of 40,000 oil workers against layoffs or plant closures will top the agenda when the Oil, Chemical & Atomic Workers sit down to bargain with the nation's petroleum giants in December.

That strategy won unanimous approval from the 200 delegates to the OCAW's national oil bargaining conference made up of the union's top administrative officers and rank-and-file members from eight geographical districts across the country.

OCAW President Joseph M. Misbrener said the contract proposals must be approved by 75 percent of the bargaining units representing refinery, petrochemical, pipeline, marketing and crude oil production workers before it's presented to management.

A ratification vote will also empower union negotiators to call a strike in the event contract talks fail to produce a settlement.

The three-day session was marked by an agreement that the OCAW, the unaffiliated Mine Workers and the Energy & Chemical Workers of Canada will exchange information and coordinate resources during upcoming negotiations.

The contracts of all three unions expire Jan. 31, 1988, and they must deal with a common management because of extensive oil industry ownership of American coal reserves.

Conference delegates took a firm stand against any industry takebacks during the two-year agreement. They also called for substantial wage increases, company-paid health care premiums for employees, retirees and their dependents and the addition of Martin Luther King's birthday as a paid holiday.

Scrub rule scrubbed

Boston—Hotel maids at the luxury-class Copley Plaza Hotel are off their knees and on their feet—with a helping hand from their union and women's rights allies who supported their cause.

Management threw down the gauntlet last month by posting a notice telling the chambermaids that hereafter "there will be no mops used." Instead, they were to wash the floors by hand, using "as many clean rags as you need."

The women, nearly all from minority groups, protested vigorously.

"It's a matter of dignity," Dominic Bozzotto, president of Hotel Employees & Restaurant Employees Local 26, explained. "The scene of a white male sitting in his hotel room reading the Wall Street Journal while the black maid is in the bathroom on her hands and knees is preposterous."

A lot of people agreed. There were public protests. Management restored the mops. It declared its willingness to provide not just mops but "everything else the chamberperson needs" in cleaning supplies.

"It was nice to see that they came to their senses," Bozzotto said. In the lobby, the maids and their supporters held a victory celebration.

30,000 to share award after court finds AT&T guilty of pregnancy bias

Chicago—As many as 30,000 present and former female employees of what is now AT&T Technologies will share in a multi-million-dollar back pay and seniority settlement because of discrimination against pregnant workers.

After a nine-year legal battle, Judge Frank McGarr of the U.S. District Court for Northern Illinois held that pregnancy leave policies of the former Western Electric Division of American Telephone & Telegraph Co. between 1965 and 1971 constituted gender-based bias.

Communications Workers President Morton Bahr hailed the decision as "a major victory for women's equality," and estimated that the total owed the victims of the company's policy "could amount to tens of millions of dollars."

McGarr will confer with both sides in the dispute later this month to discuss proposed remedies. At that time, the federal Equal Employment Opportunity Commission will outline a plan covering both monetary damages and restored seniority.

The CWA, EEOC and a number of individual female plaintiffs have been pursuing the lawsuit since 1978 on the ground that the policy denied equal disability rights to pregnant workers compared to the treatment accorded workers with other medical disabilities.

Sick leave policy

The company's policy allowed temporarily sick or disabled employees to remain on the active job rolls for up to a year, gave them eligibility for automatic reinstatement unless a layoff occurred during their absence, and permitted them to accumulate seniority throughout their absence from the job.

But pregnant women faced a far different set of rules. Between 1965 and 1969, they were required to quit their jobs in the sixth month of pregnancy. During the next two years, maternity leave was mandated in the seventh month of pregnancy. Under this setup, women were forced to leave their jobs even though they were physically capable of working.

In addition, the AT&T policy put severe restrictions on their seniority rights, guaranteeing this protection only for the first 30 days of leave. And when they were certified by their doctors as fit to return to work, they found they weren't guaranteed reinstatement.

Although the company claimed it ended the practice in 1971, an internal memorandum made clear that "this change in policy is effective immediately only for employees who are not represented by a union, since it is being discussed in the current bargaining with respect to represented employees."

Unequal treatment

And the CWA and EEOC presented the court with evidence that the unequal treatment of at least some pregnant women continued past the date of the supposed policy change.

The court held that the policy imposed "substantial burdens on the employment opportunities" of women in violation of Title VII of the 1964 Civil Rights Act. McGarr cited a 1982 ruling against Western Electric which held that women returning from maternity leave should be given the same reinstatement guarantee as employees on regular disability.

The company argued that the case—resulting from a 1977 claim filed by one woman employee with the Missouri Commission on Human Rights—should be thrown out of court because the statute of limitations had run out. But McGarr said the company policy constituted a "continuing violation" of the 1982 ruling and therefore constituted a "longstanding discriminatory practice."

Delegates hike per capita tax to bolster Tennessee agenda

Nashville, Tenn.—Delegates to the Tennessee AFL-CIO convention focused on the upcoming national and state election campaigns and charted the state body's legislative and political agendas.

During the three-day convention, the 350 delegates voted additional resources to carry out the state body's program, approving a 5-cent increase in the per capita tax, effective January 1988, with an additional 5-cent hike the following year. The current per capita rate is 35 cents.

In another constitutional change, delegates extended the terms of office for the state body's top officers from two years to four.

The delegates also endorsed the reelection bid of Sen. James R. Sasser (D). Sasser first was elected to the U.S. Senate in 1976 with labor's support.

President James G. Neeley and Sec.-Treas. Eddie Bryan were re-elected by acclamation, Neely to his fifth term and Bryan to his fourth.

Also elected were six new vice presidents: George Carver of the Paperworkers; Gary Ferraris, Clothing & Textile Workers; Sam Odom, Rubber Workers; Faye Orr, Office & Professional Employees; Tim Simpson, Aluminum, Brick & Glass Workers, and Doug Stephens, Oil, Chemical & Atomic Workers.

President's report

In his report to the convention, Neely highlighted the state federation's legislative accomplishments over the past two years and on-going activities.

The convention scored attempts by the Reagan Administration and some members of Congress to slash prevailing wage laws, pressed for plant closing protections in the state and reviewed labor's boycott of the Blue Cross/Blue Shield health insurance provider in Memphis.

Noting that Tennessee permits postcard voter registration, delegates pressed for statewide voter registration activities to reach the broadest range of citizens.

Speakers included ACTWU President Jack Sheinkman, AFSCME Sec.-Treas. William Lucy, AFL-CIO COPE Director John Perkins, Georgia AFL-CIO President Herbert Mabry, President Robert Harbrant of the AFL-CIO Food & Allied Service Trades Dept., Rep. Barton Gordon (D), State Labor Commissioner Jim White and Norman Hill, executive director of the A. Philip Randolph Institute.

Teamster locals signing up with federation bodies

Teamster local unions across the country are following up on the IBT's return to the AFL-CIO by affiliating with federation state and local central bodies.

President Edward T. Stephenson of the South Florida AFL-CIO installed the top officers of IBT Local 769—President Tony Cannestro, Sec.-Treas. Stanley Lichtman and Business Agent Joyce Hardy—as delegates, giving them full voting rights in central body meetings. The IBT local represents 6,000 Teamsters in Miami.

Nevada reaffiliations

In Nevada, the State AFL-CIO reported that IBT Locals 14, 631 and 995—representing 4,500 Teamsters—have reaffiliated with the state federation. And with the affiliation of Sheet Metal Workers Local 88 in Las Vegas, the building and construction trades unions in southern Nevada are 100 percent affiliated with the state body, Executive Sec.-Treas. Claude Evans said.

Earlier, the return of 19 Teamster local unions in Chicago—all part of IBT Joint Council 25—brought in 60,000 new members to the city central body.

The AFL-CIO has emphasized the role of state and local central bodies as "vital links" in the structure of the labor movement. Stressing the need for full participation, a constitutional amendment adopted by the AFL-CIO convention in October permits national and international unions to affiliate their entire membership with state bodies at a reduced cost.

Another convention resolution linked a continuing process of consolidating small or adjacent central labor councils, with the goal of increasing affiliations and making the organizations more effective.

Wynn cites need for quality day care

The lack of adequate child care facilities is forcing many working women to the bottom of a two-tier employment system that penalizes part-time workers in both pay and employment benefits, Food & Commercial Workers President William H. Wynn testified at House hearings.

Wynn told the House Subcommittee on Employment Opportunities that union contracts have largely broken down pay inequities in the organized segment of the traditionally low-paid service industry. But part-time workers—most commonly women with small children—are generally at a disadvantage, he stressed.

Since 1980 federal subsidies for child-care for low-income families and food subsidies for child care centers have been cut back, Wynn noted. The lack of affordable, quality day care is also a pressing problem to many working parents above the poverty level—including middle-income UFCW members, he testified.

Wynn told the panel of day care centers established by UFCW locals in several locations or set up under union-management contracts. But the need is immense, he noted.

"Our nation must realize that women are in the workforce to stay, and must act now to address the growing child care crisis," Wynn declared. He urged consideration of proposals for grants and low-interest loans for child care facilities, additional incentives for employer-provided child care services and encouragement for cooperative child care facilities.

Wynn pointed also to the infrequency of health care insurance and pension benefits for part-time workers and suggested that employers be required to provide a minimum medical package to all employees.

Midway attendants swing vote to AFA

Chicago—Flight attendants at Midway Airlines voted to join the AFA in a representation election conducted by the National Mediation Board.

Last year, flight attendants in Miami had voted to join AFA, while Chicago-based attendants failed to vote in the union by six votes. Midway closed its Miami operation in August and sought to side-track the organizing drive. But following a year-long campaign, the 550 attendants voted for AFA representation.

Senate unit backs double-breasting ban

Continued from Page 1

action on another labor-supported bill, to curb the use of polygraphs by employers, but plans to take it up before the end-of-session recess. That legislation also has passed the House.

With the first session of Congress expected to wind up the weekend of Dec. 19, both the House and Senate were giving priority to bills to fund government programs and limit spending to meet budget deficit ceilings.

The automatic across-the-board spending cuts mandated by the Gramm-Rudman-Hollings Act when the deficit target isn't met have already gone into effect. But legislation supported by bipartisan participants in a "budget summit" at the White House would substitute a mix of specified spending reductions and some $9 billion in additional tax revenues.

Still uncertain was the final shape of the budget package. The so-called budget summit agreement left some leeway as to the nature of the "savings" to be imposed.

The House passed its own budget reconciliation bill last month, before the budget summit, and that measure will have to be brought into conformity with whatever the Senate adopts.

It also passed, on Dec. 3, a resolution allowing continued funding of government programs that have not yet gone through the full congressional appropriations process. By custom, such bills are vehicles for Congress to push through some provisions that otherwise might get lost in the legislative jungle or face a veto.

Fairness doctrine

One such addition, by a 259-157 vote, would establish as a matter of law the "fairness doctrine" that requires broadcasters to air all sides of controversial issues. Congress passed such a bill earlier this year, but President Reagan vetoed it and the FCC then blacked out the regulation that imposed a fairness test.

By a 399-17 vote, the House adopted an amendment withholding funds for public works projects that employ Japanese contractors or suppliers—intended as retaliation against Japan's policy of barring U.S. firms from bidding for construction work.

And one union-sought provision was incorporated through a parliamentary maneuver, without a vote.

Rep. Alan Wheat (D-Mo.), whose district includes or adjoins maintenance facilities operated by Eastern Airlines and Trans World Airlines, is a member of the Rules Committee, which specifies the procedure under which legislation is considered.

Wheat was concerned at reports that the Federal Aviation Administration might rewrite regulations to allow airlines to move some of their routine maintenance operations to foreign countries.

Not by coincidence, the rule the House adopted as a prelude to taking up the funding measure automatically made part of the bill a provision barring the Transportation Dept. and the FAA from using federal funds to change the airline maintenance regulation.

Employer lobbyists, taken by surprise, said they will try to kill the provision in the Senate.

The 1988
LABORITE
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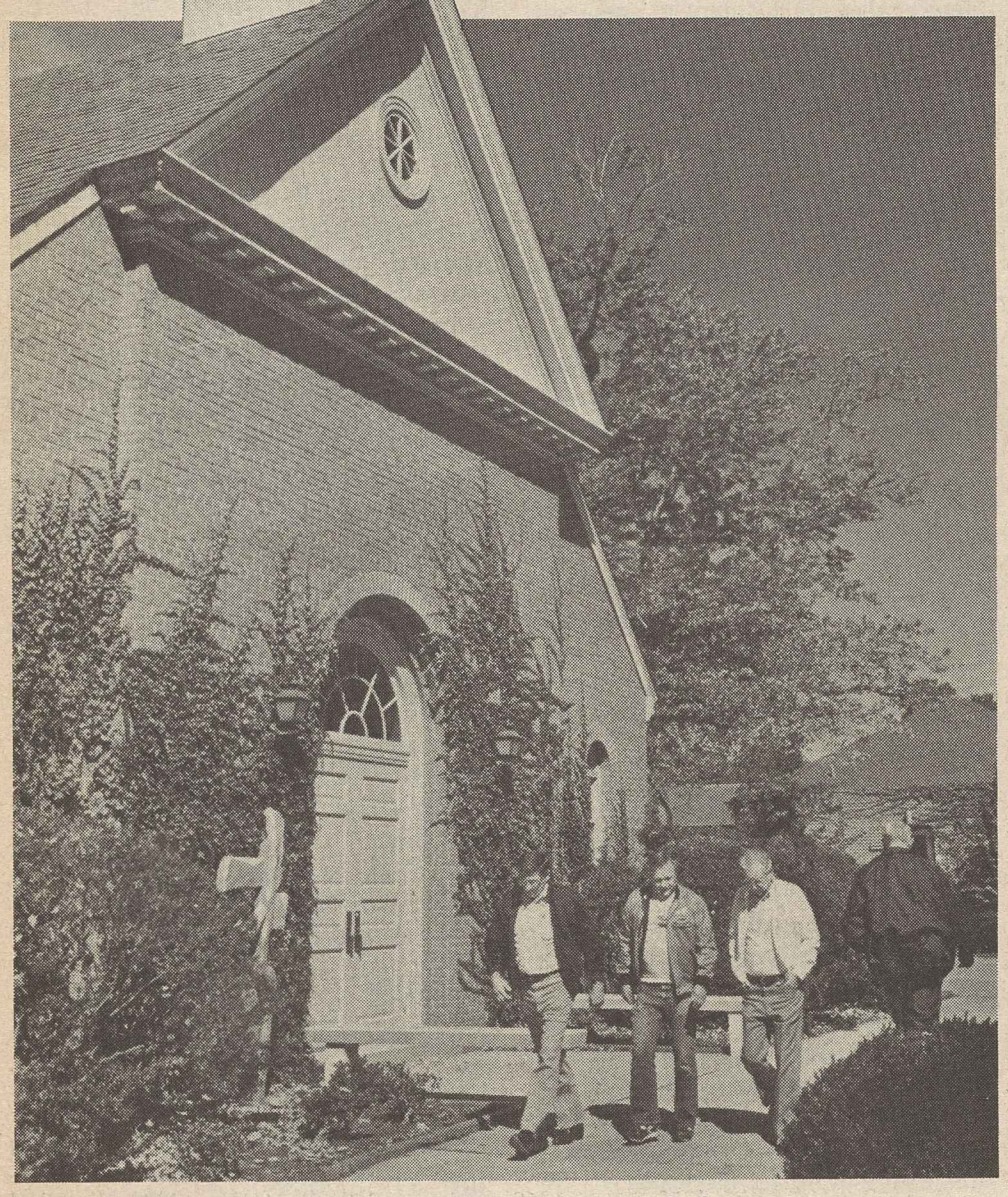

46 Leadership Programs in First Half of 1988

Union leaders can select from 46 institutes being offered by the George Meany Center for Labor Studies during the first six months of 1988.

All fulltime union officers, representatives and staff employees of AFL-CIO affiliates are eligible to attend these programs designed to increase their knowledge and polish their skills. The programs are listed in boldface type in the Calendar below, with descriptions appearing on the next three pages along with a registration form.

Institutes, except for the College Degree Program, are tuition-free. The College Degree Program also requires a special application form available on request.

In addition to the 46 Center institutes, various unions and federation departments have scheduled 41 programs at the Center for the first half of 1988.

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George Meany Center Calendar

Enrollment is open for institutes and programs listed in **bold type.** See following pages for course descriptions and registration form.

JANUARY

3-8	**Occupational Safety & Health**
3-8	American Federation of Teachers
10-15	**Labor Law for Organizers**
10-15	**Certified Employee Benefits Specialist Course III**
10-15	AFL-CIO Committee on Political Education
10-15	Bakery, Confectionery & Tobacco Workers
11-15	**Labor Relations in Federal Sector**
17-22	**Microcomputers in Negotiations**
19-22	**TV: The Cool Medium**
19-22	New York State AFL-CIO
24-29	**Newswriting & Editing**
24-29	**Arbitration: Preparation & Presentation**
24-29	**Craft of Negotiating**
25-28	National Association of Letter Carriers
31-Feb. 5	**College Degree Program**

FEBRUARY

7-12	**Organizing Techniques I**
7-12	**Arbitration: Preparation & Presentation** (University of Oregon)
7-12	Transportation/Communications Union
7-12	American Federation of Teachers
7-Mar. 11	American Institute for Free Labor Development #136
12-15	The Newspaper Guild
14-19	Maintenance of Way Employees
15-18	The Newspaper Guild
15-19	Asbestos Workers
21-26	**Contract Negotiations in Construction Industry**
21-26	American Federation of State, County and Municipal Employees
21-26	Association of Flight Attendants
28-Mar. 4	**Arbitration: Preparation & Presentation**
28-Mar. 4	United Food & Commercial Workers
29-Mar. 4	Association of Flight Attendants

MARCH

6-11	**Effective Speaking**
6-11	**Union Issues for Working Women**
6-11	**Evolution of Work & the Labor Movement**
7-9	AFL-CIO Community Services Department
13-16	Association of Flight Attendants
13-18	United Food & Commercial Workers
13-18	**Internal Organizing**
13-18	**Effective Leadership Styles**
16-18	AFL-CIO Department for Professional Employees
20-25	**Organizing in Construction Industry II**
20-25	**Union Administrator & Business Agent**
20-25	American Federation of Government Employees
27-30	**TV: The Cool Medium**
27-30	AFL-CIO Department of Organization
27-Apr. 1	**Negotiating & Writing Contract Language**

APRIL

6-8	Communications Workers of America and Radford University
10-15	**Negotiating Contracts with State & Local Agencies**
10-15	**Advanced Arbitration**
10-15	**Organizing Techniques I**
10-15	Transportation/Communications Union
16-May 6	African-American Labor Center
17-21	**Effective Union Active in Civil Rights**
17-21	Communications Workers of America
22	Committee for Industrial Research Librarians (CIRL)
24-29	**Winning With Comprehensive Campaigns**
24-29	Communications Workers of America
24-29	**Effective Grievance Administration**
24-May 27	American Institute for Free Labor Development #137

MAY

1-6	**Standards of Discipline & Discharge**
1-6	**Negotiating for Employee Benefits**
8-13	**Microcomputers in Negotiations**
8-13	**Organizing II**
15-18	Association of Flight Attendants
15-19	**Computers for Local Unions**
15-20	**Advanced Editing Skills**
15-20	American Federation of State, County and Municipal Employees
22-27	**Arbitration in Federal Sector**
22-27	Brotherhood of Maintenance of Way Employees
31-June 3	**Conducting Opinion Polls II**
31-June 3	International Union of Electronic Workers

JUNE

5-10	**Basic Labor Law**
5-10	**Arbitration: Preparation & Presentation**
5-10	Transportation/Communications Union
5-10	American Institute for Free Labor Development — Bermudians
12-15	Brotherhood of Maintenance of Way Employees
12-16	**Working with the News Media**
12-17	**Individual Rights in Workplace**
12-17	**Labor Law in Construction Industry**
19-24	Laborers' International Union
19-24	Association of Flight Attendants
19-24	American Federation of Teachers
19-July 1	**New Staff Program**
26-28	Great Labor Song Exchange
26-29	**TV: Cool Medium**
26-July 1	**Labor Law for Organizers**
26-July 1	Laborers' International Union

Organizing Techniques I

Offered twice:

Feb. 7 - 12, 1988
Apr. 10 - 15, 1988

This is a program for international and local staff members who have responsibility for organizing. It is an introduction to basic organizing skills for new organizers, as well as a refresher course for those with organizing experience.

Strategies will be discussed for dealing with anti-union arguments and techniques used by employers. An overview of the law concerning organizing will be covered. Through role playing and discussion, participants will learn improved communication skills and their application to house calls, other one-on-one contacts and meetings.

Coordinators: Sharon Simon and Russell Allen

Labor Law for Organizers: Traditional & New Approaches

Offered twice:

Jan. 10 - 15, 1988
June 26 - July 1, 1988

An institute on organizing and the law in the private sector. Organizing in the building trades is excluded. The program is planned for national and local staff members who have responsibility for and experience in organizing.

The course emphasizes law as part of organizing strategy, the proper role of the National Labor Relations Act (NLRA) in a campaign (how to avoid having the law run the campaign), the ability to use the law as leverage, and the ability to make strategic and tactical decisions.

In view of union problems with Board elections, the program also deals with "New Approaches," alternative routes to obtaining recognition. Included are tactics to pressure employers to agree to voluntary recognition and the legal issues those tactics involve. Tactics that can be used at the workplace, as well as putting pressure on employers through corporate campaign tactics, will be the main focus of "New Approaches." Using other laws, such as anti-discrimination and OSHA, as leverage in a campaign will be examined.

Coordinator: Sharon Simon

Scholarships

Scholarships covering room and board at regular institutes at the George Meany Center for Labor Studies are available to union officers, representatives, staff and members of AFL-CIO unions affiliated with Los Angeles and Orange County Central Labor Councils.

For information, brochure and application, contact the Chuck Hogan Memorial Scholarship Program, c/o Los Angeles County Federation of Labor, AFL-CIO, 2130 W. 9th Street, Los Angeles, CA 90006, 213/381/5611.

Winning with Comprehensive Campaigns

Apr. 24 - 29, 1988

A comprehensive campaign in an organizing context is a total effort to build a union and at the same time to apply lawful pressures to obtain recognition and a first contract. This program will explore how to run a comprehensive campaign on three fronts: at the workplace, on the corporate level, and in the community. The program is designed for national and local staff with responsibility for and experience in organizing.

Since a comprehensive campaign extends beyond the workplace to other areas where pressure can be brought to bear on an employer, participants will learn how to do a power structure analysis. A variety of tactics, such as pressuring lenders and creditors, consumer appeals and boycotts, petitioning regulatory agencies, and stockholder actions will be explored and evaluated.

Emphasis will also be placed on building support in the community and using the mass media.

Coordinator: Sharon Simon

Organizing II

May 8 - 13, 1988

This one-week course, co-sponsored by the AFL-CIO Department of Organization and Field Services, is based on the AFL-CIO Report, "The Changing Situation of Workers and Their Unions." *Organizing II* explores practical applications of the report's mandate to renew emphasis on organizing, increase membership participation, and improve organizing techniques.

This course is designed for those who have completed *Organizing Techniques I* or who have had organizing experience, or who anticipate assuming more demanding organizing responsibilities.

The class focuses on internal organizing in the private sector; recruiting and training of union members in the organizing process; the dynamics of small-group decision-making; corporate campaign research in small unit organizing; reporting procedures; issue oriented campaigns; the role of central bodies in organizing; involving the community; progress analysis and cooperative organizing.

Coordinator: Alan Kistler

Organizing in the Construction Industry II

Mar. 20 - 25, 1988

This second building trades organizing course will cover media and publicity techniques for organizers, organizing and the law, bidding strategies among successful union employers and small group dynamics applied to organizing committee work.

Like *Organizing in the Construction Industry I,* this institute is co-sponsored with the Building and Construction Trades Department of the AFL-CIO. The Center recommends that prospective participants take *Organizing in the Construction Industry I* before enrolling in this program.

Coordinator: Robert J. Pleasure

Internal Organizing

Mar. 13-18, 1988

Membership recruitment in open shop situations and developing active membership support and solidarity where there is a union shop have always been important to the labor movement. Today, the issue is critical to our very survival. This institute is for those who have the responsibility for organizing and developing support of existing members or for recruiting new members in units where the union is already the recognized bargaining agent.

The course will rely heavily on case problems to develop long and short term organizing strategies.

Coordinator: Jeffrey MacDonald

Negotiating Contracts with State and Local Agencies

Apr. 10-15, 1988

This institute on contract negotiating techniques is for union officers and staff who negotiate labor agreements with state and local agencies. Federal sector negotiations are *not* addressed.

Early sessions will discuss the role of the chief negotiator at different points in the bargaining process including the preparation and design of initial proposals, developing committee work and record-keeping procedures; the structure and function of opening statements, styles of language and economic bargaining, and preparing for and directing the ratification process.

Special focus will be directed at third-party dispute resolution procedures and their impact on bargaining strategies. Further, the program will include sessions on reading, analyzing and using key public sector financial documents.

Coordinators: Jeffrey MacDonald and Richard Dwyer

Contract Negotiations in the Construction Industry

Feb. 21 - 26, 1988

This program is for appointed or elected union staff and officers who have the responsibility of negotiating labor agreements with construction industry employers. The central purpose of the program is to improve the bargaining skills of those individuals who are negotiating a labor agreement in this increasingly difficult and complex bargaining environment.

Early sessions will focus on how to manage a negotiation from developing initial proposals through ratification. Special emphasis will be placed on effective communication skills for negotiations; leadership and member expectations; effective use of words at the bargaining table; avoiding bargaining impasses, and how to handle membership ratification procedures.

Further, the special problems associated with employer association bargaining will be analyzed and discussed with a full review of legal developments as they apply to and have impact on bargaining in the construction industry.

Coordinator: Jeffrey MacDonald

Negotiating and Writing Contract Language

Mar. 27 - April 1, 1988

The skills and knowledge needed to negotiate a labor agreement have changed significantly in the past several years. The most noticeable change has come in the area of contract language. Just a few years ago management negotiators would come to the bargaining table with few if any proposals. The old management saying "You propose, we bargain" was not too far from the truth. This is hardly true today.

This institute is designed to improve those skills needed to evaluate effectively the impact of management proposals and to design and write contract language proposals that will protect and improve the rights of both our members and the unions that represent them.

Coordinators: Jeffrey MacDonald and Sharon Simon

Using Microcomputers in Negotiations

Offered twice:

Jan. 17-22, 1988
May 8 - 13, 1988

This institute introduces participants to applications of small computers in contract negotiations. The primary focus is on the use of off-the-shelf spreadsheet software in developing contract costing capabilities, capabilities which will assist the negotiator in evaluating employer economic proposals and developing effective counterproposals. Although Lotus 1-2-3 is used for teaching purposes, the skills developed during the program are applicable to any of the standard spreadsheet programs.

A previous knowledge of computers is not necessary. It is helpful, however, to have some familiarity with standard contract costing techniques.

This institute is for union staff or officers whose primary responsibility is contract negotiations or backup research for those who are doing the actual negotiations.

Coordinators: David Alexander and Jeffrey MacDonald

The Craft of Negotiating

Jan. 24 - 29, 1988

In difficult economic and social climates, union leaders can maximize existing bargaining strength through skillful negotiating techniques. This institute, on the Craft of Negotiating, will explore successful techniques.

The program is designed with the assumption that the participants have a considerable amount of experience in negotiating labor agreements or have taken one of the basic contract negotiating institutes

offered by the George Meany Center.

This institute differs from courses in negotiating techniques in that the *Craft of Negotiating* institute will focus on sharpening individual skills and developing tactics for all types of negotiations — at the bargaining table, in grievance resolution, and in everyday administration and leadership situations. Videotaping is used to help participants identify their own strengths.
Coordinator: Jeffrey MacDonald

Negotiating for Employee Benefits

May 1 - 6, 1988

For union staff and officers who have the responsibility for negotiating labor agreements in the private sector and who would like to improve their knowledge and negotiating skills in the area of employee benefits.

Each benefit area is looked at in terms of basic plan design, operation and bargaining goals. Recent collective bargaining developments in each area are reviewed for their impact on bargaining strategies.
Coordinator: Jeffrey MacDonald

Arbitration Techniques: Preparation & Presentation

Offered four times:

Jan. 24 - 29, 1988
Feb. 7 - 12 at the University of Oregon
Feb. 28-Mar. 4, 1988
June 5 - 10, 1988

This institute concentrates on developing the necessary skills for preparation and presentation of cases in grievance arbitration. Discussions will focus on what matters can be arbitrated, the selection of arbitrators, and the law of arbitration. Since discipline and discharge cases cause more than half of all grievance arbitrations, special attention is paid to the investigation of such cases and to the rules that arbitrators use in deciding them.

This program is for union representatives newly assigned to arbitration, or who will have arbitration as part of their responsibility. It will help experienced representatives analyze and brush up on their techniques. Those who concentrate on the final steps of the grievance procedure will also find it helpful.
Coordinator: David Alexander

Advanced Arbitration

Apr. 10-15, 1988

This institute is designed to provide advanced training for grievance arbitration to help participants improve their techniques.

There will be exercises in the preparation and writing of post-hearing briefs, and discussions to assist participants in the examination and cross-examination of witnesses.

Participation is limited to those who have attended the basic arbitration institute, or who are experienced advocates in grievance arbitration.
Coordinator: David Alexander

Standards of Discipline & Discharge in Arbitration

May 1 - 6, 1988

This institute examines in detail the standards of discipline and discharge, and related issues of misconduct, applied in grievance arbitration hearings. Participants will hear from arbitrators and examine case studies that concentrate on the following issues:

The concept of just cause and the development of standards by arbitrators; investigation procedures and standards of proof in discipline and discharge cases; discipline and discharge and evidentiary standards for alcohol-related, drug-related and off-duty misconduct.

Participation in this institute is limited to those who have attended the basic arbitration institute, or who are experienced advocates in grievance arbitration.
Coordinators: Richard Dwyer and David Alexander

Effective Grievance Administration

Apr. 24-29, 1988

This institute is designed to assist participants in concentrating on efforts to better use the grievance procedure to reach settlements. The course will use all the techniques of the arbitration course — careful preparation of evidence, case analysis, orderly presentation — applied in simulated cases. The participants will weigh the strong and weak points of the union's case as argued in the grievance hearing.

The class will also explore alternatives to traditional arbitration designed to re-introduce promptness, clarity and low cost into a process that has become slow and expensive. In particular, grievance mediation will be discussed as a settlement device where grievances have piled up, and in other special instances.

Participants will explore new approaches to the imposition of discipline which the worker is kept on the job (and on the payroll) until after the hearing and the award. These clauses are sometimes referred to as "justice and dignity" provisions.

Participation in this institute is limited to those who have attended the basic arbitration institute, or who are experienced advocates in grievance arbitration.
Coordinators: David Alexander and Russell Allen

Arbitration in the Federal Sector

May 22 - 27, 1988

This institute concentrates on the arbitration process in the federal sector. Although many of the procedures and practices developed by private-sector arbitration are applicable at the federal level, significant differences do exist and will be discussed in detail during this institute.

This institute is for representatives in federal sector unions who have or will have arbitration as part of their responsibility. It will help experienced representatives analyze and brush up on their techniques.
Coordinator: David Alexander

Effective Speaking

Mar. 6-11, 1988

Union leaders must speak to a variety of audiences: members, management and the media.

Whether a union leader is serving as negotiator, organizer, administrator, educator or public relations spokesperson, successful communication is based on fundamental speaking skills: "What do I say?" and "How do I say it?"
Coordinator: Gene Morrill

Working with the News Media

June 12 - 16, 1988

To succeed, union efforts to improve labor's image require some knowledge of the news media that must be used to reach the public.

Intended primarily for union officers, representatives and staff members, this four-day workshop will introduce you to successful union communications directors who will share their methods and techniques with you.

Each day you'll focus on a different medium: press, TV, and radio. You'll write a release, plan a media event, tape a radio actuality, and produce a videotape for narrowcasting on cable.
Coordinator: Louise D. Walsh

Television: The Cool Medium

Offered three times:

Jan. 19 - 22, 1988
Mar. 27 - 30, 1988
June 26 - 29, 1988

This is a three-day workshop to coach union leaders who are confronted occasionally by television reporters and television cameras.

Participants will have three exercises facing video cameras: A hostile confrontation, a panel discussion and an in-studio interview.

One session focuses on working with TV reporters — controlling an interview, recognizing deadly questions and avoiding no comment. Another concentrates on relating to the camera, gestures, posture, eye contact, dress and makeup, body language, relaxation techniques and visual aids.
Coordinators: Gene Morrill and Louise D. Walsh

Newswriting & Editing for Union Publications

Jan. 24 - 29, 1988

Here's an opportunity for a union editor to get some coaching on the basics of newswriting and editing and to pick up ideas from other union editors on how a publication might be made more effective. Classes will focus on newswriting, feature writing, headline writing, photo editing, and makeup and layout.
Coordinator: Louise D. Walsh

Advanced Editing Skills

May 15 - 20, 1988

This is a class for union editors who have completed the *Newswriting and Editing* workshop and are ready for more coaching.

The workshop is limited to 20. Participants will be asked to bring copies of one recent issue for critiquing on layout, pictures and headlines.
Coordinator: Louise D. Walsh

Conducting Opinion Polls II

May 31 - June 3, 1988

This program progresses beyond the introductory opinion polling workshop offered in November. It will give trade unionists already familiar with the basics a more advanced understanding of the survey research process. It is intended for those who have already completed *Conducting Opinion Polling I*, or for union staff members now specializing in opinion research.

In addition to providing more advanced guidance on survey methodology than that covered in the introductory *Conducting Opinion Polls I* workshop, this program will also cover specialized topics like the use of microcomputers in the design

Application to Register for Labor Studies

Registrar
George Meany Center for Labor Studies, Inc.
10000 New Hampshire Avenue
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PRINT OR TYPE
CHECK ONE
- ☐ **Commuting to class**
- ☐ **Single room @ $70 daily**
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Please enroll me for (course): _____

Dates: _____ Enclosed is a deposit of $ _____
(Deposit required with application)

Name of applicant: Mr./Ms. _____

Address: _____

City: State: Zipcode:

Sponsoring Union _____

Applicant's Union Office or Position: _____

Office Number and area code / Signature

Date

Please enclose a check for $70 per institute to be credited to room and board charges. $35 is required of registrants living in the Washington, D.C. area who commute to class. This covers commuters' lunches for one week.

A $25 deposit is required for enrollment in the institute at the University of Oregon. This deposit will be refunded after the individual has completed the institute.

Deposits will be refunded if notice of cancellation is received by the Wednesday prior to the program. Make all checks payable to the George Meany Center for Labor Studies.

and conduct of surveys, and statistical analysis and interpretation of poll data.

Case studies and examples will be derived from a variety of types of union surveys, ranging from organizing to membership surveys and public image surveys.
Coordinator: Carol Keegan

New Staff Program

June 19 - July 1, 1988

This two-week program is designed for individuals who have been recently appointed or elected to a full-time union staff position. Those individuals who have taken *Organizing Techniques I* and *Contract Negotiations* should *not* enroll in this program.

The program has three basic goals:

- To develop personal skills needed to function effectively in the many different roles of a union staff member: one-on-one and small group communications skills, basic negotiating, working with and developing volunteer committees, conflict resolution techniques, and
- To improve planning skills needed to manage a contract negotiation, and organizing a campaign to revitalize a local union, and
- To provide insight into the basic structure, operation and goals of the labor movement in the United States.

Coordinators: Jeffrey MacDonald and David Alexander

Effective Leadership Styles

Mar. 13 - 18, 1988

Leadership is learnable. Every union officer has his or her own style of leadership. Some sell their programs, some encourage participation, some delegate authority, some dictate what has to be done.

The leadership style that works with one group may not be effective with another. What is effective for one problem may not be useful with the same group on another issue.

Through role playing and practice this institute will help you to shift gears, to vary your methods with the requirements of day-to-day situations.

This institute is for successful leaders who want to increase their abilities and effectiveness.
Coordinators: Gene Morrill and Richard Dwyer

The Union Administrator and Business Agent

Mar. 20 - 25, 1988

If you are a full-time officer or business agent with major responsibilities for the day-to-day activities of the union, you juggle a variety of problems, all of them requiring skills and insights that this program can provide.

This institute is set up for full-time presidents, business agents, managers, secretary-treasurers, or other paid leaders of locals where one or two people carry the full-time load. This institute is *not* for directors of large councils or multi-local districts, who should consider the course on *Effective Leadership Styles*. Nor will this institute deal with the skills of bargaining or arbitration since the Center offers several specialized institutes on these subjects.

Computers for Local Unions

May 15 - 19, 1988

This institute will provide union staff members with information about the uses of mini-and micro-computer systems for their organizations. Uses and applications of union computer systems will be discussed with suggestions for staff training and computer maintenance.

The course provides information that will help union staff assess their computer needs, and give practical background for dealing with computer vendors.
Coordinator: David Alexander

Effective Union Action for Civil Rights

Apr. 17 - 21, 1988

The AFL-CIO Civil Rights Department's annual conference on *Effective Union Action for Civil Rights* is planned especially for Civil Rights and Women's Rights Designees of AFL-CIO unions. The conference is useful as well for all union staff members and elected officers interested in this important subject.

Union Issues for Working Women

Mar. 6 - 11, 1988

More women are working, more women are active in their unions, and more women need to be organized. These changes have brought greater awareness to the labor movement of the special issues important to working women.

This institute has a twofold focus —on issues of current concern, and on the leadership skills needed to achieve effective union action by local and national unions on women's issues.

Each year this institute examines women's issues of immediate concern. The program provides facts and perspective and considers the ways unions can approach these issues in bargaining, contract administration and through legislative action.

Participants are also given training for union responsibilities. As more women become officers and staff members of their unions they want to upgrade their union skills. During this institute, participants take part in sessions to develop and broaden their leadership abilities.
Coordinators: Sharon Simon and Marjorie Rachlin

Evolution of Work and the Labor Movement

Mar. 6 - 11, 1988

This institute seeks to examine the role of the union and the union representative in the changing workplace. Discussion will center on how unions are dealing with the new technology, the new workplace, and the new workforce.

Participants will examine new methods of managing the workplace, such as Quality of Work Life and Employee Involvement programs, and the union's role in planning and carrying out these programs and their results in the workplace. Strategies adopted by unions when confronted with such programs will be studied.

The course analyzes the effect of economic dislocation and changing technology on workers and industries. Participants review union programs developed to assist workers hurt by economic dislocation, from severance pay and pension rights to transfer rights and retraining. Collective bargaining rights of the union and legislation to assist workers and communities are also covered.
Coordinator: David Alexander

Individual Rights in the Workplace

June 12 - 17, 1988

This institute will examine the roll of the union representative in protecting the individual rights of union members on the job. The AFL-CIO Executive Council has identified the need for unions to "continually seek out and address new issues of concern to workers." These new needs often go beyond the scope of collective bargaining, and the protection of workers' individual rights are becoming a central workplace concern.

Emphasis will be on such subjects as workers' rights on the job, the use of polygraph tests, the testing of employees as a condition of employment, and collective bargaining agreement provisions relating to drug and alcohol abuse. The institute will also review arbitration and court decisions and their effect on the individual rights of workers.
Coordinator: David Alexander

Occupational Health & Safety

Jan. 3 - 8, 1988

Every year hundreds of thousands of workers become ill and die as a result of exposure to toxic substances on their jobs. Thousands more are killed in the workplace because of hazardous conditions. And thousands are injured because of unhealthful or unsafe conditions that could have been prevented.

This institute is designed to provide union officials with a range of skills necessary to respond effectively to the complex problems relating to chemical and physical hazards in the workplace.

After this five-day program, a union representative should be able to use a mix of problem-solving approaches: contract negotiations, grievance procedure and arbitration, the National Labor Relations Board, safety and health committees, OSHA inspections, the OSHA appeals process, other government safety and health agencies, and mobilizing community support around health and safety issues.
Coordinator: Richard Dwyer

Basic Labor Law

June 5-10, 1988

The basics of labor law for staff and full-time officers is the focus of this program. Most of the course will deal with private sector law. Emphasis will be placed on the fundamentals of labor law, as well as current trends and new decisions.

Participants will examine the law as it affects bargaining, servicing and union administration. (Organizing will not be covered.) The approach will be practical — how to recognize and deal with legal problems as they arise, and how to recognize more complex legal issues that require the assistance of an attorney.
Coordinator: Sharon Simon

Labor Law in the Construction Industry

June 12-17, 1988

The special treatment of the construction industry by federal law requires that a specialized course be offered to building trades leaders and staff. The institute will cover:

- Union referral practices;
- Union regulation of work and anti-trust laws;
- Non-traditional economic pressures;
- Corporate change in the employing unit including the problems of double-breasted contractors, bankruptcies and mergers;
- Union security, union dues and related legal issues;
- Collective bargaining and contract enforcement in multi-employer bargaining units; and
- ERISA and job creating investments.

Coordinator: Robert J. Pleasure

Certified Employee Benefits Specialist Program

Jan. 10-15, 1988

This course on negotiated benefits is the third in the Certified Employee Benefits Program, a series of ten courses and corresponding examinations. Each of the ten courses is an independent unit. Therefore, it is not required that Course II be taken prior to Course III.

This January course deals with types of retirement plans, employee stock ownership and stock bonus plans, individual retirement accounts, simplified employee pensions, and tax-deferred annuities.
Coordinator: Jeffrey MacDonald

Labor Relations in the Federal Sector

Jan. 11-15, 1988

An overview of important subjects affecting the role of staff and officers in unions in the federal section. The program covers collective bargaining in the federal sector, grievance handling and arbitration, how to deal with adverse and performance-based actions, and internal organizing.
Coordinator: David Alexander

Florida race changed by Chiles pullout

Sen. Lawton Chiles (D-Fla.) announced that he will not run for re-election next year—the sixth incumbent to give notice of his retirement.

Chiles, 57, had been favored to win a fourth term and his surprise announcement is expected to produce a large field of candidates in both party primaries. Florida is considered a close two-party battleground.

As chairman of the Senate Budget Committee, Chiles was a key player in the recent budget summit between congressional leaders and the White House.

His COPE voting record on key labor-backed issues showed slightly more "right" than "wrong" votes during his 17 years in the Senate, typical of many southern Democrats.

Chiles told reporters he was stepping down because he no longer felt "enthusiasm and zest" for the demands on him in the Senate job and the forthcoming campaign.

Thus far, three Democrats and three Republicans up for re-election in 1988 have announced their retirement. The other Democrats are William Proxmire of Wisconsin and John Stennis of Mississippi, their party's most senior members. On the Republican side, both Paul S. Trible Jr. of Virginia and Daniel J. Evans of Vermont are freshmen. The third retiree, Robert T. Stafford of Washington, has served since 1972.

Open-seat vulnerability

Open seats have traditionally been most vulnerable to party change. In Virginia, former Democratic Gov. Charles S. Robb is a heavy favorite to win the presently Republican Senate seat.

With 33 Senate seats up this year, that leaves 15 Democratic and 12 Republican incumbents who are expected to seek re-election.

While the number give the GOP a greater chance of a pickup, the current political consensus is a swing of a seat or two either way—unless a one-sided presidential contest has a wide-ranging coattail effect.

Democrats recaptured the Senate in the 1986 off-year elections, gaining a 55-45 majority. It was reduced to 54-46 when the death of Nebraska Democrat Edward Zorinsky allowed a Republican governor to appoint David Karnes to the vacancy. But Karnes, who faces his first election this year, is considered by political analysts to be among the most vulnerable of the incumbents.

CWA's Morton Bahr and AFL-CIO's Bert Seidman lead labor contingent in protest march.

Unions join rally for Jewish rights

200,000 march to tell Gorbachev, 'Let our people go'

Trade unionists joined more than 200,000 protesters from the Jewish community and human rights organizations who rallied in Washington to draw attention to the plight of thousands of Jews who are prevented from leaving the Soviet Union.

The demonstration was held on the eve of the U.S.-Soviet Union disarmament summit negotiations between President Reagan and Gen. Sec. Mikhail Gorbachev.

Representatives from 26 international unions, central bodies and affiliates met at federation headquarters, then marched to the demonstration outside the U.S. Capitol.

Federation Vice President John Sweeney, who heads the Service Employees, delivered the greetings and support of AFL-CIO President Lane Kirkland. In his message, Kirkland pledged the American labor movement's support for the thousands of Jewish "refuseniks" seeking to leave the Soviet Union, "for thousands of Soviet political prisoners and for the heroic leaders of the Soviet human rights and independent trade union movements."

"While others may be soothed by the siren song of 'glasnost' and restructuring, the AFL-CIO is not," Kirkland's message insisted. "We say to Mikhail Gorbachev: 'If you truly want to promote peace, shut down your psychiatric prison hospitals, release your prisoners of conscience and prisoners of Zion, open your closed borders, let Soviet Jews emigrate, let the Jewish people go.'

"American workers know that the strongest foundation of peace is trust," he continued. But there can be no trust between the United States and "a nation that imprisons its best citizens . . . a nation that denies its workers freedom of association and free unions . . . a nation that keeps 400,000 Jews locked in," he said.

Kirkland's message was echoed by several speakers, including Natan Sharansky, who recently was permitted to leave the Soviet Union after nine years in prison. At the rally, Sharansky repeated the sentiments he expressed when he addressed the AFL-CIO convention in October.

Then, Sharansky had noted that those who oppose state-run labor organizations in the Soviet Union continue to languish behind bars, despite early gestures of "glasnost" or "openness."

Sharansky called Jewish emigration and human rights "an important moral question" and urged delegates to continue their efforts on behalf of the "refuseniks" and others seeking to leave the Soviet Union. He also thanked the AFL-CIO for its help in engineering his release from prison and his emigration to Israel.

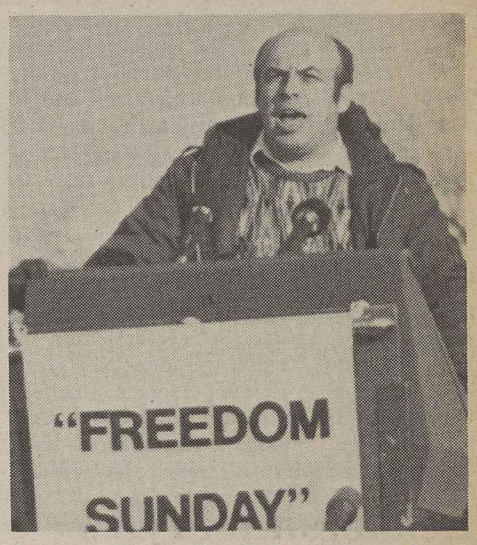
Sharp contract

After the Washington rally, Sharansky contrasted the peaceful protest of more than 200,000 human rights supporters in the United States with the harsh police action that broke up a small demonstration of Soviet Jews in Moscow.

The demonstrations "in Moscow and Washington showed the differences between the two societies and showed that people should not be fooled by Gorbachev," Sharansky insisted.

In a letter to affiliates, Kirkland urged trade unionists to support the cause of Soviet Jewry and participate in the demonstration and other activities.

Joining the march were President John T. Joyce of the Bricklayers, who also chairs the Jewish Labor Committee's Trade Union Council for Soviet Jewry, President Morton Bahr of the Communications Workers and Director Bert Seidman of the AFL-CIO Dept. of Occupational Safety, Health & Social Security. Seidman heads the Washington chapter of the Jewish Labor Committee.



Natan Sharansky addresses rally.

Also participating in the demonstration were AFSCME; Bakery, Confectionery & Tobacco Workers; Clothing & Textile Workers; Electrical Workers; Electronic Workers; Flight Attendants; Food & Commercial Workers; Ladies' Garment Workers; Letter Carriers; Maintenance of Way Employees; Operating Engineers; Postal Workers; Professional Athletes; Retail, Wholesale & Dept. Store Union; Roofers; Seafarers; Steelworkers; Teachers; Teamsters; Transportation Communications Union, and the AFL-CIO Building & Construction Trades Dept. and its Washington council, and the Food & Allied Services Trades Dept.

Afghan-Ukrainian march

On the heels of the rally calling for human rights in the Soviet Union came other demonstrations: Afghan supporters protesting the Soviet occupation of Afghanistan, prayer vigils across the street from the Soviet Embassy and a rally by Ethiopian nationals protesting Soviet policy in Africa.

And several hundred Ukrainian human rights activists marched from the White House to the Soviet Embassy, pressing for an end to "70 years of Soviet persecution."

Actors' Equity raises funds for AIDS victims

New York—Actors' Equity raised more than $50,000 during the Thanksgiving holiday week to provide services and assistance for members with AIDS.

The fund-raising week was kicked off with a benefit performance of "Noises Off" at the Walnut St. Theatre in Philadelphia that raised more than $7,000.

And in New York, Equity members in the "Cats" theatre company held a bake sale, the "Les Miserables" troupe sold cast albums and appealed to audiences from the stage for donations, and the "Steel Magnolias" company raised $6,000 through audience appeals.

At the end of the fund-raising week, the cast of "A Chorus Line" organized a flea market involving a number of Broadway and Off-Broadway companies, including "The Nerd," "Me And My Girl," "Cabaret," "Nunsense," and "Psycho Beach Party."

The fund-raising effort, established by the union's committee to fight AIDS, had urged all Equity members to dedicate a week of performances and plan events.

Union court victories on pensions, safety left intact

Continued from Page 1

quate to protect his workers," he has a duty under the law "to take whatever measures may be required . . . to safeguard his workers." Unless he does so, his legal obligation to provide a safe and healthful workplace "will not be discharged no matter how faithfully he observes that standard."

With the Supreme Court's refusal to review the case, the appellate decision is binding on the parties. The appellate court had sent the case back to the administrative law judge with instructions to "address the merits" of the OSHA citation against General Dynamics in terms of the court ruling on the company's obligation to its workers.

The pension decision that the Supreme Court allowed to become final involved the rights of employees of Continental Can Co. to retirement benefits negotiated by the Steelworkers.

The union's position—upheld by the 3rd Circuit U.S. Court of Appeals last January—is that Continental Can violated the federal pension protection law by manipulating its workload and workforce to avoid paying early retirement benefits.

Union challenges

A series of legal challenges supported by the Steelworkers exposed the computer-driven strategy of basing business decisions, at least in part, on the pension status of employees.

Plant closings, layoffs and recalls were frequently determined by the potential pension cost to the company.

The appellate court found such tactics a violation of the federal Employment Retirement Income Security Act in a case involving a Pittsburgh area steel container plant. Other Continental Can cases pressed by the union are reportedly near settlement in New Jersey and California courts.

Continental agreed to an early retirement plan in its 1977 negotiations with the Steelworkers, and almost immediately sought to get around it.

The contract provided benefits based on combinations of age and service for workers displaced by plant closings or layoffs lasting more than two years. The benefits would last until the workers reached normal retirement age.

As the appellate court noted, the company manipulated its workload among the various plants so as to pay the lowest amount of benefits and avoided recalling workers who would gain pension eligibility by coming back on the payroll, even briefly.

Management even programmed its computers to produce a "red-flag alert" if a worker on the no-recall blacklist were rehired.

The now-final appellate court decision held that such tactics violate a section of the federal pension law prohibiting employer actions intended to prevent a worker from qualifying for a pension or retirement.

Farfetched defense

Continental attorneys used an assortment of legal defenses which the various courts largely dismissed.

In one case, it even advanced the novel theory that the union should share responsibility for the company's actions because the early retirement benefits it negotiated motivated management's layoff and plant-closing decisions.

Border state unions fight plant exodus to Mexico

Meeting to map fight against job exports

El Paso, Tex.—Union leaders from Texas, New Mexico, Arizona and California will meet here next month to mobilize a regional response to the growing practice of American assembly plants that flee across the border to Mexico in search of cheap labor.

The session, scheduled for Jan. 16-17, is an outgrowth of action taken in October by the 17th AFL-CIO convention at which delegates denounced the system that gives tariff breaks to runaway U.S. employers that set up shop in the burgeoning maquiladora complex just across the Rio Grande.

The federation has been spotlighting the glaring defects of the maquiladora concept, which failed to fulfill promises that it would lead to the creation of "twin plants" on each side of the border—providing an equal number of job opportunities for American and Mexican workers. And the Texas AFL-CIO has had a Twin-Plant Task Force in place for more than a year.

Union officials from states along the border say the goal of the January meeting is to focus increased public attention on the plight of workers in both countries and to map strategy for congressional action that will end the tax breaks that have made it possible for hundreds of American firms to migrate to Mexico.

Two-day session

State and local AFL-CIO officials—including Texas President Harry Hubbard, California Executive Sec.-Treas. John F. Henning, New Mexico President Neil Gonzales, Arizona President Donald Shelton, El Paso President Victor Munoz and Austin President Walter Timberlake—have taken the initiave in arranging the two-day session.

They will be joined at the conference by AFL-CIO Region XI Director Steve Bieringer, Executive Director William C. Doherty of the American Institute for Free Labor Development, federation economist Mark Anderson and officials of the Auto Workers and Electronic Workers, whose members are among those bearing the brunt of the runaway operations.

Labor delegations

In addition, there will be delegations from such economically battered states as Michigan, Illinois, Indiana, Illinois, New York and Ohio where plant gates have slammed shut as industries succumbed to the lure of Mexico's low-wage advantage.

The conference will seek to rally opposition to the maquiladoras by:

- Demonstrating to government officials in the four-state area that their communities are being economically devastated by the plant closings and the export of jobs.
- Showing merchants in the border region how much income they've lost as a result of the flight of jobs and capital.
- Working more closely with organized labor in other states, where plants are closing as a result of the shift of assembly operations into the low-wage area in Mexico.
- Awakening conservationists to the peril posed by industrial waste that manufacturers spew into the border environment unhindered by Mexican law.

In adopting the resolution opposing the continued shift of U.S. jobs to Mexico, the AFL-CIO convention denounced the Reagan Administration for encouraging these runaway operations. Delegates declared:

"The needs of American workers and Mexican workers for better employment opportunities must be addressed in ways that support improvements in living standards and working conditions of both countries."

Kirkland presses Congress to curb surging trade deficit

Continued from Page 1

ducts, military hardware and gold pulling up total U.S. shipments overseas. Despite last month's slight increase in overall exports, it was at nowhere near the level necessary to offset the steaming import trade, Anderson said. He pointed out that the nation's current trading pattern—shipping out raw materials and buying finished goods—has been most common in less developed nations and colonies.

The report is grim holiday news for U.S. factory workers, whose future depends on restoring America's place in world trade, Anderson said. Citing economists' findings that the United States loses about 22,500 jobs for every $1 billion in imports, he attributed the loss of some 2 million factory jobs to flawed Reagan trade policies.

The nation's trade deficit with Japan surged to $5.9 billion in October—up from $4.6 billion in the previous month—while the trade imbalance with western Europe nearly doubled—from $1.7 billion to $3 billion.

The trading shortfall with Canada rose above the $1.3 billion-level in October, up $46 million from the previous month, despite the Administration's claims that the recently negotiated free trade agreement will ease barriers to U.S. exports.

Deficits with Hong Kong, Mexico, Brazil, South Korea and the Organization of Petroleum Exporting Countries—OPEC—also widened, while the trade shortfall with Taiwan eased slightly.

The October shortfall reflected a surge in auto imports from Japan, with 28 percent of October's $4.3-billion deficit increase over the previous month attributable to foreign car imports.

Ten percent came from increased petroleum products as buyers stockpiled oil and heating products in anticipation of a cold winter.

Job protection tops BCT contract gains

Waterbury, Conn.—A new contract that includes ground-breaking plant closing protection and a pay raise ended a four-week strike by members of Bakery, Confectionery & Tobacco Workers Local 155 at Reymond's Bakery. Workers unanimously approved the pact.

The 136 Reymond workers—who bake bread sold under the Sunbeam label—won a guaranteed 45-day notice of management's plans to close or sell the business, with an option to buy the bakery.

The BCT members won an hourly pay increase of 65 cents effective in the second year of the three-year agreement.

Ann Dore McLaughlin

Committee clears McLaughlin to be Labor Secretary

Quick Senate confirmation of Ann Dore McLaughlin as Secretary of Labor appeared assured after a unanimous recommendation by the Labor & Human Resources Committee.

McLaughlin was nominated by President Reagan last month to succeed William E. Brock, who resigned to direct the presidential campaign of Senate Republican Leader Robert Dole.

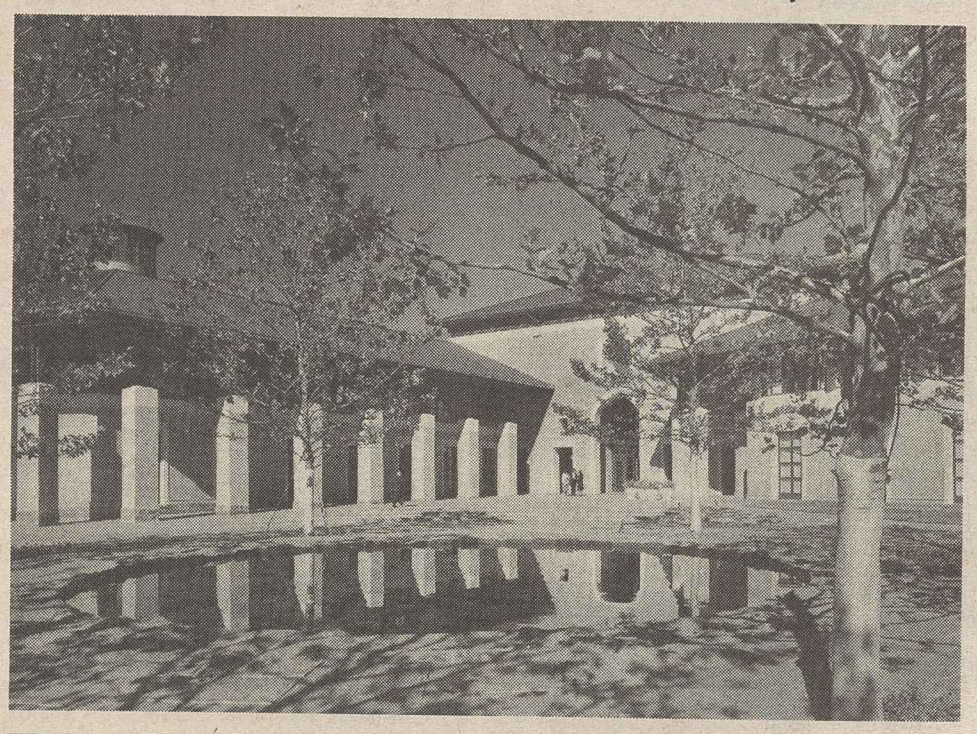
A one-day committee hearing demonstrated that she had done her homework well. McLaughlin—who has little expertise on labor issues—responded to questions from committee members with assurances that she would work within the confines of Administration policy to further the Labor Dept.'s mission and provide even-handed enforcement of the worker protection laws it administers.

With only a year left in the Reagan Administration's tenure, McLaughlin's nomination has been decribed as a caretaker appointment. But she told Committee Chairman Edward M. Kennedy (D-Mass.) that she believes "a lot can be accomplished" during that time.

She said one of her priorities will be to encourage employers to help provide child care facilities for the children of their workers, but rejected the concept of any large-scale federal program.

McLaughlin acknowledged that she lacks first-hand experience in labor matters but said she would "seek the counsel" of members of Congress, union and business leaders, and academics. She professed an admiration for Frances Perkins, who served as Secretary of Labor during Franklin D. Roosevelt's presidency and was the first woman to serve in the Cabinet.

McLaughlin, 45, is a public relations executive who held high-level posts in the Nixon and Reagan Administrations, most recently as Under Secretary of the Interior.



Top honors

The Bricklayers' Louis Sullivan award for 1987 is going to the architectural firm of Kallmann, McKinnell & Wood. The firm was selected by a panel of architects for its 20 years of outstanding design work, with projects including the Academy of Arts & Sciences building in Cambridge, Mass., and Boston's City Hall. The honor—established by the union in 1970 and awarded every other year—includes a $5,000 prize. It will be presented during the BAC's general board meeting in April.

UPI 'burnups' hit new string of takebacks

New York—Wire Service Guild members burned copies of United Press International's unilaterally imposed work rules to dramatize their displeasure over the company's refusal to continue negotiations.

The UPI employees, members of nationwide Newspaper Guild Local 222, demonstrated against the imposed conditions of employment in nine key cities, including New York, Boston, Washington, Chicago and Denver. In San Francisco, they "hanged" the work rules in a noose because of gusting winds.

On Oct. 23, UPI management declared an impasse in contract negotiations and unilaterally imposed its last contract proposal with sweeping work rule changes on Nov. 1. The union, however, charged that the work rules are illegal because there is no bargaining impasse.

The wire service has been mired in ownership changes and reorganization plans. The Guild members accepted a 25-percent wage cut in 1984 and continued to work during a 22-month pay freeze from January 1986 to October 1987 in order to help save the company, the union said.

Seniority targeted

The new work rules, the union noted, would strip employees of job seniority, allow wholesale layoffs, and the subcontracting of news reporting and other duties. UPI implemented a cheaper health insurance plan and ended its contributions to the workers' pension plan. Management claims that it can also close news bureaus, replace full-time workers with "stringers," subcontract work and "combine, transfer, assign or cease any operation or service," the union said.

While the imposed company provisions will raise the pay of staffers with at least seven years' experience by $80 a week over the next 12 months, employees with less than six years' experience got just $5 more on Nov. 1 with another $5 due a year later, the union said.

UPI's work rules are designed to allow the news service to carve itself up into pieces, charged Wire Service Guild President Kevin Keane. While the union is concerned with job security, it also wants UPI to remain a first class, full-service news agency, not a second-class operation, he insisted.

"The employees have saved UPI time and time again," said Keane. But management seems to have forgotten that "UPI employees produce the company's only products—news."

Siderographers defer merger plan

Ottawa—Delegates to the Siderographers' convention explored the likelihood of merger with an engraving and plate printing union but voted to remain an independent organization at least until the next convention.

The 10 delegates reported on the wage levels of Canadian and American members who make the printing plates for currency, stamps, securities, stock certificates and other documents.

President Richard Warburton reported that siderographers at the U.S. Bureau of Printing & Engraving earn about 39 percent—or $18,000 a year—less than their colleagues at bank note companies in the United States and Canada because of pay caps imposed by the federal government.

The Siderographers are the AFL-CIO's smallest affiliate with 12 active members.

In other action, delegates approved a seven-year apprenticeship for a new Canadian member and increased the convention allotment from $1,250 to $1,400.

Warburton was re-elected to his second two-year term. Also re-elected were Sec.-Treas. Harvey Henderson and First Vice President James Bullis.

Delegates selected Philadelphia as the site of the union's 1989 convention.

CORRECTION

The Nov. 21 issue of the AFL-CIO News misspelled the name of G.O. Smoak, new president of the South Carolina AFL-CIO.

EDITORIALS

The Job Killer

WITH THE shock waves of another record trade deficit still reverberating, it is time to take a serious look at a loophole in the U.S. tariff code that has grown into a gaping wound in our national economy.

In tariff law jargon, it's known as Item 807—and it's a job killer. It makes it extra-profitable for American manufacturers to increase their profits by farming out the labor-intensive portion of their production to low-wage countries.

The most familiar example is the "maquiladoras"—the American-owned assembly plants just across the Mexican border that pay pitiful wages well under $1-an-hour to a workforce that has grown to 300,000, mostly women and girls.

They are supposed to be twin plants to American counterparts, but the mix is strictly a horse and rabbit stew.

INCREDIBLY, the U.S. government through the Dept. of Commerce has actually promoted such arrangements—telling employers how they can get work done at a fraction of the U.S. minimum wage and ship finished products back into the U.S. market by paying only a token value-added duty.

Not surprisingly, the strongest opposition to the twin-plant concept has come from the communities on the U.S. side of the border, where tens of thousands of Americans of Mexican descent have been thrown out of work because U.S. tariff law provides an incentive for employers to move jobs out of reach of U.S. wage, health and safety standards.

The comprehensive trade bill that a House-Senate conference is working to put into final shape is essential to the huge task of bringing America's exports and imports into closer balance. Its goal certainly can be more easily accomplished if an outdated tariff provision doesn't pull in the opposite direction.

As the old story goes, "Lord, if you can't help me, at least don't help the bear."

Catching Up

THE NATION that pioneered in so many medical advances is slipping further and further behind other developed countries in providing affordable, quality health services to its people.

That's not news. We've known the problem for years.

"If we were getting our money's worth," George Meany said in a 1970 Labor Day address, "this would be the healthiest, longest-lived nation on earth, because Americans spend more on health care and health services than the citizens of any other nation—more in total cash, more per capita, and more as a percentage of gross national income."

The words are just as valid today. Only the figures have changed. In 1970, health care took less than 7 percent of our national income. Now it takes 11 percent, and it's delivering less in terms of the national need.

Delivery is of course the key. We have the technology but not the access.

UNIONS LARGELY created the health insurance system at the bargaining table, and union members have better coverage than most Americans. But here, too, inefficiencies in the delivery system have pushed up costs and stymied needed improvements.

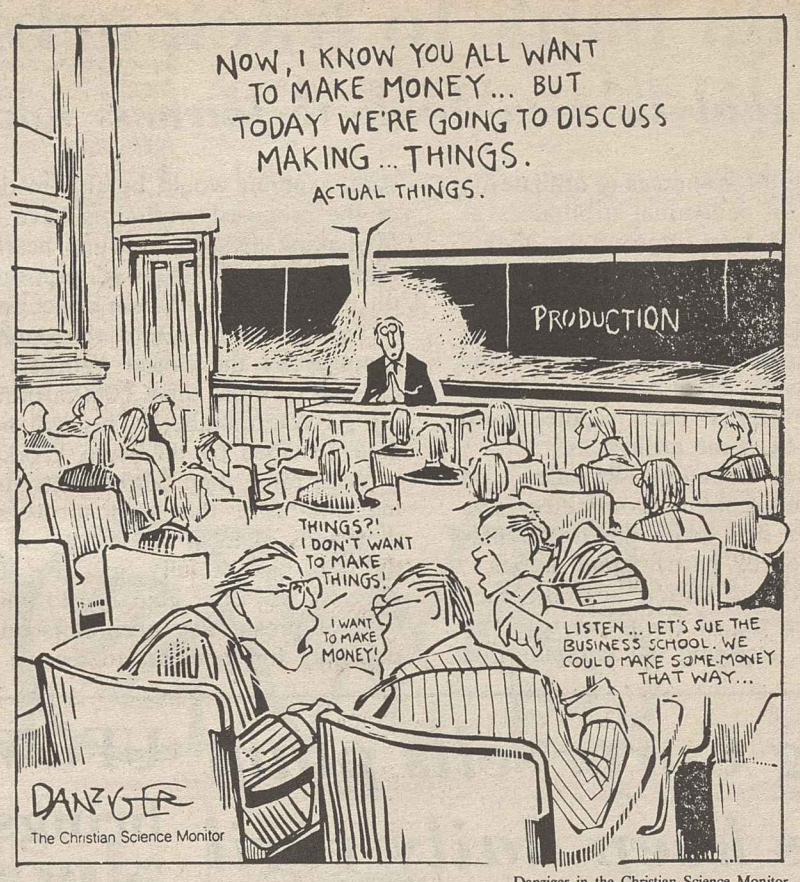
Most tragic, health insurance is far from universal. Some 37 million Americans have no health insurance at all, and 50 million others are inadequately protected. Three-fourths of those without health insurance are working people who have no union to bargain for them.

Medicaid eligibility is so restrictive as to exclude millions living below the poverty line; Medicare is becoming more costly to those who depend on it.

Faced with the budget priorities and ideology of the Reagan Administration, few in Congress have been willing to face up to the need to make health dollars go further by improving the system for delivering and paying for health services. But their numbers are growing.

It isn't morning in America any more. We are in the late afternoon of the Reagan Administration, and the weather is changing.

At the Graduate School of Business



Danziger in the Christian Science Monitor

Productivity

Despite a lot of popular misconceptions, the U.S. produces more goods and services per worker and per hour than any other industrialized country in the world.

In 1985, U.S. workers and industries were one-third more productive than their counterparts in Japan and the United Kingdom, and one-quarter more than the Italians, according to the Bureau of Labor Statistics. Productivity levels in West Germany and France came closest to those in the United States but still trailed by 7 percent.

The U.S. advantage over Japan is even greater when productivity is measured in terms of hours worked rather than number of employees. Measurement of productivity per hour shows U.S. productivity levels two-thirds higher than those of Japan, estimates from the American Productivity Center show.

Because U.S. workers produce more per hour than workers elsewhere, they can be paid more without threatening U.S. competitiveness.

—From AFL-CIO Dept. of Economic Research.

Washington Window

Public would still pay for privatized services

By Press Associates

"Privatization," like its close cousin "deregulation," is a word dear to the hearts of conservatives and a favored theme of the Reagan Administration.

Privatization refers to the shift from publicly to privately produced goods or services. This could include ending a program; selling public assets, including public lands, enterprises or infrastructure, or financing services privately by contracting them out or deregulating entry into services that had been a public monopoly.

Very little is off limits to some privatization advocates, including public schools, national parks, waterworks, airports, fire departments, turnpikes, prisons, social security, Medicare, the post office, public hospitals and social services.

Last fall, President Reagan appointed a Commission on Privatization to "probe the entire dimension of government operations" and offer recommendations by Mar. 1.

Since he first took office, Reagan has proposed to privatize a broad array of government programs and assets, but Congress and its constituents balked. So far the government has sold only one major asset, Conrail. However, the White House said it has eliminated 38,000 government jobs by paying private contractors to perform the same services.

Cure or poison?

Privatization often is touted by its proponents as a "cure for virtually all ailments of the body politic. They prescribe it as a tonic for efficiency and economic growth, an appetite suppressant for the federal budget, a vaccine against bureaucratic empire-building, and a booster for individual freedom."

So writes Paul Starr, a Princeton University professor and Pulitzer Prize-winning author, in his recent report, "The Limits of Privatization." The report was released by the Economic Policy Institute, a labor-backed Washington research organization.

Rather than a cure, privatization in many cases can be a poison, Starr concludes. Take social security, "an example of the capacity of government to open up the possibilities closed off in the market. By creating a single risk pool, social security provides protection to those who could not afford it at market rates," he observes.

Cost to public

Starr notes that most privatization proposals don't call for the outright elimination of public services, but rather that they can be "contracted out" to private firms while the public continues to pay the bill.

"Given the American experience with defense production, construction projects, and health care—all mostly produced privately with public dollars—it is remarkable that anyone could see a path toward budgetary salvation simply by shifting the locus of service production from the public to the private sector," Starr writes. He makes these other points:

- Privatization is often a device to cut public employee wages and destroy unions, thus imposing income losses on workers and reducing the quality of jobs in a community.
- It is dangerous for government to put coercive power over citizens, as in prisons or law enforcement, into private hands.
- Removing essential services, like education, fire protection or health care from the public arena will reduce citizens' ability to influence the quality of such services.

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Union data bank to track arbitrators

Computer analysis seen guide to fairness and ability

The AFL-CIO is pooling the resources of affiliates in tracking the performance of individual arbitrators as part of a major campaign to help improve the quality of justice in the workplace.

The effort reflects labor's concerns that the arbitration process is often burdened by unnecessary delays and that workers are treated unfairly when arbitrators fail to understand the issues involved. In addition, many unions report that they've been saddled with unusually high fees levied by some arbitrators.

The federation's Dept. of Economic Research and the AFL-CIO Lawyers' Coordinating Committee have begun building a computer data bank based on case-by-case information supplied by participating unions.

When unions prepare for arbitration hearings, they customarily are presented a list of from five to seven prospective arbitrators. By accessing the computerized data, a union would be able to determine whether any of the proposed arbitrators have records of being slow in making awards, handling hearings poorly, failing to comprehend the issues or imposing heavy cost burdens on unions. It could then reject two or three of those.

The first entries into the computer system will be supplied by the Postal Workers based on a detailed analysis of more than 3,000 arbitration hearings involving APWU members. This will be followed by similar data provided by the Auto Workers.

With more than 3,000 arbitrators currently functioning and with the need to assess the experience of thousands of local unions, it will be some time before the data base is fully operative. But even in its initial stages it will offer guidance to unions in narrowing the field of prospective arbitrators and improving the opportunity for members to receive fair treatment.

Drozak scores move to scuttle U.S. shipyards

America's national interest requires a revival of the nation's shipbuilding and ship repair industry, the AFL-CIO Maritime Trades Dept. stressed at House hearings.

MTD President Frank Drozak said failure to carry out the mandate of the 50-year-old Merchant Marine Act has led to almost total extinction of commercial shipbuilding in this country.

Shipyard employment has been cut nearly in half since 1980, Drozak told the Merchant Marine subcommittee, and 90 percent of those still employed are dependent on Navy projects. "The last commercial deep-sea vessel was delivered weeks ago," Drozak noted, and the order books are blank.

Drozak accused the Reagan Administration of reneging on its pledge to revitalize the U.S. shipbuilding industry.

Instead, he said, construction differential subsidies have been ended, the Buy American requirement on ships built with loan guarantees has been eliminated, and the Administration has fought congressional efforts to set Buy American requirements for offshore oil rigs and platforms.

Drozak urged Congress to spur a revival of shipbuilding by such measures as a build-and-charter program, under which government-built vessels would be chartered to commercial operators but would be subject to recall by the Navy during emergencies.

Expansion pressed

He also urged broadening requirements of the Jones Act, which reserves coastal trade for American-flag vessels, "to cover all maritime activity within the 200-mile exclusive economic zone."

Drozak, who is also president of the Seafarers, said the MTD is "committed to working with the Administration and Congress to seek a long-term solution to the continuing decline of the nation's commercial shipyards, with the goal of strengthening this basic element of our nation's defense."

Advertising Corp. sells plant but strikers keep daily vigil

Holyoke, Mass.—Members of Electronic Workers Local 276, who have weathered a bitter 17-month strike against Advertising Corp. of America, encountered a new twist in their labor dispute: the sale of the company to the Blackfeet Indian tribe in Browning, Mont.

The 110 IUE members were forced to strike in July 1986 after Advertising Corp. insisted on steep and unjustified contract concessions. These included the elimination of all health care benefits for workers' families, deep cuts in vacation benefits and demeaning disciplinary rules.

A few months later, the AFL-CIO placed Advertising Corp. on labor's unfair list and urged all union members to not buy the pocket calendars, appointment books and desk diaries produced by the company, which had hired scabs to replace the strikers.

Since the first days of the strike, the predominantly female workers have staffed the picket line 12 hours daily, said IUE Local 276 President Martha Dolat. The nationwide boycott also discouraged many distributors from handling the company's products, she added.

Last April, union members unanimously rejected the company's "final offer" in a secret ballot and voted to continue the strike. The local also beat back a decertification election conducted by the National Labor Relations Board—the result of a petition by several strikebreakers—by an 84-65 vote.

Advertising Corp. was owned by a group of private investors, with daily operations managed by John Leigh. It was Leigh who told the picketers of the sale, telling the striking workers that "they wouldn't have him to kick around anymore," Dolat said.

The new owners of Advertising Corp.—the Blackfeet Indian Writing Co.—are meeting with IUE local union officials to reach agreement on severance rights and a closing contract for the Holyoke workers and to discuss the boycott. The Blackfeet tribe purchased the company through a grant from the Bureau of Indian Affairs.

The IUE's Multi-Employer Pension Fund has filed suit against Leigh for his failure to pay $300,000 in pension benefits that the Advertising Corp. workers already had earned.

UFCW settlement brings key gains at Michigan chain

Grand Rapids, Mich.—Food & Commercial Workers Local 951 ratified a new four-year agreement with Meijer Inc., a Michigan supermarket chain, by better than a 2-1 margin. The contract provides pay and benefit increases for about 20,000 members at 45 retail stores as well as warehouse and service facilities, the union said.

The agreement improved on an earlier company proposal that the Local 951 members rejected in October. The workers stayed on the job while negotiations continued for the new contract that provides a combination of lump-sum payments and scale increases.

It brings lump-sum payments for all top-rated employees on Dec. 15, ranging from $125 to $975 based on job classification. Top hourly rates for food warehouse workers will rise to $14.53 by the end of the contract, to $12.59 for general warehouse workers and to $15.59 for drivers, with increases for all based on cost-of-living adjustments.

In eastern Michigan stores, the top rates for clerks and cashiers will go up between 60 cents and 90 cents an hour, reaching $11.45 an hour in the contract's third year. Additionally, some 3,500 workers hired on the bottom rung of a two-tier system will advance to the top rate, the union said.

In central and western Michigan stores, the top rates for clerks and cashiers hired before 1978 will go to $10.73 and $10.70 respectively. For those hired after 1978, the top hourly rate for clerks will go to $9.60 and for cashiers, to $9.28.

Baggers and utility clerks throughout the chain will advance $4.77 an hour by November 1989. Other improvements include an increase in dental coverage from $800 to $1,000 annually, and a rise in the maximum monthly pension from $730 to $1,025 for those with 35 years' service with vesting now starting after five years.

Also, the the provision for early retirement at age 62 was extended to general merchandise clerks, all deductible hospital costs will be eliminated on Jan. 1 and weekly sickness and accident pay was raised.

AFGE-Teamsters pact bolsters no-raiding rule

The Government Employees and the Teamsters have agreed to end their competing campaigns to represent two units of federal and District of Columbia government workers.

The Teamsters have withdrawn their petition for a represention election at the U.S. Census Bureau, where the 3,100 researchers, clerks, statisticians and other workers have been AFGE members since 1975.

In exchange, AFGE agreed to end its bid to organize corrections officers who work for the District of Columbia and are represented by the Teamsters.

The Teamsters rejoined the federation on Nov. 1.

The accord signed last month by the two unions "seals the bond of unity," they said in a statement, and keeps both in compliance with the AFL-CIO Constitution which prohibits affiliates from seeking to represent workers already organized by an AFL-CIO union.

Paperworkers assail OSHA for slashing violation fines

The Paperworkers registered a vigorous objection to the Occupational Safety & Health Administration for keeping the union out of the settlement process under which the agency permitted Scott Paper Co. to pay a reduced fine for 121 record-keeping violations and to avoid fines for numerous safety violations.

UPIU safety director Steven Trawick, in a letter to OSHA Administrator John A. Pendergrass, protested the safety agency's "process of pre-citation settlement," charging that it flouts the rights of workers guaranteed under the rules governing the Occupational Safety & Health Review Commission and sets "an unacceptable precedent."

On Nov. 30, OSHA held a settlement conference with Scott Paper Co. representatives in Washington regarding violations it found at the company's plant in Winslow, Me. Under the settlement, the giant paper manufacturer agreed to pay a fine of $475,000, but admitted no wrongdoing regarding the record-keeping citations issued in September and the safety citations that had not been formally issued.

No penalties

The day after the settlement agreement was reached, OSHA issued the safety citations, but without any penalties assessed. The 121 citations included two willful, 92 serious and three repeat violations covering respirators, scaffolding, electrical equipment, sanitation and safety signs.

In detailing the union's objections to the way OSHA dealt with the violations, Trawick noted the agency provided Scott with copies of the safety citations before they were issued, "without affording the same privilege to UPIU Local 911 which had party status in the case."

Further, the union was not given prior notification of the Nov. 30 settlement conference. And Local 911 President Lee Pelletier was later pressured by an OSHA solicitor either to accept or reject the settlement—without having been allowed to review the written agreement. The solicitor's call to Pelletier was made on a speaker phone "with OSHA staff and Scott corporate representatives listening" in, Trawick pointed out.

Assurances sought

In his letter, Trawick asked Pendergrass to give the union written assurance that "no citations will be the subject of settlement negotiations until they are issued and until time has been provided for all concerned parties to elect full status in the case." The union also wants assurance from OSHA that all parties will be given adequate notice of the time, place and substance of any settlement negotiations. It also asked that all parties be allowed to review settlement terms for 10 days, as provided for in the OSHRC rules of procedure.

OSHA conducted a five-month record-keeping investigation at Scott's Winslow facility before recommending penalties totaling $813,000 in late September for more than 200 violations. Regarding the safety violations, OSHA said the firm "agreed to make every effort to reach a complete resolution of all safety citations," and the firm "also reserved the right to contest any disputed safety items."

Also under the terms of the settlement, OSHA said, Scott will be required to correct its job-related injury and illness records back to January 1986 at all company facilities and locations in states under OSHA jurisdiction.

Teamwork pays

Seattle—The "voice" of the Seahawks National Football League team—18-year radio veteran Terry MacDonald—is again broadcasting the play-by-play from the Kingdome.

MacDonald, a member of the Television & Radio Artists, had refused to cross the striking National Football League Players Association picket lines during the three-game "scab season" and was fired.

Although MacDonald is a longtime AFTRA member, his position as Seahawks announcer is not covered by a collective bargaining agreement, said Executive Sec. Mathis Dunn of the Seattle AFTRA local.

But the AFTRA local took the field for MacDonald, and with the help of the Washington State AFL-CIO and the King County labor council, helped win his reinstatement in time for the first "real" home game following the end of the NFLPA strike. "It was a tremendous moral victory," said Dunn.

MacDonald said he'd rather lose his job than cross the players' picket line.

Unions call for overhaul of jobless aid programs

Major repairs are needed on an unemployment insurance system that during the past four years has provided benefits for only about three in 10 jobless Americans, the AFL-CIO told Congress.

James N. Ellenberger, the federation's unemployment insurance specialist, said cutbacks in both federal and state programs have ripped new holes in an already frayed safety net.

States have made it harder to qualify for unemployment compensation and Congress has virtually eliminated help for the long-term jobless, Ellenberger and other union witnesses told a House Ways & Means subcommittee.

"The tragic consequences of this failed policy is that each month well in excess of 5 million jobless Americans go without benefits," Ellenberger testified.

"Harsh restrictions against unemployment insurance eligibility" have taken the place of "compassion, concern and assistance for the unemployed," he told the subcommittee.

Benefits remain inadequate, even for those who qualify, Ellenberger said. Back in 1980, he noted, the National Commission on Unemployment Insurance said state benefits should amount to at least 50 percent of lost wages.

But the movement has been in the other direction, Ellenberger pointed out. The average weekly benefit as a percentage of the average weekly wage has declined each year since 1982, and last year the replacement rate averaged only 35 percent.

Labor's remedies call for:

- Removing unjustified restrictions on eligibility for benefits.
- Improving funding by indexing the federal wage base for the unemployment insurance tax to at least 65 percent of average wages.
- Repairing deficiencies in the extended benefits program and eliminating state triggers.
- Establishing federal minimum standards for state unemployment insurance benefits.

Mark Levinson, research associate with the Auto Workers, urged that Congress repair the deficiencies in the unemployment compensation program before a new recession creates additional millions of jobless.

The cost of joblessness not offset by unemployment insurance falls on both communities and private business firms, he pointed out.

Levinson noted that the percentage of unemployed receiving benefits reached an all-time low of 25.4 percent in October. That's only about two-thirds of what it

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AFL-CIO news

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HOLIDAY GREETINGS

House backs job goals of welfare reform bill

The House took a giant step toward welfare reform by passing a labor-supported bill designed to help and encourage persons able to work to escape from welfare dependency.

It would replace Aid to Families with Dependent Children (AFDC) with a new Family Support Program that would stress education, training and jobs. Participation would be mandatory for most persons on welfare once the support programs are in place.

The legislation was hotly debated and nearly derailed before winning 230-194 passage.

The White House has sought to brand the bill a budget-buster, even though it includes unrelated revenue provisions that would offset most of the cost for the first few years. The estimated price tag is $5.5 billion over five years.

Republicans, who had proposed a severely underfunded substitute, warned that the bill faced a presidential veto even if the Senate agrees to it.

A GOP substitute promised comparable reforms for about one-fifth the cost, and would have shoved nearly the entire burden on the states. It was decisively beaten on a 251-173 vote.

Rule compromise

House Democratic leaders called up the bill under a rule that allowed votes on only one amendment in addition to the Republican substitute. That was a compromise that the House accepted to trim the estimated costs 10 percent.

The leadership concern was that opening the bill to unrestricted amendments would upset the delicate balance of the legislation. The bill's approach accepts the need for continued and improved humane assistance for people who need help. But it also recognizes the need to reform an AFDC system that is now the principal support of some 12 million persons, mostly children.

In a letter to House members, AFL-CIO Legislative Director Robert M. McGlotten termed the legislation "an important step in the direction of improving the income and economic independence of welfare recipients and their families."

As passed by the House, states would receive federal funds to pay most of the cost of remedial education, child care, various forms of job training, and subsidized employment. Remedial education programs would be provided for all participants who hadn't graduated from high school.

Persons who complete training and job search programs would be placed in temporary subsidized jobs if other employment is not available. But in contrast to some workfare concepts, the jobs program would have strong safeguards against displacing regular employees, undercutting salary

Continued on Page 6

Move to scuttle NIH labs scored as 'crazy idea'

Congress should reject any Reagan Administration proposal to turn the world-famous medical research facilities of the National Institutes of Health over to private operation, the AFL-CIO said.

Such a proposal is being drawn up by the White House Office of Management & Budget, and the AFL-CIO's Bert Seidman called it "a crazy idea, as idiotic as privatizing the armed forces."

Seidman, director of the Dept. of Occupational Safety, Health & Social Security, said OMB's obvious intent is to reduce the federal funding of medical research programs that Congress has consistently supported.

The OMB proposal, which according to newspaper accounts is being considered for inclusion in the budget President Reagan will send Congress next month, would turn

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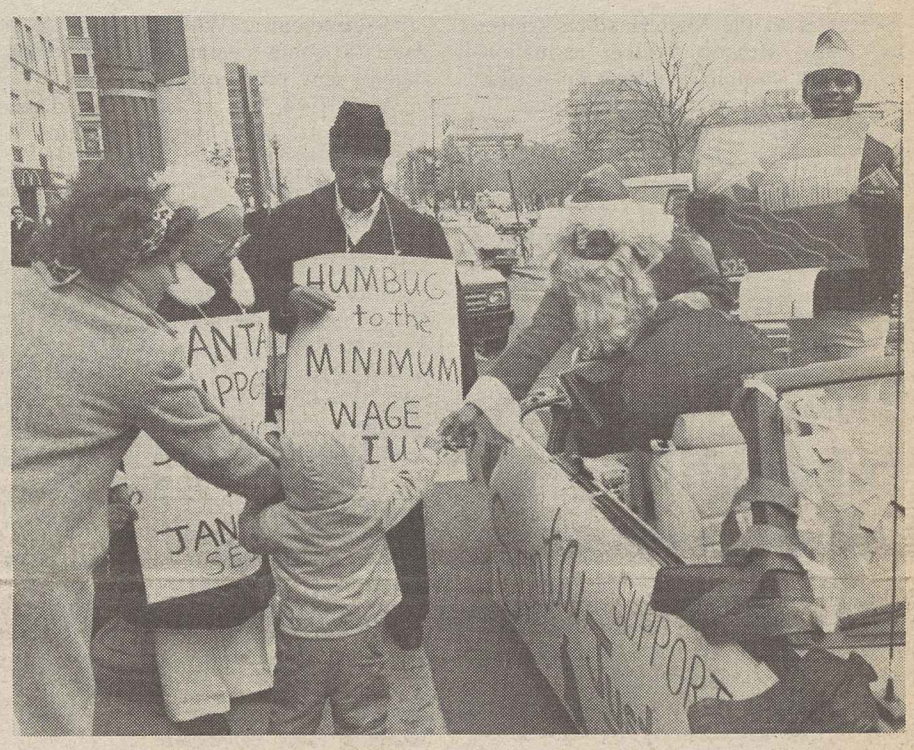

Santa Claus rallies supporters at "Justice for Janitors" demonstration.

Washington janitors ask Santa to bring justice for Christmas

Santa Claus made an early visit to Washington, stopping at the Apartment & Office Building Association to bolster support for janitors seeking fair wages, safe working conditions and job security.

More than 30 janitors and supporters marched outside the offices of the trade association representing building owners, developers and contractors. The demonstrators sang Christmas carols—some with a union twist—and declared that "janitors want justice for Christmas."

The Service Employees' rally is part of the "Justice for Janitors" campaign to organize more than 6,000 primarily blacks and Hispanics who clean downtown office buildings. SEIU Local 525 was founded in October to represent the janitors.

Santa—former Washington Redskins' wide receiver Virgil Seay—and his union helpers tried to enlist the support of representatives of the building owners' associations by encouraging officials to sign a pledge that backs the janitors' struggle for better wages and benefits. But they were turned away.

"It's pretty clear who's been naughty and who's been nice," Santa told the demonstrators.

SEIU Local 525 has contrasted the conditions of wealthy building owners and real estate interests with the plight of 6,000 underpaid women and minority janitors in "A Tale of Two Cities," a report on the "poverty amidst plenty in D.C.'s office buildings."

The report noted that Washington janitors earn just $4.75 an hour and often take home less than $100 a week. Many must rely on public assistance.

Jazz concert sounds freedom call

Show of international support for Czechoslovak musicians

The struggle of jazz musicians in Czechoslovakia for cultural and personal freedom was given loud and clear support at a "Jazz Freedom Concert" in Washington.

The concert, at the Duke Ellington School of the Arts, was sponsored by the International Jazz Coalition. Its advisory board includes AFL-CIO President Lane Kirkland, Musicians President J. Martin Emerson and Director Jack Golodner of the federation's Dept. for Professional Employees.

"Our goal in holding this concert," the coalition said, "is to bring public attention to the plight of the Jazz Section of the Czechoslovak Musicians Union and to let the world know that we Americans support the activities of the Jazz Section and will do everything in our power to assist it in regaining its status as an independent arts organization."

Union group

The Jazz Section was started in 1971 to represent the interests of jazz musicians within the union, negotiating payments and conditions on their behalf and organizing performances. It published pamphlets and journals devoted to jazz and other forms of contemporary music and the arts. From its trade union beginnings it quickly evolved into a major cultural force in communist Czechoslovakia, with some 17,000 members and a following estimated at upwards of 100,000.

Although the Jazz Section refrained from political activity and operated within the legal framework of the Czech system, its activities and grassroots popularity began to draw the disfavor of the Czech authorities. After several years of harassment and attacks from the official press, the Jazz Section was ordered to disband in 1983. The group refused, and fought in

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12/19/87

Mail Handlers National Director Herbert Walker, second from left, and Financial Officer Marion T. Wright, flanked by Laborers Trustee Louis D. Elesie, left, and Joseph N. Amma, director of contract administration.

Mail Handlers convention elects Walker to top post

Delegates to the Mail Handlers convention elected Herbert Walker as national director and Marion T. Wright financial officer, the union's second highest office.

Walker will take the helm of the 40,000-member division of the Laborers in February when the international union lifts it two-year trusteeship.

Walker, 45, has served as president of Laborers Local 304 for 13 years. He is on leave from a position at the U.S. Postal Service's bulk mail center in Cincinnati.

Elected with a majority vote over three other candidates, Walker called on delegates "to come together" in support for the union's new programs.

Wright, 44, has served as the division's administrative technical assistant since 1985. He is from Wilmington, Del.

In a convention address, AFL-CIO Sec.-Treas. Thomas R. Donahue reviewed the status of the federation's associate membership effort, noting that it provides new benefits to nonmembers while adding to the strength of the labor movement. Donahue noted that the Mail Handlers are participating in the AFL-CIO's Union Privilege Benefit Programs, making members eligible for a variety of services.

Laborers Trustee Louis D. Elesie praised the delegates for their support during the trusteeship. "We have put the tough times behind us," he declared.

Also elected to the policy and steering committee—the division's top policy-making body—are Fred Rogacki, Buffalo; Earl Clark, Philadelphia; William Whitley, Memphis; Glenn Berrien, Detroit, and Willie Thompson, Los Angeles.

Hatch Act reforms

Rep. William Clay (D-Mo.) urged the delegates to continue their fight against arbitrary Hatch Act restrictions that prohibit federal workers from joining in political campaigns and voter education efforts. "You will never shed the cloak of second-class citizenship as long as the Hatch Act is hanging around your neck," he stressed.

Clay scored the Reagan Administration for its scheme to place labor unions in trusteeship, stressing that if government is "successful in destroying the Teamsters, the AFL-CIO and the Auto Workers won't be far behind."

Those who break the law should be tried as individuals and put in jail if found guilty, Clay insisted, but "when a dual system of justice is established . . . the public must rise up in outrage."

Other speakers included Representatives William Ford (D-Mich.), Mickey Leland, (D-Tex.), Frank McCloskey, (D-Ind.) and Postmaster Gen. Preston Tisch.

Senate confirms McLaughlin as Labor Secretary

The Senate unanimously confirmed Ann Dore McLaughlin as Secretary of Labor, filling the vacancy left by the resignation of William E. Brock last month.

No opposition to McLaughlin surfaced during a one-day hearing by the Senate Labor & Human Welfare Committee, although she did voice opposition to some pending bills that are high on labor's legislative agenda. McLaughlin, 46, has held posts in both the Nixon and Reagan Administrations.

Another Reagan nominee, Judge Anthony Kennedy, appeared assured of confirmation for the Supreme Court vacancy after three days of committee hearings.

The Senate Judiciary Committee greeted his cautious non-ideological replies to questions with obvious relief after the bruising rejection of Judge Robert H. Bork, Reagan's first choice, and the withdrawal of his second nominee, the equally controversial Judge Douglas H. Ginsburg.

In another confirmation action, the Senate approved Joshua M. Javits as a member of the National Mediation Board, which functions under the Railway Labor Act. His father was the late Jacob K. Javits, a liberal Republican senator from New York.

House members rap bid to take over four unions

Bipartisan letter of protest to Meese

A majority of the House of Representatives joined in a bipartisan protest against a furtive Justice Dept. plan to seek a court order imposing a federal trusteeship on four AFL-CIO affiliates including the Teamsters.

The 247 House members signing a letter to Atty. Gen. Edwin Meese III warned that government takeover of an international union would hit at "the very foundation of our democracy."

House Speaker James C. Wright Jr. and Republican Leader Robert H. Michel were among the signers.

The House members stressed that individual wrongdoers should be vigorously prosecuted for any crimes they have committed, but government has no business running a union.

That's the position the AFL-CIO Executive Council took earlier this year after the Justice Dept. leaked a story to newspapers that it was considering bringing a civil suit under an anti-racketeering law to put targeted international unions under the supervision of government trustees.

Destructive scheme

"Government supervision is synonymous with the destruction of free trade unions, not with their salvation," the council warned.

In similar vein, AFL-CIO President Lane Kirkland told the federation's convention in October that employing "the contrived theory of collective guilt" against unions would put the Reagan Administration in the same bed as dictators Pinochet in Chile and Jaruzelski in Poland.

The bipartisan House letter was drafted and circulated by Rep. William L. Clay (D-Mo.), chairman of the Labor-Management Relations subcommittee, and Rep. James M. Jeffords (R-Vt.), ranking Republican member of the Education & Labor Committee.

Wide-ranging concern

Clay noted that the signers ranged across both party and ideological lines. They included 19 House committee chairmen and 17 ranking Republican members.

The letter to Meese asked "clarification" of reports that the Justice Dept. was seeking to impose trusteeships on the Teamsters, the Laborers, the Hotel Employees & Restaurant Employees and the Longshoremen.

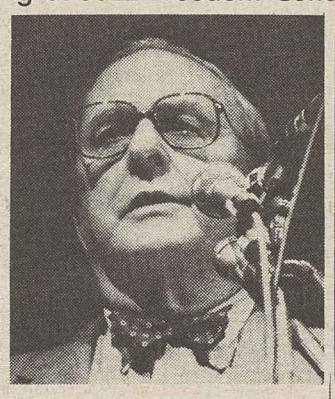
It noted that Congress has over the years enacted a body of legislation to "ensure that unions function as democratic institutions and that those who abuse union office may be effectively prosecuted and promptly removed from positions of trust."

These laws can be enforced without undermining a union's ability to carry out its legal responsibilities, the signers asserted.

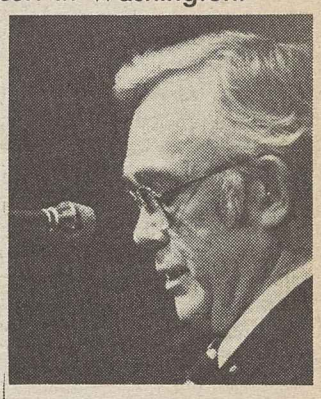
Unions give workers "a voice in the determination of national policy as well as their wages and working conditions," the letter noted. It stressed that "unions must be independent of government or corporate control in order to reflect and represent the interests of their members."

Billy Taylor Trio performing at Jazz Freedom Concert in Washington.

Kurt Vonnegut Jr.



Rod MacLeish



Joseph Skvorecky

Jazz gig backs cause of Czechoslovak musicians

Continued from Page 1

Czech courts to preserve its official status.

In January 1985, the government issued a final dissolution order, and later that year police and officials of the Ministry of Internal Affairs raided its headquarters, removing files, membership lists, books and tapes.

But the Jazz Section lived on, unofficially, and its leaders kept up their beat. In September 1986, five of them were detained and later were brought to trial on trumped up charges of illegal economic activities. The chairman, Karel Srp, remains behind bars and, according to sources in Czechoslovakia, in solitary confinement.

Among the many protests that followed these repressive actions was a formal complaint filed with the International Labor Organization by the International Confederation of Free Trade Unions. The ICFTU charged that the Czech government had violated the basic principles of freedom of association and the right to organize that are spelled out in ILO conventions signed by that government. The ILO Governing Body considered the complaint at its meeting last month and called on the Czech government to provide more information.

Also filing a protest was the International Confederation of Commercial, Clerical, Professional & Technical Employees, which includes the trade secretariat for trade unions in the arts, mass media and entertainment.

UNESCO affiliation

Another protest was registered by the International Jazz Federation with which the Czech group is affiliated. The IJF is a member organization of the International Music Council of UNESCO, the United Nations Educational, Scientific & Cultural Organization. It called on the Czech authorities to quash the sentences passed against leaders of the Jazz Section, release its chairman from prison and allow the organization "again to make its contribution as one of the positive forces in the continuing development of Czechoslovak jazz life."

Charles Alexander, the London-based president of the IJF, called the Washington concert "a testimony to the generosity of spirit" of the jazz community in America, "which created this music and gave it to the world."

The concert featured performances by the duo of Dwike Mitchell and Willie Ruff and by the Billy Taylor Trio. Mitchell introduced a blues number he had written for the occasion, "Jazz Section Stop," which critic Geoffrey Himes described in the Washington Post as embodying "the irreverent freedom that threatens puritan authorities everywhere."

Saxaphonist Sonny Rollins was musical master of ceremonies, although he was unable to play himself because of recent dental work. He described some of his experiences playing in Eastern Europe.

Also on the program were readings by the American novelists Kurt Vonnegut Jr. and Rod Macleish and the Czechoslovak expatriate writer Joseph Skvorecky.

Peter Gillon, an organizer of the concert, reported on a briefing held earlier that day for the press, members of Congress and their staffs. Taking part besides the coalition were the AFL-CIO, Amnesty International, Helsinki Watch and PEN-Faulkner.

Embassy declines

Gillon said Czech embassy officials had declined an invitation to appear, but at an earlier meeting had sounded out representatives of the coalition on what it would take to cancel the concert, suggesting that they might arrange for the early release of Srp from prison. This proposition was rejected.

The International Jazz Coalition, which is raising funds to support the international publication of the writings of the Czech Jazz Section, has offices at 3325 17th St., N.W., Washington, D.C. 20010.

Training vital, but only partial answer to job gap

Job skills training is essential to a full-employment economy, good for workers and good for the country, AFL-CIO Research Director Rudy Oswald said. But he cautioned a National Governors Conference on Employment & Training Policy that it's "only one part of the answer" to international economic competition and a fast-changing economy.

Oswald stressed the trade union movement's commitment to upgrading the nation's work force, starting with improved education and including job-related training for employed and displaced workers.

"Unions are natural providers of training and basic skills," he told the state officials. "We are in daily workplace contact with our members. We speak the language of working people."

Oswald cited training provisions negotiated at the bargaining table, including auto industry agreements that have funded skills training for hundreds of thousands of UAW members.

Some other examples are the telephone industry contracts negotiated by the Communications Workers and the Electrical Workers for training of both active and displaced workers, and the 50 training centers that assist laid-off Steelworkers.

Union efforts

The AFL-CIO's Human Resources Development Institute and a number of the federation's affiliated unions have programs under way that provide dislocated workers—victims of plant closings and mass layoffs—with job search training, counseling, training and basic education, Oswald said.

"But much more is needed at the state and local level," he told the conference. The system established by the Job Training Partnership Act "is not doing enough."

While labor participation is specified for state Job Training Coordinating Councils and Private Industry Councils, Oswald noted that "too often the labor role and potential labor contribution is ignored or shortchanged."

He cited examples of effective state programs with strong labor participation. One such example is in Ohio, where thousands of workers have been displaced by the decline in steel and steel-related industries.

There, Oswald noted, "the Steelworkers and HRDI, with JTPA money, are providing counseling, training, job search assistance and job placement services."

He pointed to other success stories—in numerous states across the country where organized labor is an active participant in a public-private partnership "which benefits workers and employers and the whole state."

Thirty-one AFL-CIO state central bodies have staff assigned to coordinate labor involvement with JTPA or are operating training programs, he noted.

Ups and downs

Oswald stressed the AFL-CIO's support for plant closing legislation, its concern at the inadequacies of the unemployment insurance system and its opposition to the Reagan Administration's proposals for defederalization of the U.S. Employment Service.

He underscored the value of state and local support for quality public education, both general and vocational. While there should be more federal support for education, Oswald said, "the immediate reality of federal budget constraints suggests that at the state and local level you will have to put more money into your schools and community colleges."

Performing arts unions seek key amendments to labor law

Unions representing musicians and actors testified at Senate hearings in strong support of a bill that would amend the National Labor Relations Act to meet some of the special problems their members face.

Musicians President J. Martin Emerson and Actors' Equity Executive Sec. Alan Eisenberg were among the union witnesses who explained from first-hand experience the difficulty of adapting a labor law designed for traditional employment relationships to the short-term hiring pattern of the performing arts.

The distinction was emphasized also by Director Jack Golodner of the AFL-CIO Dept. for Professional Employees, who said the closest comparison would be the construction industry.

In the construction and clothing industries, Golodner noted, Congress authorized pre-hire union agreements and other provisions that recognized the "work-a-day realities" that required a separate set of ground rules.

A comparable approach is taken in the labor-supported measure introduced by Sen. Spark M. Matsunaga (D-Hawaii) and Rep. William L. Clay (D-Mo.), with numerous cosponsors in both bodies.

Designated employer

Emerson and Jay Collins, president of Musicians Local 257 in Nashville, Tenn., told the Senate Subcommittee on Labor that the establishment hiring the musical group and not the band leader should be considered the employer in terms of federal labor law.

That's one of the reforms that the Matsunaga-Clay bill would achieve. National Labor Relations Board and court rulings that consider orchestra and band leaders as the employer make it difficult for the union to negotiate a binding agreement with the real employers—the hotels, lounges and other establishments that contract for the bands.

While a traditional employer-employee relationship exists in major symphony, opera and ballet orchestras, Emerson noted that these are the exceptions.

A typical professional musician, he testified, will work for many purchasers of his services and perform with many different fellow musicians in a variety of locations over the course of a year.

To compound the problem, he said, the NLRB and courts have held that the band leader who signs the contract with the hotel or club is the employer. Thus an attempt to enforce union working conditions or prevent a traveling group from undercutting the local pay scale can be interpreted as an illegal secondary boycott.

Left out

Emerson noted that when the federal labor law was modified to allow pre-hiring agreements in industries marked by short-term employment, the NLRB had not exercised jurisdiction over many performing arts fields, which had worked out their own pattern of union-management relations. Today's problems "had not even surfaced."

Stage performers face a similar problem of short-duration employment, Eisenberg said.

"The actor now working on Broadway may well appear on a regional theater stage in Minneapolis next week, in a dinner theater in Texas the following month, and subsequently be cast in an industrial show in Florida," he noted.

Eisenberg said advance agreement on terms of employment is essential to stable labor-management relations in the theater, and to provide pension and health care protection for actors.

That pattern of benefits and protection is threatened, Eisenberg testified, when the long delays of the union representation and collective bargaining process are applied to theatrical employment.

"An actor can rehearse a show which may open and close, all within 30 days, without coming under the umbrella of union protection," he testified.

Musicians President J. Martin Emerson testifies at Senate hearings for labor law changes, with AFM attorney Henry Kaiser at left.

City of Hope on boycott list for hostility to bargaining

The City of Hope National Medical Center of Los Angeles has been added to the AFL-CIO national boycott list by the Executive Council, which urged affiliates not to participate in fund-raising activities for the center.

In endorsing the boycott, the council cited the employer's insistence on "management rights" and the unilateral imposition of its "final offer" on members of Office & Professional Employees Local 30. The council approved the non-participation boycott in a telephone ballot.

OPEIU has had a quarter-century of "harmonious labor relations" with the medical research facility, the council noted in a statement. Federation affiliates have donated millions of dollars to support the City of Hope.

For more than a year, the union's efforts to bargain a new contract with management have been fruitless, the council pointed out. The medical center, announcing it was exercising its "management rights" for "business reasons," imposed its concession-filled final offer that included a five-hour increase in the 35-hour work week with no corresponding increase in pay, other than a 2-percent raise granted to some workers.

Two-tier system

The council pointed out that some employees already worked 40 hours and instead of bargaining on the clerical scales, management created a two-tier pay system that has employees doing the same jobs receiving different pay rates. The center also demanded elimination of seniority bumping rights and insisted on the right to negotiate certain benefits outside the contract and to provide benefits selectively only to some workers.

Local 30 has offered to accept a one-year wage freeze and return to the terms of the previous contract on other provisions to allow time to discuss solutions to management's problems, but the City of Hope "has persisted in its 'get tough' stance," the council resolution said.

A nonbinding arbitration panel found that Local 30 has been "flexible" in bargaining and that its proposals have provided the basis for a fair agreement, while management's positions and concessionary demands, including a claim of financial difficulty, were not supported by the facts. Since those findings, management has refused to bargain, the council said.

Two small units of the Service Employees and the Operating Engineers recently ratified new contracts at the City of Hope. Both, however, said they would not object to the federation's boycott.

Labor Board blows whistle on NFL

The National Labor Relations Board has issued a formal complaint against the National Football League, accusing the team owners of illegally discriminating against striking players by barring them from games played on Oct. 18 and 19 after they had unconditionally ended their 24-day walkout.

The complaint, issued by the board's Baltimore regional office with the support of NLRB Gen. Counsel Rosemary Collyer, orders the league's 28 teams to pay a game salary to striking players who did not meet the league-imposed deadline.

These payments alone would total about $20 million, according to Tim English, a staff attorney for the NFL Players Association.

In addition, the complaint directs the league to make pro-rated adjustments in incentive payments of players discriminated against and to pay playoff bonuses to those whose teams miss the playoffs because of the results of the Oct. 18-19 games.

This would amount to about $70,000 per player or $4 million a team. Given the close races in some divisions of the league, these extra playoff bonuses could cost the league an estimated $16-20 million more.

The NLRB complaint is based on and supports charges by the union that were described by NFLPA Executive Director Gene Upshaw at a press conference two weeks ago. The complaint specifically cites an Oct. 5 league memorandum promulgating a rule that striking players who returned to work would have to report to their teams by 1 p.m. on Wednesday to be eligible to play in games the following weekend.

The same rule, however, permitted strikebreakers employed by the teams to report as late as 1 p.m. on Saturday to be eligible to play the following day or by 4 p.m. Sunday to be eligible for Monday night games.

"On its face and in its application," the NLRB complaint charges, the rule constitutes illegal discrimination against the NFLPA strikers based on their union activity.

A hearing on the complaint before an administrative law judge is set for Feb. 8.

Unions press for overhaul of jobless aid

Continued from Page 1

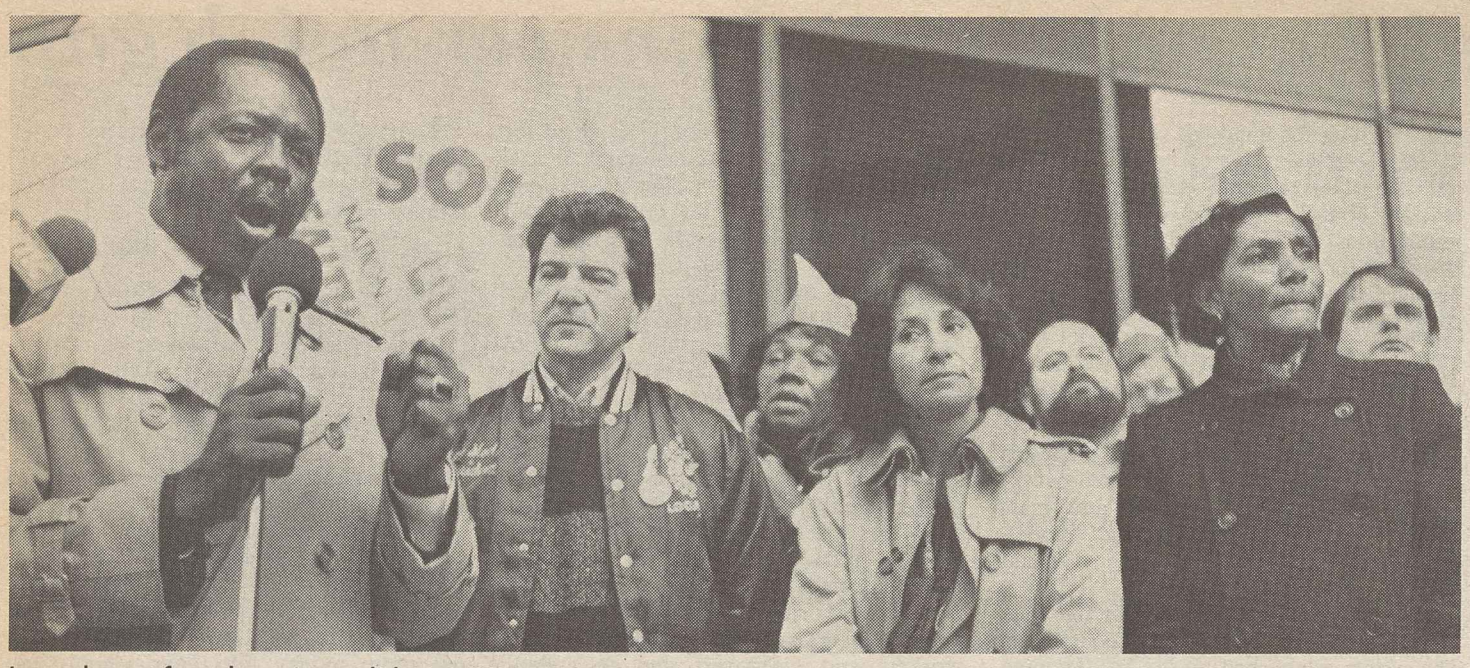
was in 1978 when the unemployment rate was about the same as it is now, he testified.

AFSCME urged Congress to take a new look at a requirement, hastily adopted in 1983, that denies unemployment insurance to workers employed by educational institutions who are laid off during the summer but are likely to be re-employed in the new school year.

Charles Hughes, president of AFSCME Local 372 in New York, testified that the blanket denial of unemployment benefits to hourly paid, low-wage nonprofessional school employees has forced many persons to seek welfare assistance and government-funded medical care.

Because of holiday schedules, the next issue of the AFL-CIO News will be published on Jan. 2, 1988.

The staff of the AFL-CIO News wishes all readers a Merry Christmas and a Happy New Year.



In a show of trade union solidarity, Hospital & Health Care Union delegates led by President Henry Nicholas rally striking Auto Workers at Colt Firearms Co. in Hartford. From left, Nicholas, UAW Local 376 President Robert Madore, and Hospital Union Vice Presidents Merrilee Milstein and Carmen Boudier. Colt was put on the AFL-CIO boycott list after management demands forced the UAW members on strike in January 1986.

Health care union explores merger

Delegates endorse plan for growth through organizing, unity

Hartford, Conn.—Building a unified movement of all health care workers was the central theme of the seventh convention of the National Union of Hospital & Health Care Employees.

Delegates representing 75,000 workers from 20 state and the District of Columbia unanimously passed a unity resolution that urged:

- Efforts to reunite with the 80,000-member Local 1199 in New York, which separated from the Hospital & Health Care Employees in 1984 and remains a part of the Retail, Wholesale & Dept. Store Union. The Hospital & Health Care Employees withdrew from the RWDSU in 1984 and received a charter from the AFL-CIO as an autonomous national union. Most of its 14 districts retain the number 1199 in their names.
- Merger discussions with other health care unions "with the purpose of creating the largest, most autonomous and democratic organization of health care workers possible."

The resolution noted that only a tenth of the nation's 6 million health care workers are organized and maintained that fragmented organizations of health care workers cannot hope to grow rapidly in an industry being transformed by "conglomeration, privatization, retailization and sophisticated anti-union tactics."

Following the convention, President Henry Nicholas appointed a six-member unification committee to begin implementing the resolution. The measure stipulated that a membership referendum be conducted before final action is taken.

'Urgent process'

"I intend to implement this process aggressively," Nicholas told the delegates. " This is an urgent process that must begin this afternoon."

Convention speakers from other unions representing health care workers included President John J. Sweeney of the Service Employees and RWDSU President Lenore Miller. Delegates also heard addresses by Sen. Lowell Weicker (R-Conn) and Rep. William H. Gray (D-Pa.), chairman of the House Budget Committee, both of whom called for greater federal spending for health care and less for the military; Connecticut Gov. William O'Neill (D); Hartford Mayor Carrie Perry, a black woman recently elected with the strong support of 1199-New England, and Connecticut State AFL-CIO President Betty Tianti.

In other actions, the convention reelected Nicholas and Sec.-Treas. Jerome P. Brown and elected 19 vice presidents; paid tribute to one of its founders, President-emeritus Leon J. Davis, on his 80th birthday, and adopted resolutions on organizing, workers' health and safety on the job, nuclear disarmament, and guaranteed health care for all.

The convention endorsed the presidential candidacy of the Rev. Jesse Jackson, an action contrary to the voluntary political guidelines adopted by the AFL-CIO convention last October, which urged national and international unions to refrain from such endorsements while the search for a consensus continues among all union members.

The endorsement followed an address by Jackson at the convention's women's political action breakfast.

Coalition asks adult aid plan for education

San Francisco—The Labor/Higher Education Council—a coalition of the AFL-CIO and the American Council on Higher Education—has called on Congress to eliminate "barriers in federal policy that prevent thousands of needy adults from reaching their full educational potential."

Delegates to the council's annual meeting pressed Congress to adopt a three-step program to help disadvantaged and working adults attain a college education.

During the session, the council also recognized the contributions of the American labor movement to education and to the quality of life for all Americans through the collective bargaining process.

Collective bargaining "can make a positive contribution to the life of the college and university community as it has in society at large," the council declared. This system should remain "free and unhindered to achieve its fullest potential."

To improve access to higher education, the council:

- Recommended that eligibility for Pell grants—funding assistance awarded by the federal government—and campus-based aid programs be extended to all part-time students.

Commuting expenses

The council also urged that aid benefit levels be increased to take into account the travel and living expenses of commuting students and called for on-campus day-care centers.

- Called for the permanent reauthorization of federal tax code provisions that exempt workers from reporting employer-paid educational benefits as personal income.
- Pressed for revisions in federal and state unemployment compensation laws and public assistance programs to end the routine termination of benefits to workers seeking college training. Workers often are forced to accept short-term training or low-level jobs, the council noted, calling the current policy "short-sighted."

The council is made up of representatives of organized labor, education associations and colleges and universities nationwide.

Ray Majerus dies at 63, key officer of Auto Workers

Milwaukee—Raymond E. Majerus, secretary-treasurer of the Auto Workers since 1980, died Dec. 17 at St. Mary's Hospital after a heart attack. He was 63.

In a letter of condolence to his wife Alyce, AFL-CIO President Lane Kirkland and Sec.-Treas. Thomas R. Donahue said, "Ray's fearless devotion to justice and dignity for working people has earned him a well-deserved place in the history of American unons. His commitment to fighting for the best interests of working men and women against any odds was respected as much throughout the labor movement as it was by the members of the UAW that he has served so faithfully."

UAW President Owen Bieber said, "Ray Majerus was a working man and a trade union man, through-and-through. He was a great friend of working men and women everywhere—a true fighter for justice."

Majerus played a key role in the long but successful Kohler Co. strike in Kohler, Wis. In 1952, he led a wildcat strike in the plant's enamel shop and was fired along with 11 others. Subsequently, he headed a move within the Kohler Workers Association to merge with the UAW.

The UAW achieved its first contract with the plumbing fixtures manufacturer in 1953, but management demands forced the UAW to strike in April 1954 and it continued until September 1960.

Majerus served on the UAW Region 10 staff until he was elected regional director in 1972. He headed several of the union's collective bargaining departments.

Besides his wife, he is survived by three children and two grandchildren. A memorial service was held Dec. 19 at the Gesu Church in Milwaukee.

Cleveland opens Gannon burn center

Cleveland—A new $18-million burn and trauma center named for Fire Fighters President John A. Gannon is swinging into full operation to treat patients primarily from northeastern Ohio.

Ceremonies at the opening of the John A. Gannon Center for Burns & Trauma honored the IAFF leader's longtime advocacy of better care for burn and severely injured accident victims. The center is part of the city's Metropolitan Hospital Center and one of just 164 such treatment facilities in the nation.

Gannon, a past president of IAFF Local 93 in Cleveland, served as a trustee for the Cuyohoga County Hospital System from 1970 to 1978, using that post to advocate the creation of burn treatment facilities. Two years ago, the hospital decided to build such a center. Using union labor, it was completed under budget and two months ahead of schedule, hospital officials said.

At the Dec. 11 ceremony, AFL-CIO President Lane Kirkland paid tribute to Gannon, saying "you could not have chosen a more appropriate person for whom to name this center."

Kirkland pointed out that throughout Gannon's career, "he has made the proper care and treatment of burn and trauma victims his cause, and the cause of his fellow fire fighters, who have generously given their own time and money to establish the Fire Fighters' Burn Foundation to fund desperately needed research in the field."

Kirkland added that the IAFF's commitment to better care for accident victims flows naturally "from the work of professionals who see everyday how burns and trauma injuries can shatter lives, and who bravely face both the dangers of rescuing victims and the heartbreak of comforting and consoling family and friends."

Gannon, who was elected to the federation's Executive Council in October, recalled that hospital officials had been very receptive to the IAFF's pleas for better treatment of burn victims. "I'm very proud, and my family is very proud, of what this hospital has accomplished. The IAFF and its members will work for many more burn centers to be set up in the United States and Canada."

Governor speaks

Ohio Gov. Richard Celeste (D) told the audience of several hundred that "we are proud of you, Jack Gannon." He said the naming of the center after the IAFF leader is "highly appropriate" as it honors his efforts on behalf of burn victims.

The 31-bed center, paid for by a hospital bond issue, is the primary base for burn treatment in northeast Ohio, according to the hospital's president, Henry A. Manning. A network of helicopter and ambulance services is in place to bring victims to the hospital with minimum delay in receiving primary care and rehabilitative treatment.

The 14-bed burn unit will be staffed by five physicians, 30 nurses, specialized therapists, and other support personnel. The 17-bed trauma unit will be staffed around the clock by designated trauma teams to handle severely injured persons. The center also has emergency laboratory facilities, trauma operating room, and a roof-top heliport.

The Cleveland AFL-CIO also honored Kirkland and Gannon at a reception attended by several hundred union officials and political leaders. Speakers included Sebastian Lupica, executive secretary of the city federation, and IAFF Local 93 President James Andrews.

Privatization of NIH labs denounced as 'crazy idea'

Continued from Page 1

the NIH laboratories into a private research center funded by a combination of industry, foundation and government grants.

A New York Times story quoted OMB officials as saying the plan would allow closer collaboration with the biotechnology industry, permit higher salaries for top scientists and free them from "bureaucratic constraints."

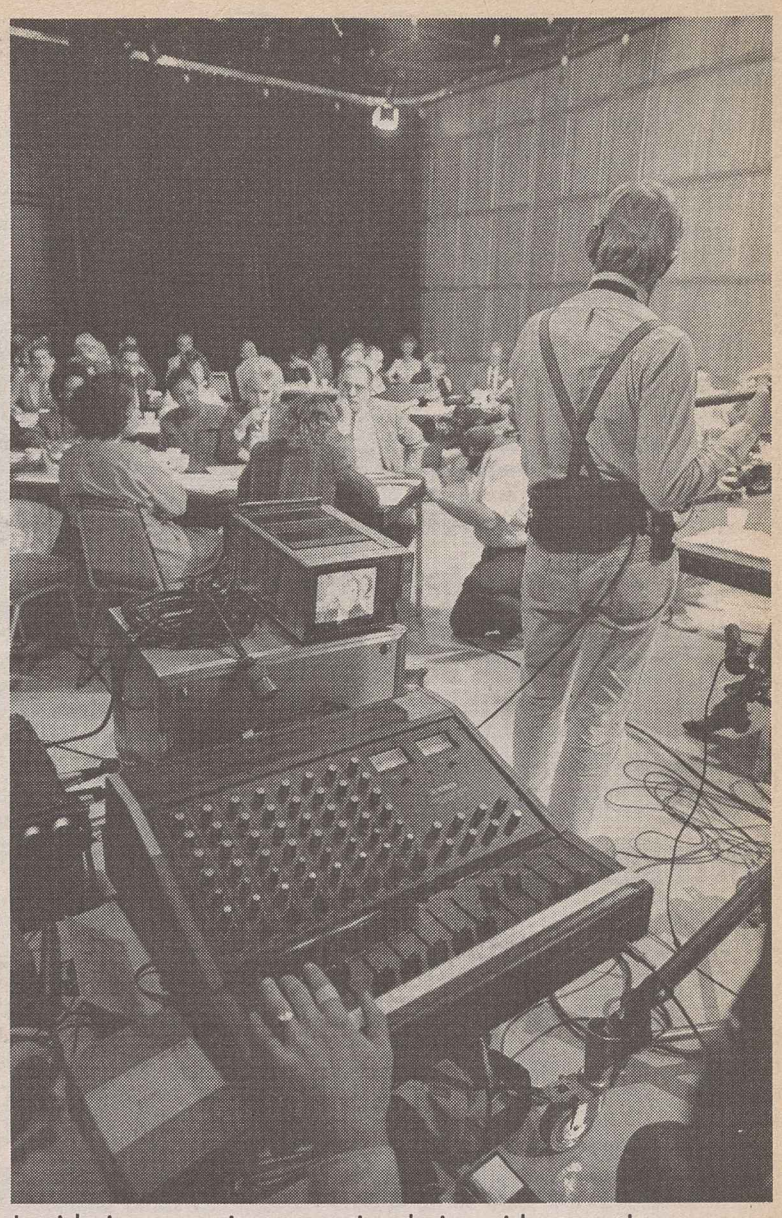
If adopted, it would take the Reagan Administration a giant step closer to its ideological goal of "privatizing" government and shucking off federal responsibilities for the general welfare. Funding sources presumably would include drug and chemical companies interested in commercial development of new processes.

Despite the implied prospect of higher salaries, some of the nation's leading medical researchers voiced dismay at the proposal.

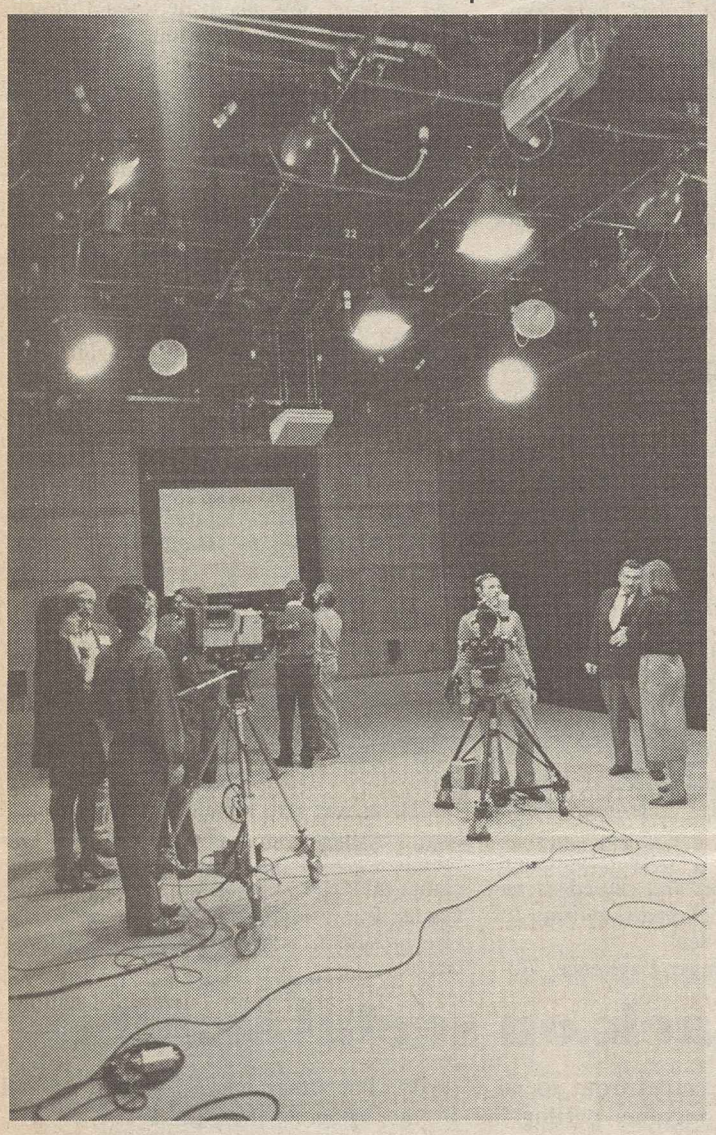
Dr. Donald S. Fredrickson, who directed the institutes from 1975 to 1981, told the Times that the OMB proposal could "destroy the integrity of an operation that is working well."

Now, he noted, NIH can operate as "an action arm of government, drawing on a cadre of virologists, molecular biologists and other experts to work on urgent problems, like the search for a vaccine against the AIDS virus."

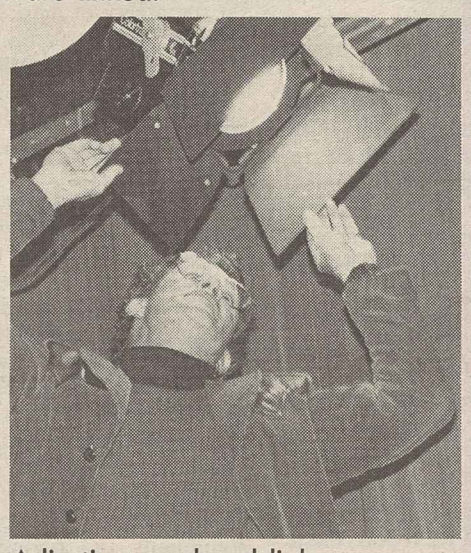
Control room consoles where video production elements are linked.



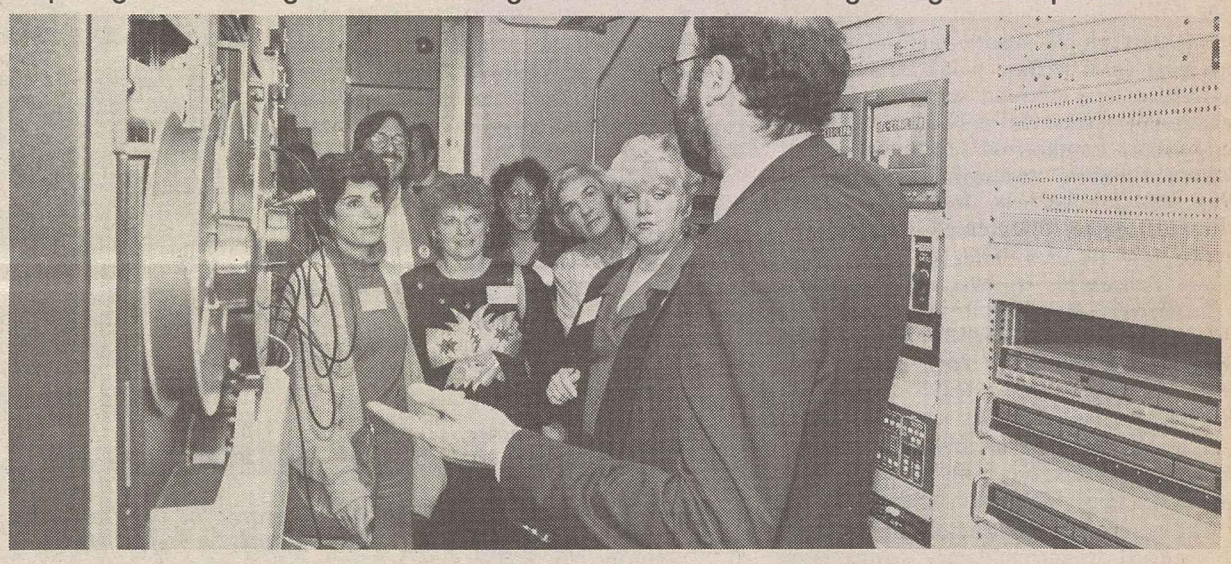
Legislative committee meeting being videotaped.



Studio can handle up to six cameras at a time.



Adjusting overhead light.



LIPA Production Director David Weiner describes equipment during tour.

Federation video-satellite facilities go 'on air'

The AFL-CIO held open house at its new Video & Satellite Facilities on the ground floor of the federation's Washington headquarters building, providing a tour of the television studio and control centers and demonstrating state-of-the-art audio, video and telecommunications equipment.

Welcoming upwards of 200 officers and staff members of affiliated unions and central bodies, President Lane Kirkland said the facilities "represent our approach to the necessary effort to catch up and keep pace with modern communications technology."

In a brief program following the tour, AFSCME President Gerald McEntee, chairman of the AFL-CIO Committee on Public Relations, said that against the background of competition for the attention of the public, the facilities represent "an investment" that the federation can ill afford not to make. He called them "a measured investment in the best of equipment, but only equipment that can be used to achieve our broader goals and objectives."

Tools to be used

McEntee, whose union has pioneered in labor's use of satellite communications technology and was among the first to set up its own broadcast studio, urged the unions represented in the audience to "use these facilities—any way you can, but most importantly, use them." They're designed, he said, "to make our job a little easier and to help us do our work a little better."

The facilities were installed under the direction of the Labor Institute of Public Affairs, the federation's television production arm. The LIPA staff, led by Executive Director Larry Kirkman, guided the visitors and explained the operation of the equipment.

Centerpiece of the facilities is the television studio, which is equipped to use as many as six cameras at once. Videoconferences will be able to use three or four different backgrounds or sets. Space is available for panel discussions and talk shows, role playing or dramatic performances. Productions can be staged with labor leadership, staff experts, professional talent and celebrities.

Other features include:

- The video control room that houses the electronics system that links and controls cameras, switchers, mixers, character generators, monitors, video tape recorders in all formats.
- The audio booth, with equipment to produce studio quality recordings for narrations and voice-overs along with small-scale music recording and selection.
- The Quantel Paint Box, which provides a cost-effective alternative for creating the highest quality videographic images.
- Permanently installed equipment to transmit and receive satellite signals so that videoconferences and electronic press conferences can originate from within AFL-CIO headquarters.
- Installation of a closed-circuit video system throughout the headquarters building that gives the AFL-CIO staff easy access to satellite-distributed programming along with channels for in-house screenings of taped materials.

The AFL-CIO videoconference on internal organizing, scheduled to link trade unionists and labor educators in 40 cities next Feb. 29-Mar. 1, will be the first to take advantage of the new facilities. Another videoconference is planned for later in the year to deal with retiree health care benefits.

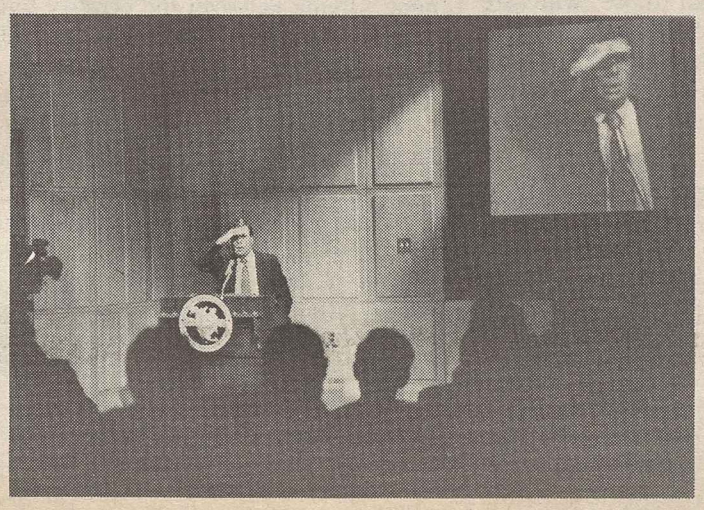
The open house, tour and demonstration of the new equipment occurred during a two-day meeting at the George Meany Center for Labor Studies for site coordinators and instructors who will take part in the scheduled videoconference on internal organizing.

Workshops at center

In conjunction with the meetings at the studies center, workshops on "The Art and Science of Videoconferencing" were held for university educators and union public relations representatives.

The new headquarters facilities will be managed by LIPA, but without additional permanent staff. They will be available at cost for use by affiliates for their own video or satellite communications projects. LIPA points out that while TV production is expensive, access to the new facilities will make productions possible that in the past might have been financially prohibitive for many unions.

"The AFL-CIO Video & Satellite Facilities give us a greatly enhanced ability to reach our members, the media and the American public," said LIPA's Kirkman. "As the communications needs of the labor movement expand, we hope the availability of these facilities will encourage innovations in our use of this technology to serve and energize our membership."



Kirkland and McEntee welcome visitors to new facilities.

In full view

The red and white banner proclaiming "Solidarinosc" with the workers of Poland has been flying at the Electronic Workers headquarters since the independent labor movement was crushed by Polish government forces in 1981.

But as the Washington visit of Soviet Gen. Sec. Mikhail Gorbachev drew nearer, two uniformed officers from an unknown U.S. government agency stopped by the union's office—right across the street from the Soviet Embassy—and told an IUE employee to take down the flag, reported IUE President William H. Bywater.

"We told them no," Bywater said. "We've flown that flag since the beginning of the Solidarity problems in Poland," he declared. "It's staying up there."

The banner remained on display throughout the four-day summit meeting. And it's still flying.

House approves welfare reform by 230-194 vote

Continued from Page 1

standards, or taking away promotion opportunities.

Subsidized day care would be available for mothers of small children taking training and during the first six months of employment after coming off the welfare rolls.

The bill would assure that households emerging from welfare won't be worse off because of loss of food stamps and other non-cash benefits. In previous legislation, the House authorized continuation of Medicaid health coverage for up to two years for families who lose cash welfare benefits because of increased earnings.

The bill requires states to make two-parent households in which the principal wage earner is unemployed eligible for welfare assistance. Nearly half the states now limit AFDC aid to single-parent families, forcing fathers to leave a home in order to get help for their children.

It would also step up collections of child support payments due from absent parents, easing the need for public funds.

The parent of a child under three would be excused from mandatory participation in a training or jobs program. Parents of children between three and six would be required to participate only on a part-time basis, and if child care facilities were available.

Recognizing that the education and training facilities and the support system won't be immediately available in all localities, the bill directs states to set up a priority system.

Target groups would include those at greatest risk of becoming longterm welfare recipients, such as teenage mothers, and persons who have been receiving welfare benefits for more than two years.

Another provision seeks to encourage states that pay very low benefits to raise their benefit levels. States that do so will get a higher federal matching grant.

Retired union lobbyist Peter McGuire dies

Ft. Lauderdale, Fla.—Peter McGuire, retired legislative director for the Transportation • Communications Union and legislative representative for the Hotel Employees & Restaurant Employees, died Dec. 11 following emergency surgery in Costa Rica. He was 81.

A New York native, McGuire was a charter member of Theatrical Stage Employes Local 52. After a nine-year stint as chief guard and guide at the Empire State Building, McGuire joined the New York Central Railroad and became active in the Railway & Airline Clerks—now TCU.

He served as the union's chief legislative representative for nearly a decade, and remained a special consultant until 1978. During that time, he also represented HERE on Capitol Hill.

Funeral services were held at St. Gabriel Catholic Church in Pompano Beach with burial at Queen of Heaven Cemetery.

Economic fallout hits black workers

Randolph Institute study stresses benefits of labor alliance

Changes in the nation's workplaces have serious implications for the status of black workers and will affect the reduction of racial inequality in American economic life. But a combined effort by the black community and the trade union movement can address economic security and workplace concerns, producing "dividends for both groups and for the nation."

That's the conclusion of "The Changing Economy and Unions: An Analysis and Program for the Black-Labor Alliance," a report prepared and issued by the A. Philip Randolph Institute.

The study outlines the successes won by black workers over the past four decades, often in partnership with the trade union movement, and details the expansion of the black middle class through its increased participation in unionized manufacturing, service and public service jobs.

"But despite the gains of the past four decades, black workers still do not enjoy full equality in the labor market," the report noted, citing a black unemployment rate that is more than double that of whites and an average family income level for black families that is just half that of white families.

The report also stresses the vital role of black workers within the labor movement, pointing out that black workers have a higher rate of unionization than whites in every major occupational group.

Workforce changes

In his introduction, AFL-CIO President Lane Kirkland said the APRI report was a logical extension of the federation's study of "The Changing Situation of Workers and Their Unions" that focused attention on the "dramatic changes in the composition of the workforce and the severe dislocation" experienced by working men and women.

"The negative consequences of these changes have fallen disproportionately on black workers," Kirkland pointed out, with the struggle for civil rights "interrupted by the lack of economic progress of workers in the 1980s."

The APRI report continues the institute's important work in "increasing the involvement of blacks in the unions and communities as well as strengthening the partnership of labor and the black community in the fight for social and economic justice," he added.

In a review of the economic status of black workers, APRI President Norman Hill stressed that black workers have been hit especially hard by the decline of U.S. manufacturing, huge trade and budget deficits and sluggish job growth because of "past and present discrimination" and a legacy of historical disadvantages and inequality.

Harmful Reagan policies

Reagan Administration policies that have assaulted affirmative action and civil rights and that have left the working poor "at the mercy of market forces" have compounded the problem, undercutting decades of black economic progress, Hill said.

The APRI study expanded on several recommendations issued by the federation in its "Changing Situation" report. These include:

- Increasing members' participation in their unions. The report cited APRI local, regional and national functions that focus on the concerns of black workers and how labor's programs can aid black social and economic advancement.

The study also encouraged local unions to stress the role of black and minority workers in the union's growth and to encourage education and leadership training for black and minority trade unionists.

- Improving labor's communications through increased exposure in the black community and among black workers.
- Improving organizing activity by increasing the numbers of black and minority organizers and providing thorough training for organizers.

The report also noted the importance of maintaining close ties with the black community during union organizing campaigns, stressing that such partnerships often result in greater resources—including volunteer organizers from churches, civil rights groups and fraternal organizations.

- Expanding political activity through intensive voter registration, voter education and get-out-the-vote campaigns aimed at black and minority communities. The report pointed to a recent COPE survey that showed black trade unionists to be more politically active than other union members and stressed the need to spread labor's message in the black community.

The report also offered an agenda for economic progress that includes a national industrial policy that will "save beleaguered domestic industries from unfair competition by adopting equitable trade policies."

The government must accept its responsibility and role of providing essential services to the elderly, the destitute, the homeless and the unemployed, the study said, as well as meeting the housing, health care and other human needs of those who cannot help themselves.

Other key elements of an effective economic policy are education reform, renewed commitment to civil rights and anti-discrimination laws and increased concern for democracy and human rights around the world, the report said.

Jascha Heifetz dies, pioneer of 2 unions

Los Angeles—Jascha Heifetz, the world-renowned concert violinist who died Dec. 10 at the age of 86, was a founding officer of two of the unions that make up the Associated Actors & Artistes of America. He died at Cedars-Sinai Medical Center where he had recently undergone brain surgery.

He held Card No. 2 in the American Guild of Musical Artists and served as an officer of AGMA for 25 years, retiring in 1961 as first vice president.

Heifetz and opera singer Lawrence Tibbett helped establish the union in 1936 to deal with grievances of concert artists, including the failure of promoters to pay performers and excessive booking commissions. Tibbett was AGMA's first president.

Heifetz was also a founder of the American Federation of Radio Artists in 1937, which with the advent of television became AFTRA. Comedian Eddie Cantor was its first president and Heifetz served as vice president during the union's first three years.

Flawed logic marks attack on social security

The following letter to the editor appeared in the Dec. 12 issue of the Washington Post. It was written by Larry Mishel, research director of the Economic Policy Institute.

Conventional wisdom these days holds that social security must be cut. It is argued that we have to reduce the deficit, and since social security commands a significant share of the budget, it must be "on the table." Moreover, the elderly have done relatively well in recent years, achieving a lower-than-average poverty rate. The elderly, it is further argued, can now "afford" to shoulder some of the pain.

Hobart Rowen reports that Mario Cuomo suggested that some of the elderly are "comfortably fixed" and do not need their social security check to maintain a decent standard of retirement living (op-ed, Nov. 22).

Journalists and editorial writers have absorbed this conventional wisdom to such an extent that the seriousness of any deficit reduction is measured by whether social security is reduced or not. Politicians are called upon to rise "above politics as usual" and embrace a bipartisan effort to cut "middle class" entitlements. It is an argument that Congress almost bought.

The logic of these appeals, however, is flawed. What's billed as an effort to have the "comfortably fixed" help reduce the deficit hardly lays a glove on them, but it will severely hurt the low-income elderly.

The reason is simple. The elderly who have low incomes rely on social security much more than those who are well-off. Census Bureau figures on the 65-and-over population show that for the 26 percent with annual incomes under $5,000, 79 percent of their income comes from social security.

Reliance on benefits

The elderly with between $5,000 and $10,000 of incomes (about 34 percent of the elderly) obtain 73 percent of it from social security.

At the other end, elderly persons receiving such grand incomes of $20,000 or more (about 14 percent of the elderly) count on social security for only 16 percent of their cash income.

The most regressive proposal is to eliminate the first 2 percent of social security COLA each year. Consider the effect of doing so for four years on two representative female neighbors over 65. One lives on a $7,500 annual income, 75 percent of it derived from the $5,625 she receives from social security. The other has a $40,000 annual income, putting her in the upper 5 percent of the elderly. She received $7,000 from social security, accounting for 15 percent of her income. The COLA reduction cuts the income of the low-income woman by an additional 1.5 percent each year—1.5 percent the first year, 3 percent the second and so on. Over a period of four years, she suffers a total loss equal to 15 percent of her current income.

The "comfortably fixed" woman, on the other hand, actually loses only 3 percent over the same period. That is, the well-off neighbor suffers a proportionate loss of one-fifth the size of her neighbor's, despite having more than five times the income.

A drop in elderly poor

The low-income elderly have made substantial progress in recent years, at least in relative terms. In 1970 the elderly poverty rate was nearly 25 percent. The growth of social security and SSI since then fueled progress so that last year there were 1.2 percent fewer of the elderly living in poverty than in the general population.

But this modest differential between the elderly and the general population hardly justified cutting back on the very programs that created this much-needed progress. It would take very little to reverse these gains, given the vulnerability of the elderly; more than 8 percent of the elderly are "near poor," living between the poverty line and 25 percent above it, compared with 4.6 percent of the overall population.

If conventional wisdom permits us to focus on who's done well and who hasn't, why don't we ask all of the truly "comfortably fixed," not just the elderly "comfortably fixed," to help out. After all, these are the folks who have done well in recent years.

In fact, according to a just-released Congressional Budget Office study, the two highest income deciles—the upper 20 percent of families with the highest incomes—are the only group projected to have higher incomes in 1988 than in 1977. Moreover, as the CBO shows, this same group reaped the greatest benefits from the misguided tax reductions that helped fuel the deficit problem.

Rather than implement across-the-board cuts on social security, we should reset the tax rates on all high-income Americans, elderly and not. After all, the poverty rate of the rich is even lower than that of the elderly.

EDITORIALS

The Public Welfare

GOVERNMENT BY VETO, or by the threat of veto, is the Reagan Administration's overused response to the legislative agenda of a Democratic Congress.

It would be tragic if twisted budget priorities are allowed to thwart enactment of an effective welfare reform bill.

The measure the House passed moves in the direction that nearly everyone who has studied this long-festering problem agrees should be taken. Incidentally, during the deliberations of the four House committees that collaborated on the measure, there was more bipartisan input than the heavily partisan debate would indicate.

Clearly, not every supporter of the bill is enamored of every provision. But it offers a realistic expectation of reducing the number of people dependent on welfare, and especially of breaking through the hopelessness of those for whom welfare has become a permanent means of survival rather than a temporary shelter from misfortune.

Just as clearly, the most effective welfare reform would be a full employment economy, in which employers would of necessity take on the task of making up for deficiencies in education and work preparation.

But we are dealing with the present and the near future. The recognized need is to help, and if necessary prod, people to participate in programs that will make them more employable and lead to a better life.

BECAUSE the existing welfare pattern is heavily geared to single-parent households with children, day care facilities are essential in training programs and in future employment.

Food stamps and family health care are a major part of the survival package that the present welfare system provides. It is unrealistic to expect a parent to abandon this support system for a minimum wage job. Welfare reform requires that gainful employment be an improvement over dependency.

It may come as a surprise to this Administration, but there is an initial cost to welfare reform even though long-term savings can realistically be anticipated. Acknowledging this, the framers of the legislation added on some largely unrelated revenue gainers in order to stay within budget ceilings.

The White House may quarrel with the revenue add-ons. But at a time when the Administration is insisting on additional billions for military needs, it can hardly contend that the startup cost of welfare reform is beyond the nation's capabilities.

Part of the cost of the welfare reform package would be borne by the states, and you would expect loud outcries from the governors if they questioned the value of the program.

Perhaps the strongest argument for the legislation is that it closely parallels the program endorsed by nearly every one of the nation's governors, Democrats and Republicans alike.

There's one other ingredient of welfare reform that should not be overlooked.

Helping, encouraging and prodding people able to work to escape from permanent dependency should be accompanied by a more generous allotment of resources to persons dependent on public assistance because they are unable to work, or because of economic conditions that prevent persons seeking work from finding jobs.

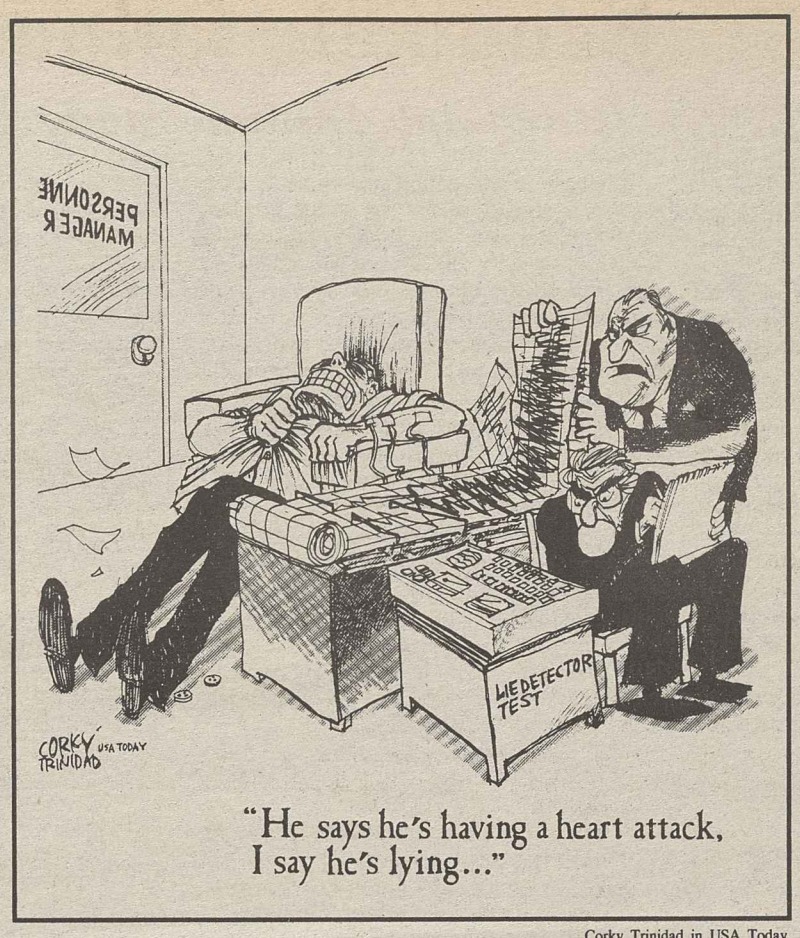
The House-passed bill at least goes part way in that direction.

Too High a Cost

A READER expressed understandable concern at a recent news account of a deficit reduction plan that included the sale of unspecified government assets. We were able to reassure him that in this case the assets were loan securities and not natural parks or seashores.

But government assets come in all forms, and there is cause for both concern and outrage at the proposal being developed by the President's Office of Management & Budget to "privatize" the medical research laboratories of the National Institutes of Health.

It would supposedly produce a budget savings. But only if OMB put no value on the lives saved because NIH research wasn't dictated by the commercial value of its findings.



"He says he's having a heart attack, I say he's lying..."

Corky Trinidad in USA Today.

Only us . . . . . the union

We have a good program. It is substantive and it speaks to the real needs of our members.

It addresses the critical issues of job security, economic security and union security. It is a realistic program and an achievable one.

Jobs have been lost and lives ruined because of plant closings, layoffs, restructuring and consolidation. As usual, workers are the ones to pay the price.

Our bargaining program is designed to correct that.

There is only us, the union. We need your help.

There are no substitutes in this game. There are no first, second and third teams. There is only all of us together—a collection of people who believe in something.

Whoever sits on the sidelines robs us of a vital part of our strength.

—Joseph M. Misbrener, president of the Oil, Chemical & Atomic Workers.

Misleading 'average'

Most American families find real income lagging

By Gus Tyler

Average family income has moved up in the decade from 1977 to 1987. But 80 percent of the families in America don't experience it, because their income has fallen.

This discomforting fact comes from the Congressional Budget Office which undertook a study in response to a request from Sen. George Mitchell (D-Me.), who wants to know who in America is getting poorer, who is getting richer, and how the recent tax reform affects both the rich and the poor.

Focusing on "income," the study from the CBO looks at real income: that is, income after adjusting for inflation, but before taxes. By that measure, the "average" family income has gone up between 1977 and 1987. But that "average" conceals what is going on inside families where a few are doing better, and most are doing worse. Disaggregating the average, the CBO found that 80 percent of American families will see their real income decline.

But the top 10 percent will enjoy an average increase of 16 percent, the top 5 percent an increase of 23 percent, and the wealthiest 1 percent will wallow in an increase of 50 percent.

Two-way stretch

In other words, America is moving in two directions at once: eight out of ten families are moving down and two out of ten are moving up, with a tiny sliver of the population—the top 1 percent—zooming upward.

Unfortunately, the new tax law does not help to correct this dangerous imbalance. The poor will be paying a higher percentage of their earnings to Uncle Sam and the rich will be paying a smaller percentage.

This conclusion seems to go against a common understanding on how federal income taxes are levied.

The confusion comes from the fact that "income taxes" are not the only taxes paid to the federal government: there are social security taxes and excise taxes, such as those on alcohol, gasoline and tobacco.

Taxing the poor

When these are counted, here's the distressing news:

The poorest 10 percent of taxpayers—those at the bottom—will be paying 9.6 percent of their income to Uncle Sam, a 20-percent increase above what they were paying in 1977 when the rate was 8 percent.

The top 10 percent will pay at a lower rate than a decade ago, with the percentage of their earnings going to federal taxes falling from 26.7 to 25 percent.

The richest 1 percent—that one out of a hundred families at the pinnacle—will have reason to grin: the percentage of its income that it pays to Uncle Sam will drop from 30.9 percent to 24.9 percent—a decline of almost 20 percent.

Apparently, Sen. Mitchell's request may have been intended to offset the contention of the White House that taxes are more equitable than there were in the past because a larger share of the total federal tax burden is now borne by higher-income families.

The findings of the CBO study make it clear that this is due to so mammoth an upward leap in the income of those at the top that they pay more even though their tax rate has been dramatically lowered.

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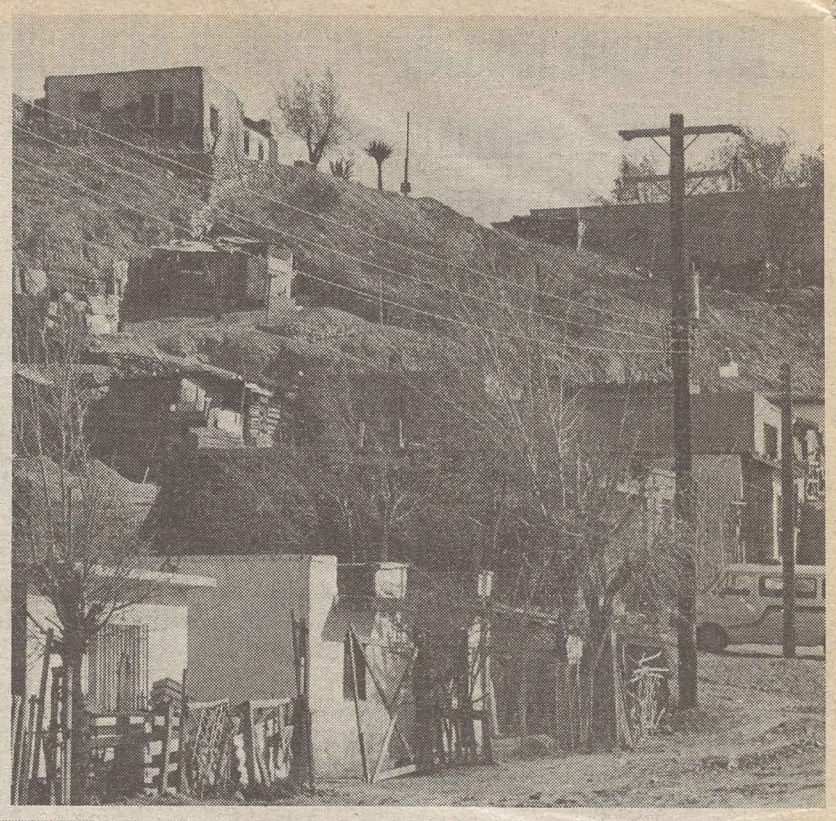

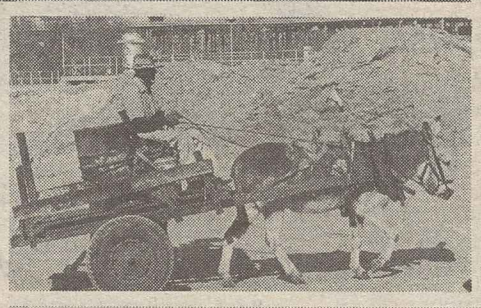

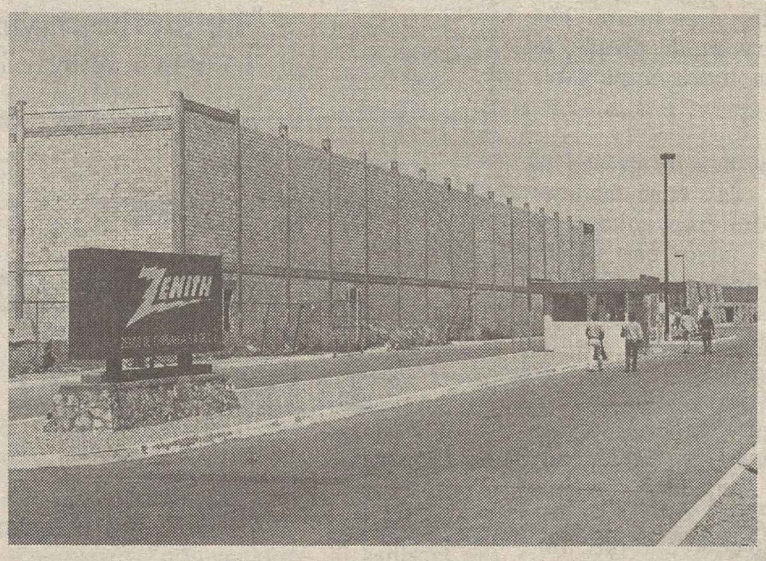

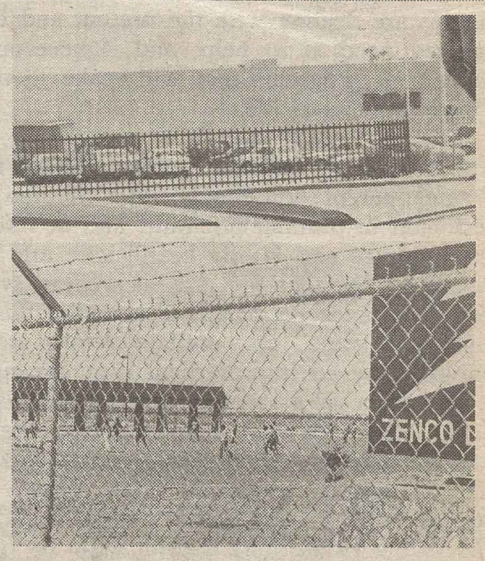

High-tech glimmer of American-owned assembly plants in Juarez, Mexico, contrasts sharply with the stark poverty just outside the barbed-wire topped fences of the maquiladora complex. The desire of families to escape to a better way of life fuels the continuing supply of workers—mainly young women—who toil for wages as low as 53 cents an hour. Many major U.S. corporations have built plants at the government-subsidized sites, eliminating hundreds of thousands of U.S. jobs.

Poverty and profiteers fuel maquiladora system

Jobs of American workers wiped out as multinational firms search for lowest wages

Young women ranging in age from 14 to 25, working nine-hour days in plants where safety is uniformly ignored, earning as little as 53 cents an hour and denied the benefit of unions—that's the profile of the workforce in Mexico's profitable maquiladora complex that has sprung up just across the Rio Grande River.

This dismal picture emerges from the first-hand observations of Carmen Delle Donne, who visited the booming maquiladoras in Juarez and returned to write about it for the IUE News, the official publication of the Electronic Workers.

Delle Donne describes the maquila workforce this way:

"These are the youngsters who have taken the jobs that used to provide a decent living for thousands of industrial workers in the United States—jobs at American companies which during the past 20 years have abandoned American communities and workers for low wages and higher profits along the northern border in Mexico."

The IUE reporter was barred from visiting the plants by employers who don't want the outside world to see their operations and by government officials whose concern appears to lie less in the welfare of Mexico's workers than in the multi-billion-dollar foreign trade surplus these U.S. runaways produce each year.

Mexican law requires that unless youngsters are at least 16 years old, they must get their parents' permission to take a job. In a region riddled with poverty, families often succumb to the lure of a few more dollars a week to help keep a roof over their heads and some food on the table.

Under-age workers

But when parental permission is withheld, many 14-year-old girls alter their birth certificates or borrow identification from a friend. Some do it because they're ashamed to return to school after failing classes. Others are unwed mothers obliged to work to support their babies. Many of the rest enter the workforce simply out of what one of them described to Delle Donne as "curiosity."

In any event, both the government and the employers turn a blind and uncaring eye to the growing practice of child labor in general and the exploitation of young women in particular.

The scheme to lure American assembly plants across the Rio Grande began in the late 1960s to create employment for Mexican males along the border. The cancellation of the American bracero agricultural program—which had employed large numbers of Mexican nationals—left as many as 50 percent of these men jobless.

But while the strategy to boost the business climate in Mexico succeeded, the maquilas didn't absorb the unemployed male population. Instead, the American-owned companies turned to a workforce that is at least 70 percent female.

The plant managers claimed that they did so because women have "greater manual dexterity" than men. But, Delle Donne found out, the basic reason was that women are "more docile"—another way of saying that they accept menial tasks without complaining and are more easily dissuaded from joining unions. And they endure hazardous workplace conditions because the government doesn't enforce on-the-job safety protections.

"People are forced to work in the plants," one worker told the IUE reporter. "But they are not very happy."

What happened to the men who were supposed to get jobs to replace those lost when the bracero program shut down?

Some of them are idle, others have taken temporary employment, but the vast majority have slipped across the border as undocumented workers that American agribusiness attracted over the years.

American jobs lost

The maquiladoras have caused enormous job losses in the United States. But they haven't helped lift Mexican workers out of poverty. Nor are the jobs secure, as a quarter of the workforce found out during the 1974-75 recession. Some plants closed while others weathered the storm with cutbacks, layoffs and shorter hours.

Beyond that, expert observers are concerned that, one day soon, they'll pull up stakes and move on to even less developed nations where wage scales are still lower than in Mexico.

That's the view of Guillermina Valdes-Villalva, founder and director of the Center for Working Women in Juarez, who insists that the maquiladoras are a "temporary" phenomenon and that they've survived this long only because of government concessions granted to meet that country's deep economic crisis.

A student of the economic and sociological impact of the maquilas for more than a decade, Valdes-Villalva said:

"Already studies are being made in the English-speaking Caribbean, in Africa and in China as to where they're going to move next. No one is naive enough to think that these plants are going to stay. They don't stay anyplace. They go where conditions will maximize their profits, wherever that may be."

But for the time being, the maquiladora complex is booming at the expense of American workers whose jobs have been exported across the border and at the expense of Mexican workers who have had to make the choice between performing unsafe work for a pittance or slipping deeper into poverty.

Feliz Navidad

American operators of plants in the maquiladora complex in Mexico are getting some advice on how to keep low-paid workers content on a scant $2.52 a day.

That's what sweatshop paychecks average for the 300,000 maquila workers—most of them women and girls—even after a 25-percent boost in the minimum wage that took effect in October.

According to Twin Plant News—a monthly magazine based in El Paso, Tex., that extols the virtues of moving U.S. assembly operations across the border to minimize payroll costs and maximize profits—"there are ways to keep the minimum wage people at minimum wage."

Among the big-hearted suggestions offered by the magazine are such items as "free or subsidized lunches" and assistance with transportation costs. And, Twin Plant News asks, "how about a free kilo of tortillas each week or a few kilos of frijoles?"

What's more, it says, with winter on its way, employees of the U.S. parent corporation could "clean out their closets of those items they'll never get into again," and send the hand-me-downs to the Mexican plant for distribution "where it will do the most good."

"Remember," the article continues, "many of the homes (on the Mexican side of the border) are poorly heated, if heated at all, and warm clothing and blankets feel good on those cold nights."

The magazine also had a suggestion for Mexico's maquila associations that play such an active role in luring American plants south of the border: "Undertake the collection of clothing and food for distribution" to needy workers.

It hardly poor-mouths the Mexican maquila associations. After all, it conceded, "they sponsor our annual trip to Acapulco or Puerta Vallarta."

So while American corporate executives loll on the sunny beaches favored by the jet-setters, the magazine said, they should keep this thought in mind about their minimum-wage workers: "They will appreciate anything you can do above and beyond the normal governmental increase."